

Aldermen

Mayor Dan Coody
City Attorney Kit Williams
City Clerk Sondra Smith



Ward 1 Position 1 - Robert Reynolds
Ward 1 Position 2 - Brenda Thiel
Ward 2 Position 1 - Kyle B. Cook
Ward 2 Position 2 - Vacant
Ward 3 Position 1 - Robert K. Rhoads
Ward 3 Position 2 - Robert Ferrell
Ward 4 Position 1 - Shirley Lucas
Ward 4 Position 2 - Lioneld Jordan

**Final Agenda
City of Fayetteville Arkansas
City Council Meeting
October 17, 2006**

A meeting of the Fayetteville City Council will be held on October 17, 2006 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

**Call to Order
Roll Call
Pledge of Allegiance**

Presentation of City Plan 2025 Awards from the State Chapter of the American Planning Association. The City received awards for Achievement in Comprehensive Planning and Achievement in Technology – given by Karen Minkel – Senior Planner

2006 Project Presentation – Community Asset and Development Information System (CADIS) and Creating Realistic Animation Through EAST (CRATE) – given by Malcom Williamson

A. CONSENT:

- 1. Approval of the September 5, 2006 and September 12, 2006 City Council meeting minutes.**

APPROVED.

- 2. Swepco-AR: A resolution approving an agreement with Swepco-AR in the amount of \$69,114.17 for electrical utility line relocation as part of the Van Asche Drive extension project.**

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 164-06.

3. **Lufkin Industries of Lowell:** A resolution awarding Bid #06-55 and approving the purchase of one (1) dump trailer from Lufkin Industries of Lowell in the amount of \$32,539.02 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 165-06.

4. **Barloworld Truck Center of Springdale:** A resolution awarding Bid #06-55 and approving the purchase of one (1) truck tractor and hydraulic wet line kit from Barloworld Truck Center of Springdale in the amount of \$76,003.00 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment in the amount of \$76,208.00.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 166-06.

5. **Landers Ford of Little Rock:** A resolution awarding Bid #06-56 and approving the purchase of one (1) diesel powered cutaway van truck from Landers Ford of Little Rock in the amount of \$29,601.00 for use by the Solid Waste & Recycling Division.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 167-06.

6. **C. Green Scaping:** A resolution approving a contract with C. Green Scaping, LP in the amount of \$145,200.00 for Wetlands construction, burning and planting; and approving a Project Contingency in the amount of \$14,500.00.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 168-06.

7. **Selective Traffic Enforcement Project (STEP) Grant:** A resolution accepting the 2006-2007 Selective Traffic Enforcement Program (STEP) Grant in the amount of \$68,000.00 for the purpose of paying overtime to officers engaged in the enforcement of DWI/DUI and seatbelt laws; and approving a Budget Adjustment recognizing the grant revenue.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 169-06.

8. **ADM 06-2293 Lofts at Underwood Plaza:** A resolution for ADM 06-2293, approving encroachments into the city's right-of-way for the purpose of constructing foundation on the north side of the Lofts at Underwood Plaza project into Dickson Street, as described and depicted in the attached exhibit.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 170-06.

B. UNFINISHED BUSINESS:

1. **VAC 06-2136 Petunia Court:** An ordinance approving VAC 06-2136 submitted by John Carpenter for property located between Lots 31 & 32 of Glenbrook Phase II, vacating un-constructed right-of-way within the subject property. *This ordinance was left on the Second Reading at the October 3, 2006 City Council meeting.*

THIS ITEM FAILED AFTER THE THIRD READING OF THE ORDINANCE.

C. NEW BUSINESS:

1. **R-PZD 06-2169 - 6th & Wood:** An ordinance establishing a Residential Planned Zoning District Titled R-PZD 06-2169, 6th & Wood, located at the intersection of 6th Street and Wood Avenue, containing approximately 1.80 acres; amending the Official Zoning Map of the City of Fayetteville; and adopting the associated Master Development Plan.

THIS ITEM WAS LEFT ON THE FIRST READING OF THE ORDINANCE.

2. **RZN 06-2240 Combs:** An ordinance approving RZN 06-2240 submitted by H2 Engineering, Inc. for property located at the southeast corner of Morningside Drive and 15th Street, for approximately 61.98 acres, rezoning the subject property from RSF-4, Residential Single Family, 4 units per acre to RMF-6, Residential Multifamily, 6 units per acre and C-1, Neighborhood Commercial.

THIS ITEM WAS LEFT ON THE FIRST READING OF THE ORDINANCE.

3. **RZN 06-2244 Henningsen:** An ordinance approving RZN 06-2244 submitted by Jerry Horton for property located at the SW corner of Sunrise Mountain Road and S. School Ave. (HWY 71B), rezoning the subject property from R-A, Residential Agriculture and C-2, Thoroughfare Commercial to I-1, Heavy Commercial Light Industrial.

THIS ITEM FAILED AFTER THE THIRD READING OF THE ORDINANCE.

4. **Olika Investments, LLC Cost-Share:** An ordinance waiving the requirements of formal competitive bidding and approving a cost-share with Olika Investments, LLC in the amount of \$30,398.53 for the upsizing of approximately 1460' of 8" water main to 12" water main.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 4937.

5. **Fayetteville Municipal Airport Fuel Flowage Fee:** An ordinance amending §91.15: Airports and Aircraft, Code of Fayetteville, to adjust the per gallon flowage fee on all aviation fuel and gasoline supplied at the Fayetteville Municipal Airport.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 4938.

6. **Farmington/Fayetteville Sewer Service Agreement:** A resolution to express the City Council's basic agreement with the terms of the Farmington Position Paper.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 171-06.

7. **Group Medical & Dental Plan Renewals:** A resolution approving the placement of Group Major Medical coverage with CIGNA; COBRA Administration with DataPath; HSA Account Administration with Delta Trust & Banking Corp., with five one-year optional renewals at the city's discretion; and renewing with Delta Dental for employee-paid dental insurance for plan year 2007.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 172-06.

8. **2007 Compensation & Classification Plan Implementation:** A resolution adopting the Compensation Committee's recommendation to implement the 2007 Compensation & Classification Plan.

PASSED AND SHALL BE RECORDED AS RESOLUTION NO. 173-06.

9. **Camels and Dromedaries for Passenger Transport:** An Ordinance to amend Article VII Nonmotorized Passenger Transport Vehicles of Chapter XI Business Regulations of the Code of Fayetteville to authorize and regulate Camels and Dromedaries for passenger transport on the Fayetteville Square.

PASSED AND SHALL BE RECORDED AS ORDINANCE NO. 4939.

D. INFORMATIONAL:

City Council Tour: NONE

Meeting adjourned at 9:05 p.m.

Subject:

Motion To:

Motion By:

Seconded:

Jordan

✓

Reynolds

✓

Thiel

✓

Cook

✓

Rhoads

✓

Ferrell

✓

Lucas

✓

Mayor Coody

✓

Subject:

Presentation

Sketchup & Views

Motion To:

Motion By:

Seconded:

Jordan

Reynolds

Thiel

Cook

Rhoads

Ferrell

Lucas

Mayor Coody

Subject: <i>Consent</i>					
Motion To:		<i>Approve</i>			
Motion By:		<i>Jordan</i>			
Seconded:		<i>Reynolds</i>			
<i>Res.</i> <i>164-06</i> <i>to</i> <i>170-06</i>	Jordan	✓			
	Reynolds	✓			
	Thiel	✓			
	Cook	✓			
	Rhoads	✓			
	Ferrell	✓			
	Lucas	✓			
	Mayor Coody				

7-0

Subject: <i>VAC 06-2136 Petunia Court</i>					
Motion To:		<i>3rd read</i>	<i>Pass</i>		
Motion By:		<i>Ferrell</i>			
Seconded:		<i>Jordan</i>			
<i>B.I.</i> <i>Unfinished</i> <i>Failed</i>	Jordan	✓	<i>N</i>		
	Reynolds	✓	<i>N</i>		
	Thiel	✓	<i>N</i>		
	Cook	✓	<i>N</i>		
	Rhoads	✓	<i>N</i>		
	Ferrell	✓	<i>N</i>		
	Lucas	✓	<i>N</i>		
	Mayor Coody				

7-0

0-7

Subject: <i>R-PZD 06-2169 - 6th & Wood</i>					
Motion To:					
Motion By:					
Seconded:					
<i>C. 1, New Business This Ordinance was left on the first Reading</i>	Jordan				
	Reynolds				
	Thiel				
	Cook				
	Rhoads				
	Ferrell				
	Lucas				
	Mayor Coody				

Subject: <i>RZN 06-2240 Combs</i>					
Motion To:					
Motion By:					
Seconded:					
<i>C. 2. New Business This ordinance was left on the first Reading</i>	Jordan				
	Reynolds				
	Thiel				
	Cook				
	Rhoads				
	Ferrell				
	Lucas				
	Mayor Coody				

Subject: <i>RZN 06-2244 Henningsen</i>					
Motion To:		<i>2nd read</i>	<i>3rd read</i>	<i>Pass</i>	
Motion By:		<i>Thiel</i>	<i>Reynolds</i>		
Seconded:		<i>Reynolds</i>	<i>Thiel</i>		
<i>C.3. New Business</i> <i>Failed</i>	Jordan	✓	✓	N	
	Reynolds	✓	✓	N	
	Thiel	✓	✓	N	
	Cook	✓	✓	N	
	Rhoads	✓	✓	N	
	Ferrell	✓	✓	N	
	Lucas	✓	✓	N	
	Mayor Coody				

7-0

7-0

0-7

Subject: <i>Olika Investments</i>					
Motion To:		<i>2nd read</i>	<i>3rd read</i>	<i>Pass</i>	
Motion By:		<i>Jordan</i>	<i>Jordan</i>		
Seconded:		<i>Ferrell</i>	<i>Ferrell</i>		
<i>C.H. New Business</i> <i>Passed</i>	Jordan	✓	✓	✓	
	Reynolds	✓	✓	✓	
	Thiel	✓	✓	✓	
	Cook	✓	✓	✓	
	Rhoads	✓	✓	✓	
	Ferrell	✓	✓	✓	
	Lucas	✓	✓	✓	
	Mayor Coody				

7-0

7-0

7-0

4937

Subject: Jayethtville Municipal Airport Fuel Flowage Fee					
Motion To:		2nd read	3rd read	Passed	Fee
Motion By:		Jordan	Jordan		
Seconded:		Lucas	Lucas		
C.5. New Business <u>Passed</u> 4938	Jordan	✓	✓	✓	
	Reynolds	✓	✓	✓	
	Thiel	✓	✓	✓	
	Cook	✓	✓	✓	
	Rhoads	✓	✓	✓	
	Ferrell	✓	✓	✓	
	Lucas	✓	✓	✓	
	Mayor Coody				

7-0

7-0

7-0

Subject: Farmington / Jayethtville Sewer Service Agreement					
Motion To:		Amendment	Approve		
Motion By:		Rhoads	Jordan		
Seconded:		Thiel	Cook		
C.6. New Business <u>Passed</u> 171-06	Jordan	✓	✓		
	Reynolds	✓	✓		
	Thiel	✓	✓		
	Cook	✓	✓		
	Rhoads	✓	✓		
	Ferrell	✓	✓		
	Lucas	✓	✓		
	Mayor Coody				

7-0

7-0

Subject: Camels & Dromedaries for Passenger					
Motion To:		2nd read	3rd read	Pass	Transport
Motion By:		Ferrell	Ferrell		
Seconded:		Cook	Reynolds		
C.9. New Business <u>passed</u> 4939	Jordan	✓	✓	✓	
	Reynolds	✓	✓	✓	
	Thiel	✓	✓	✓	
	Cook	✓	✓	✓	
	Rhoads	✓	✓	✓	
	Ferrell	✓	✓	✓	
	Lucas	✓	✓	✓	
	Mayor Coody				

7-0

7-0

7-0

Subject:					
Motion To:					
Motion By:					
Seconded:					
	Jordan				
	Reynolds				
	Thiel				
	Cook				
	Rhoads				
	Ferrell				
	Lucas				
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Roll Call
Pledge of Allegiance**

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2006 Project Presentation – Community Asset and Development Information System (CADIS) and Creating Realistic Animation Through EAST (CRATE) – given by Malcom Williamson

A. CONSENT:

- 1. Approval of the September 5, 2006 and September 12, 2006 City Council meeting minutes.**
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B. UNFINISHED BUSINESS:

1. **VAC 06-2136 Petunia Court:** An ordinance approving VAC 06-2136 submitted by John Carpenter for property located between Lots 31 & 32 of Glenbrook Phase II, vacating un-constructed right-of-way within the subject property. *This ordinance was left on the Second Reading at the October 3, 2006 City Council meeting.*

C. NEW BUSINESS:

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D. INFORMATIONAL:

City Council Tour: NONE

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**Tentative Agenda
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City Council Meeting
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2006 Project Presentation – Community Asset and Development Information System (CADIS) and Creating Realistic Animation Through EAST (CRATE) – given by Malcom Williamson

2007 General Fund Budget Summary Presentation – given by Paul Becker, Finance Director - Agenda Session Only.

A. CONSENT:

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Remove
from agenda
move to
11-7-06
agenda

5. **Lot Split for Mayes Appeal:** An appeal of the Planning Commissions decision to deny a lot split for Mayes located at 445 N. Canvas Road.

6. **Olika Investments, LLC Cost-Share:** An ordinance waiving the requirements of formal competitive bidding and approving a cost-share with Olika Investments, LLC in the amount of \$30,398.53 for the upsizing of approximately 1460' of 8" water main to 12" water main.

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10. **2007 Compensation & Classification Plan Implementation:** A resolution adopting the Compensation Committee's recommendation to implement the 2007 Compensation & Classification Plan.

D. INFORMATIONAL:

City Council Tour: October 16, 2006 -4:30 PM

Add Camels - to agenda

Oct 4, 2006 The Agenda Session

Aldermen

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Call Time
2006 Project Presentation - Community Asset and Development Information System (CADIS) and Creating Realistic Animation Through EAST (CRATE) (Waiting on a call from Tim Conklin to give the name of the presenter)

2007 General Fund Budget Summary Presentation - Paul Becker, Finance Director - Agenda Session Only.

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7. **Fayetteville Municipal Airport Fuel Flowage Fee:** An ordinance amending §91.15: Airports and Aircraft, Code of Fayetteville, to adjust the per gallon flowage fee on all aviation fuel and gasoline supplied at the Fayetteville Municipal Airport.

Consent

8. **C. Green Scaping:** A resolution approving a contract with C. Green Scaping, LP in the amount of \$145,200.00 for Wetlands construction, burning and planting; and approving a Project Contingency in the amount of \$14,500.00.

9. **2007 Compensation & Classification Plan Implementation:** A resolution adopting the Compensation Committee's recommendation to implement the 2007 Compensation & Classification Plan.

D. INFORMATIONAL:

City Council Tour: October 16, 2006 -4:30 PM

9. CIGNA, COBRA

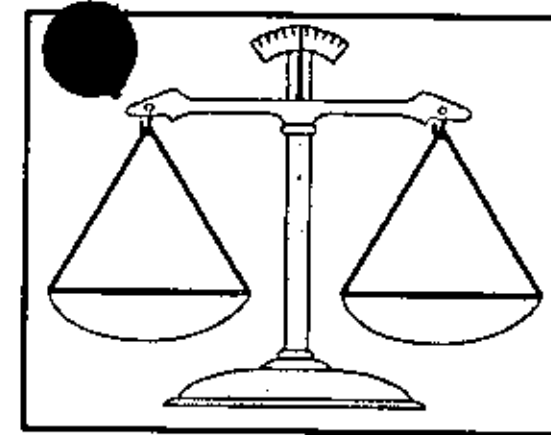
8. Farmington/Fayetteville Sewer Service Agreement

From: Paul Becker
To: Branson, Lisa
Date: 10/2/2006 2:51 PM
Subject: Agenda session of October 10,2006

Please schedule time at the October 10,2006 agenda session for a presentation by me called "2007 General Fund Budget Summary Presentation". This would only be for the agenda session.

Thank You,
Paul Becker

KIT WILLIAMS, CITY ATTORNEY
DAVID WHITAKER, ASST. CITY ATTORNEY



LEGAL DEPARTMENT

DEPARTMENTAL CORRESPONDENCE

TO: Dan Coody, Mayor

THRU: Sondra Smith, City Clerk

FROM: Kit Williams, City Attorney

DATE: October 18, 2006

**RE: Passed Ordinances and Resolutions from City Council meeting
of October 17, 2006**

1. **Swepeco-AR:** Resolution approving agreement w/Swepeco-AR in amount of \$69,114.17 for electrical utility line relocation as part of the Van Asche Drive extension project;
2. **Lufkin Industries of Lowell:** Resolution awarding Bid #06-55 and approving purchase of one dump trailer from Lufkin Industries of Lowell in amount of \$32,539.02 for use by Wastewater Treatment Project, Water & Sewer Division and approving budget adjustment;
3. **Barloworld Truck Center of Springdale:** Resolution awarding Bid #06-55 and approving purchase of one truck tractor and hydraulic wet line kit from Barloworld Truck Center of Springdale in amount of \$76,003.00 for use by Wastewater Treatment Project, Water & Sewer Division and approving budget adjustment in amount of \$76,208.00;
4. **Landers Ford of Little Rock:** Resolution awarding bid #06-56 and approving purchase of one diesel powered cutaway van truck from Landers Ford of Little Rock in amount of \$29,601.00 for use by Solid Waste & Recycling Division;
5. **C. Green Scaping:** Resolution approving contract w/C. Green Scaping, LP in amount of \$145,200.00 for wetlands construction, burning and planting and approving project contingency in amount of \$14,500.00;

6. **STEP Grant:** Resolution accepting 2006-2007 Selective Traffic Enforcement Program (STEP) Grant in amount of \$68,000.00 for purpose of paying overtime to officers engaged in enforcement of DWI/DUI and seatbelt laws; and approving budget adjustment recognizing grant revenue;

7. **ADM 06-2293:** Resolution for ADM 06-2293 approving encroachments into the City's right-of-way for purpose of constructing foundation on north side of the Lofts at Underwood Plaza project into Dickson Street, as described and depicted in attached exhibit;

8. **Olika Investments, LLC Cost-Share:** Ordinance waiving requirements of formal competitive bidding and approving cost-share w/Olika Investments, LLC in amount of \$30,398.53 for upsizing of approximately 1460' of 8" water main to 12" water main;

9. **Fayetteville Municipal Airport Fuel Flowage Fee:** Ordinance amending §91.15 *Airports and Aircraft*, Code of Fayetteville, to adjust per gallon flowage fee on all aviation fuel and gasoline supplied at Fayetteville Municipal Airport;

10. **Farmington/Fayetteville Sewer Service Agreement:** Resolution expressing City Council's basic agreement w/terms of Farmington Position Paper;

11. **Group Medical & Dental Plan Renewals:** Resolution approving placement of Group Major Medical coverage w/CIGNA; COBRA Administration w/DataPath; HAS account Administration w/Delta Trust & Banking Corp., w/five one-year optional renewals at City's discretion; and renewing w/Delta Dental for employee-paid dental insurance for plan year 2007;

12. **2007 Compensation & Classification Plan Implementation:** Resolution adopting Compensation Committee's recommendation to implement 2007 Compensation & Classification Plan;

13. **Camels & Dromedaries for Passenger Transport:** Ordinance amending Article VII *Nonmotorized Passenger Transport Vehicles* of Chapter XI *Business Regulations* of Code of Fayetteville to authorize and regulate camels and dromedaries for passenger transport on Fayetteville Square.

Arkansas Democrat Gazette

NORTHWEST ARKANSAS EDITION

Northwest Arkansas Times
Benton County Daily Record

P. O. BOX 1607
FAYETTEVILLE, AR 72702
PHONE: 479-571-6415

AFFIDAVIT OF PUBLICATION

I, Karen Caler, do solemnly swear that I am Legal Clerk of the Arkansas Democrat Gazette newspaper. Printed and published in Benton County Arkansas, (Lowell) and that from my own personal knowledge and reference to the files of said publication, the advertisement of:

FINAL AGENDA

Was inserted in the Regular Editions:

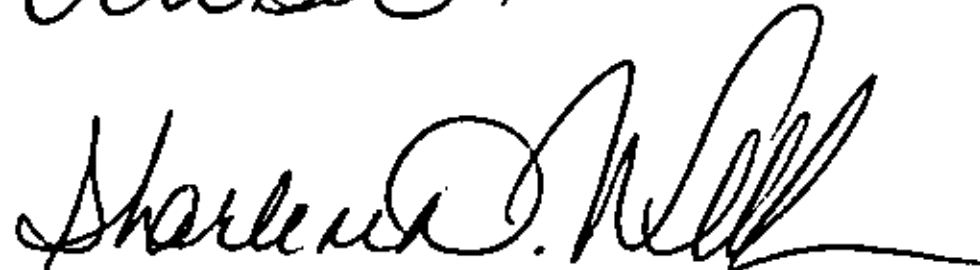
October 16, 2006

Publication Charge: \$260.61

Subscribed and sworn to before me

This 16 day of October, 2006.

Notary Public



My Commission Expires:

Sharlene D. Williams
Notary Public
State of Arkansas
My Commission Expires
October 18, 2014

RECEIVED

OCT 19 2006

CITY OF FAYETTEVILLE
CITY CLERK'S OFFICE

**FINAL AGENDA
CITY OF FAYETTEVILLE ARKANSAS
CITY COUNCIL MEETING
OCTOBER 17, 2006**

Fayetteville
ARKANSAS

A meeting of the Fayetteville City Council will be held on October 17, 2006 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

Roll to Order

Roll Call

Oath of Allegiance

Presentation of City Plan 2025 Awards from the State Chapter of the American Planning Association. The City received awards for Achievement in Comprehensive Planning and Achievement in Technology - given by Karen Minkel, Senior Planner

2006 Project Presentation - Community Asset and Development Information System (CADIS) and Creating Realistic Animation Through EAST (CRATE) - given by Malcom Williamson

CONSENT:

1. Approval of the September 5, 2006 and September 12, 2006 City Council meeting minutes.

2. Swapco-AR: A resolution approving an agreement with Swapco-AR in the amount of \$14,171.17 for electrical utility line relocation as part of the Van Asche Drive extension project.

3. Lufkin Industries of Lowell: A resolution awarding Bid #06-55 and approving the purchase of one (1) dump trailer from Lufkin Industries of Lowell in the amount of \$32,539.02 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment.

4. Barloworld Truck Center of Springdale: A resolution awarding Bid #06-55 and approving the purchase of one (1) truck tractor and hydraulic wet line kit from Barloworld Truck Center of Springdale in the amount of \$76,003.00 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment in the amount of \$76,208.00.

5. Landers Ford of Little Rock: A resolution awarding Bid #06-56 and approving the purchase of one (1) diesel powered cutaway van truck from Landers Ford of Little Rock in the amount of \$20,001.00 for use by the Solid Waste & Recycling Division.

6. C. Green Scaping: A resolution approving a contract with C. Green Scaping, LP in the amount of \$15,200.00 for Wetlands construction, burning and planting; and approving a Project Contingency in the amount of \$14,500.00.

7. Selective Traffic Enforcement Project (STEP) Grant: A resolution accepting the 2006 Selective Traffic Enforcement Program (STEP) Grant in the amount of \$68,000.00 for the purpose of paying overtime to officers engaged in the enforcement of DWI/DUI and seatbelt laws; and approving a Budget Adjustment recognizing the grant revenue.

8. ADM 06-2293 Lofts at Underwood Plaza: A resolution for ADM 06-2293, approving encroachments into the city's right-of-way for the purpose of constructing foundation on the north side of the Lofts at Underwood Plaza project into Dickson Street, as described and depicted in the attached exhibit.

UNFINISHED BUSINESS:

9. VAC 06-2136 Petunia Court: An ordinance approving VAC 06-2136 submitted by John B. Benter for property located between Lots 31 & 32 of Glenbrook Phase II, vacating un-constructed right-of-way within the subject property. This ordinance was left on the Second Reading at the October 3, 2006 City Council meeting.

NEW BUSINESS:

10. R-PZD 06-2169 - 6th & Wood: An ordinance establishing a Residential Planned Zoning District Titled R-PZD 06-2169, 6th & Wood, located at the intersection of 6th Street and Wood Avenue, containing approximately 1.80 acres; amending the Official Zoning Map of the City of Fayetteville; and adopting the associated Master Development Plan.

11. RZN 06-2240 Combs: An ordinance approving RZN 06-2240 submitted by H2 Engineering, Inc. for property located at the southeast corner of Morningside Drive and 15th Street, for approximately 61.98 acres, rezoning the subject property from RSF-4, Residential Single Family, 4 units per acre to RMF-6, Residential Multifamily, 6 units per acre and C-1, Neighborhood Commercial.

12. RZN 06-2244 Henningsen: An ordinance approving RZN 06-2244 submitted by Jerry Horton for property located at the SW corner of Sunrise Mountain Road and S. School Ave. (HWY 71B), rezoning the subject property from R-A, Residential Agriculture and C-2, Thoroughfare Commercial to Heavy Commercial Light Industrial.

13. Olika Investments, LLC Cost-Share: An ordinance waiving the requirements of formal competitive bidding and approving a cost-share with Olika Investments, LLC in the amount of \$98.53 for the upsizing of approximately 1460' of 8" water main to 12" water main.

14. Fayetteville Municipal Airport Fuel Flowage Fee: An ordinance amending \$91.15: per gallon and Aircraft, Code of Fayetteville, to adjust the per gallon flowage fee on all aviation fuel and kerosene supplied at the Fayetteville Municipal Airport.

15. Farmington/Fayetteville Sewer Service Agreement: A resolution to express the City of Fayetteville's basic agreement with the terms of the Farmington Position Paper.

16. Group Medical & Dental Plan Renewals: A resolution approving the placement of Group Medical coverage with CIGNA; COBRA Administration with DataPath; HSA Account Administration with Delta Trust & Banking Corp., with five one-year optional renewals at the city's discretion; and renewing with Delta Dental for employee-paid dental insurance for plan year 2007.

17. 2007 Compensation & Classification Plan Implementation: A resolution adopting the Compensation Committee's recommendation to implement the 2007 Compensation & Classification Plan.

18. Camels and Dromedaries for Passenger Transport: An Ordinance to amend Article VII of the City of Fayetteville's Authorized Passenger Transport Vehicles of Chapter XI Business Regulations of the Code of Fayetteville to authorize and regulate Camels and Dromedaries for passenger transport on the Fayetteville Square.

**D. INFORMATIONAL:
City Council Team NONE**

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OCT 19 2006

**CITY OF FAYETTEVILLE
CITY CLERK'S OFFICE**

Aldermen

Ward 1 Position 1 - Robert Reynolds
Ward 1 Position 2 - Brenda Thiel
Ward 2 Position 1 - Kyle B. Cook
Ward 2 Position 2 - Vacant
Ward 3 Position 1 - Robert K. Rhoads
Ward 3 Position 2 - Robert Ferrell
Ward 4 Position 1 - Shirley Lucas
Ward 4 Position 2 - Lioneld Jordan

Mayor Dan Coody

City Attorney Kit Williams

City Clerk Sondra Smith



**City of Fayetteville Arkansas
City Council
Meeting Minutes
September 5, 2006**

A meeting of the Fayetteville City Council was held on September 5, 2006 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

Mayor Coody called the meeting to order.

PRESENT: Alderman Reynolds, Thiel, Cook, Rhoads, Ferrell, Lucas, Jordan, Mayor Dan Coody, Attorney Kit Williams, Deputy City Clerk Amber Wood, Staff, Press, and Audience.

Pledge of Allegiance

Mayor Coody: Alderman Cook wants to add to the agenda a report on the Tracy Hoskins land trade.

Alderman Reynolds moved to add the report on the Tracy Hoskins land trade to the agenda. **Alderman Ferrell** seconded the motion. Upon roll call the motion passed unanimously.

This item was added to the end of Unfinished Business.

Town Center Annual Report – Willistine Smith. A copy of the report is attached.

A & P Commission Appointment – Appointment of a member of the governing body to fill Don Marr's vacancy on the Advertising and Promotion Commission.

Alderman Reynolds moved to appoint Alderman Rhoads. Alderman Ferrell seconded the motion. Upon roll call the motion passed unanimously.

Alderman Robert Rhoads was appointed.

CONSENT:

Digital Motorcycle Video Systems: A resolution awarding Bid # 06-47 and approving the purchase of three (3) Digital Motorcycle Recording Systems from Mobile Vision Inc. in the amount of \$43,117.36.

Resolution 139-06 as recorded in the office of the City Clerk.

New World Systems for APS Ticketing and Citations Contract: A resolution approving the purchase of ten (10) handheld electronic ticketing devices and associated software from New World Systems Corp. in the amount of \$107,274.00; and approving a budget adjustment in the amounts of \$99,377.00 and \$56,000.00.

Resolution 140-06 as recorded in the office of the City Clerk.

Department of Homeland Security CEDAP Equipment Grant: A resolution authorizing the Fayetteville Fire Department to apply for and accept a Department of Homeland Security CEDAP Equipment Grant for a T3MAX Thermal Imager.

Resolution 141-06 as recorded in the office of the City Clerk.

Revolving Loan Fund - Delegation of Signatory Authority: A resolution delegating signatory authority in connection with State Revolving Loan Fund assistance.

Resolution 142-06 as recorded in the office of the City Clerk.

Disadvantaged Business Enterprise (DBE) Program Goal Update: A resolution to accept and approve the updated Fayetteville Municipal Airport Disadvantaged Business Enterprise (DBE) Program participation goals for FY2007.

Resolution 143-06 as recorded in the office of the City Clerk.

Utility Service Company, Inc: A resolution approving a contract with Utility Service Company, Inc. in the amount of \$89,800.00 for repainting the surge tank on Fitzgerald Mountain; and approving a project contingency in the amount of \$4,490.00.

Resolution 144-06 as recorded in the office of the City Clerk.

ADM 06-2228 East Square Development: A resolution for ADM 06-2228 approving encroachments into the city's right-of-way for the purpose of constructing a basement on the south side of the East Square Development Project into Mountain Street, as described and depicted in the attached exhibit.

Resolution 145-06 as recorded in the office of the City Clerk.

Carter and Burgess, Inc: A resolution approving a contract with Carter & Burgess, Inc. in the amount of \$175,000.00 for the study phase of the Fayetteville Expressway Development Corridor; and approving a budget adjustment in the amount of \$200,000.00.

Resolution 146-06 as recorded in the office of the City Clerk.

Alderman Jordan moved to approve the Consent Agenda as read. Alderman Reynolds seconded the motion. Upon roll call the motion passed unanimously.

PUBLIC HEARINGS:

Mayor Coody opened the Public Hearing.

Raze and Removal at 95 Cleburn Street: A resolution ordering the razing and removal of a dilapidated and unsafe structure owned by Beacon Flats, LLC located at 95 Cleburn Street in the City of Fayetteville, Arkansas. *This item was Tabled at the July 6, 2006 City Council Meeting to the July 18, 2006 City Council Meeting. This item was Tabled at the July 18, 2006 City Council Meeting to the September 5, 2006 City Council Meeting.*

Paul Mortison, Cooper Architects. I am representing the owners. We came before you on July 6th and asked you to table this at that point, which you did. I believe city staff also did that for us on the 18th because we were still working with them. I have been working with Suzanne Morgan on the last two items. I apologize to you, it was an oversight on my part, in making some assumptions that the owners were going to take care of some things when apparently I should have, but everything is resolved. There's one minor thing on the final easement plat that has been done and one other minor item regarding a wall height on some of the townhouses that we were building and that's been rectified as of this morning with Suzanne Morgan. We're just waiting for the engineers to complete the minor correction to the easement plat, so we should have that for you this week and be able to obtain our building permit with everybody signing off at that point. So I'd ask that you table this.

Mayor Coody: Would you make a recommendation to the Council on what we should do in this situation?

Yolanda Fields: Well, we've tabled this twice. It seems like they're getting closer. If you would like to table it one more time and have that be the last tabling of this item, I would think that that would be appropriate if those are your wishes.

Mayor Coody: Any questions or comments on this so far? Does anyone else in the public have anything to add to this conversation? Seeing none, what's the Council's wish on this?

Brenda Thiel: Well, the only thing is you had mentioned at the agenda meeting that this process takes 90 days anyway.

Yolanda Fields: That's correct.

Brenda Thiel: Rather than tabling this, if we went ahead and passed it then within that 90 days, any time that they got their permit and got started, that would stop the raze and removal process.

Yolanda Fields: That's correct. That was exactly the statement made at the initial presentation of this item, that if approval was given then there still is a 90 day time period that we will work within, and if approval is given for the project, then we will stop our process, because we will work with the developers on that. That is an option and that is your choice that is another option.

Brenda Thiel: And personally I don't see any point in tabling this again. I'd just as soon vote for the raze and removal because it sounds like they'll have everything in order well before the 90 days is up and we'll just stop the process.

Alderman Cook: I agree with Brenda, because we've never afforded anyone this many tablings on this and they should have it cleaned up by then with no problem.

Mayor Coody: Anything else from the Council? So you're making a motion to approve the resolution?

Alderman Thiel moved to approve the resolution. Alderman Reynolds seconded the motion. Upon roll call the resolution passed unanimously.

Attorney Kit Williams: Let's make sure there is no other public comment first, opposed to not caring.

Mayor Coody: Okay. Is there any other public comment? I haven't seen anybody else wanting to step forward. Going once, going twice. Close the public hearing to public comment.

Resolution 147-06 as recorded in the office of the City Clerk.

Mayor Coody closed the Public Hearing.

Mayor Coody opened the Public Hearing.

Raze and Removal at 1079 S. Washington Ave: A resolution ordering the razing and removal of a dilapidated and unsafe structure owned by Globe CEO, LLC and located at 1079 South Washington Avenue in the City of Fayetteville, Arkansas.

Mayor Coody: Staff, do you have a report on this?

Yolanda Fields, Community Resources: Good evening. At the agenda session I handed out photos, the situation is unchanged. We have not seen any improvement in the location. We recommend raze and removal.

Mayor Coody: All right. Thank you very much. Is there anyone from the public here to comment on this public hearing item? Seeing none, I'll bring it back to the Council. What's the Council's wish?

Alderman Cook: Has there been any comment from the owners? Has there been any discussions with the owners? Have they responded to the city at all?

Yolanda Fields: We have been communication with the property owners since January of this year, and as you can tell by the pictures that I handed out to you, there's been nothing done at that location. The only improvement has been cleanup that we did ourselves.

Alderman Thiel: These resolutions that we have passed, you've only had to move forward with a few of them, haven't you? Once we pass this, generally people do go ahead and take care of their property?

Yolanda Fields: We have found that normally that is the case. We have had some situations where we have to take action, and of course then we place a lien on the property.

Alderman Reynolds: The only thing about this piece of property is that it's got worse. Not better, it's got worse.

Alderman Reynolds moved to approve the resolution. Alderman Thiel seconded the motion. Upon roll call the resolution passed unanimously.

Resolution 148-06 as recorded in the office of the City Clerk.

Mayor Coody closed the Public Hearing.

Mayor Coody opened the Public Hearing.

Annexation of Island Surrounded by the City of Fayetteville and Farmington: An ordinance to annex into the City of Fayetteville, Arkansas a parcel of land completely surrounded by the incorporated limits of Fayetteville and the City of Farmington, Arkansas. *This ordinance was left on the first reading at the August 15, 2006 City Council Meeting.*

Alderman Lucas moved to suspend the rules and go to the second reading. Alderman Jordan seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody: Staff, do you have the report for us tonight?

Tim Conklin, Planning & Development Management Director: This evening you are considering an ordinance annexing approximately 405.47 acres into the City of Fayetteville. I have an exhibit that illustrates the annexation. Double Springs road is located to the west, 54th Avenue is located to the east, and it's slightly south of Dot Tipton Road. Under state law 14-45-01, allows cities that have unincorporated areas between them, the city that has the larger of the distance or linear feet of corporate limits, to be able to annex that property into the city limits. Later this evening you'll be confirming the order of annexation for the Sloan annexation that's shown also on this exhibit, which is in this red color on the map. Annexing the property will allow compatibility in land use in our development standards; ability for us to construct and plan future capital facilities; ability to require the same level of infrastructure in new development

within these areas within the City of Fayetteville. The following city services would be provided: trash service, police protection, fire protection. Sewer service is available, any extension of private or public lines to serve these areas would be the responsibility of the property owner or developer and curbside recycling and yard waste pickup. Certified letters were sent to the property owners within this area. I have received one call with regard to the proposed zoning and the ordinance that is before you this evening. It states that this area would be zoned RSF-1. The gentleman may be here this evening, but if he isn't his concern was the ability to have horses on the property. The ordinance also is assigning this area to Ward 4. If you have any questions, I would be happy to answer them at this time. Thank you.

Mayor Coody: Does Council have any questions for Tim on this item?

Alderman Thiel: He can not have horses on RSF-1, can he?

Tim Conklin: That is correct, horses are not allowed within RSF-1. His request was to have his property zoned R-A. A couple of years ago when we annexed the islands we had a lot of discussion about individual parcels being rezoned different zoning districts, and at that time I believe we rezoned it all to RSF-1 with the ability for them to come back. There may have been one or two that we left R-A in the larger areas, but I think at that time we brought most everything in as RSF-1.

Mayor Coody: Anything else?

Alderman Lucas: Can he not keep horses by being grandfathered in.

Tim Conklin: He currently does not have horses on the property.

Alderman Lucas: Okay.

Kit Williams: But I think you are right, if he did have horses or if other people have horses there, then they're grandfathered in and can keep the horses.

Alderman Jordan: What I remember when we annexed in the islands, if they had a business there or if they had cattle there or whatever they were sort of grandfathered in with this.

Alderman Lucas: In this area, I have had a number of people contact me that they would like to be in the city. I have not heard other than what Tim said here of anyone that did not want to be brought in in this area. So it's just a natural growth of Fayetteville, I think, in that area, and we can provide the services very easily.

Mayor Coody: Any other questions or comments?

Alderman Cook: As you know, I'm always against annexation and I'm looking at the reasons why we should support these annexations and the first one is compatibility in land use and development standards. To me, that's the best argument for the annexation. The other one is ability to plan and construct future city capital improvements and the ability to require the same level of infrastructure improvements required for new development within these areas. My comment to that is, we should be concentrating on our infrastructure within the city already within our boundaries and not adding more from outside the city. The following services will be

added with this annexation: trash service, which means more trucks, more mileage, more drivers; police and fire protection, which means budget increases for future needs; sewer service if available, that means loading in our new plant, more pipe maintenance, and curbside recycling, which is more trucks and mileage, too. One way or another we're all going to be paying for this, whether it's through budget adjustments or fees and rates, and I personally think the growth as we continue to expand our city services is killing our budget.

Alderman Lucas: Be it in Fayetteville or Farmington we're going to be providing services to our wastewater treatment plant because we provide the water and sewer to Farmington. So we're going to be providing it whichever city it's in.

Mayor Coody: Also the garbage pickup is an enterprise fund, that doesn't come out of general fund, the people who use the service pay for the service. The fire and police are out of the general fund that would be the one true thing you were talking about.

Alderman Ferrell: Any extensions of this service would be provided by the developer and property owner.

Mayor Coody: Any other questions or comments?

Kit Williams: We need to open it up to the public and we have to leave it on the second reading. We're not allowed to pass this until the next meeting.

Mayor Coody: Okay. Anyone from the public have any comments on this particular item? Yes, ma'am.

Michelle Weeks: I live on 40 acres in this annexation proposal and my understanding is we're going to be taken into Fayetteville on September 16th, is that right, without the vote that's supposed to happen in October?

Mayor Coody: Kit, is that the right date?

Kit Williams: If in fact the City Council votes to approve this ordinance on the 16th, that would be correct.

Michelle Weeks: Okay. I would like to request that our property be zoned R-A. I brought a legal description. There are six other neighbors in our 40 acres that also want to be R-A. They are not with me tonight, though. Their understanding is that since it's been agricultural for years they thought that they would be grandfathered in. So is that not the case?

Mayor Coody: I think that it is the case.

Kit Williams: It's actually the 19th; it's two weeks from tonight, not the 16th.

Mayor Coody: But it is the case on grandfathering existing uses?

Kit Williams: Yes, I think that is correct, especially agricultural uses. The other thing that the city has done in the past when there has an entire neighborhood that wanted to be zoned a different way because of the use that they have out there, then a petition has been passed around

the neighborhood and the neighborhood got rezoned. And so if your neighborhood and everybody out there wanted to be R-A, then I think you could probably get the Planning department to work with you and to get before the City Council on rezoning to R-A if that's what you and your neighbors would like to do. So that's another potential option even beyond being grandfathered in.

Michelle Weeks: Okay. There are seven out of eight of us on that 40 acre plot that do not want to be in Fayetteville and so since you are taking us, I wonder when we could start the process of seceding from the union.

Mayor Coody: De-annexing?

Alderman Thiel: So do you want to be in the City of Farmington?

Michelle Weeks: Yes. Actually we have petitioned Farmington on three separate occasion and they kept telling us not to worry about it, because Farmington had more of the land. They told that we didn't have to do anything else and then when the Sloan property got annexed in all of us that wanted Farmington, it just took that out.

Alderman Jordan: Could I ask you why you would prefer being in the Farmington city limits than the Fayetteville city limits? Can I ask that question?

Mayor Coody: You may.

Michelle Weeks: Fayetteville has more restrictions than Farmington. We grew up in Farmington and we just want Farmington. It would be a straight line, we are right on Double Springs Road we are on the top left that juts out, and it would actually be better for everybody concerned. There are seven out of eight of us that want Farmington and Farmington wants us. I don't know if you guys know that Ernie Penn and Melissa down at the Farmington City Hall, they all told us that we would be in Farmington, no problem. Then I talked to her about two weeks ago and she was trying to get a hold of me, she didn't know how to get a hold of me. She said "I'm sorry I told you that, when the Sloan property got annexed in it changed everything."

Mayor Coody: All right. Yes, ma'am.

Alderman Thiel: I guess I misunderstood. I thought that everyone out there wanted to be in Fayetteville.

Alderman Lucas: That's our understanding.

Michelle Weeks: There are other people here that do not want Fayetteville.

Mayor Coody: Tim, what does this do? Does this create an island? What technically does this do?

Kit Williams: Well the only thing that you could do in a case like this, you have to annex the entire island, you can't annex a portion of the island. Then, as we have done with Springdale before, it's possible to detach a portion of Fayetteville if the City Council wants to do that and if the Farmington City Council wants to accept it. We've accepted two parcels from Springdale in

the past for various reasons. In this particular that would be something that you would want to look at. You would have to take into account not only their desires but maybe the desires of one landowner that doesn't want to be in Farmington and would rather be in Fayetteville, but that would be a decision that you would make and that the City Council of Farmington would make. Both City Councils would have to be positive on that in order for a detachment to occur and an annexation into Farmington.

Alderman Ferrell: Ma'am, you said it was 40 acres. Do all the people that don't want to be annexed live on these 40 acres, or is it on and near?

Michelle Weeks: There are eight houses out there; seven do not want to be in Fayetteville.

Alderman Ferrell: Within the 40 acres?

Michelle Weeks: Yes. We're all in the 40 acres.

Alderman Ferrell: Thank you.

Mayor Coody: Tim could you use the pointer and show us where the 40 lies?

Tim Conklin: Are you south of Silverthorne in this area? Tim showed the Council on the map the area Ms. Weeks was referring to.

Mayor Coody: I see. That seems like a logical place to draw the line if we wanted to.

Alderman Thiel: But Kit explained that we really couldn't do that.

Kit Williams: You couldn't now, but you could in the future.

Mayor Coody: That's what I mean, if we were able to get the 40 acres, it looks like that would work for both us and Farmington is what I meant by that. Would you be willing to do it this way, to where we could go ahead and annex the whole 405 acres, and then deal with your families to let you cede from the union and go to Farmington? If you don't want to come to Fayetteville we don't want to force you to do that because you would vote against everybody up here once you get a chance to.

Michelle Weeks: I will if you'll give me the chance to get out of Fayetteville.

Mayor Coody: Yeah. That option would be open to you.

Michelle Weeks: And if you do annex us in that you do us R-A.

Mayor Coody: Okay. Is that a pretty good understanding to everybody?

Alderman Lucas: Can we annex it in as R-A? I mean, we're doing the whole thing R-1.

Kit Williams: Well, initially we're annexing everything in as R-1, which is one unit per acre; you would be grandfathered in with your horses anyway. Of course, if you're seeking a

detachment, then I would seek the detachment rather than a rezoning, because if you're detached it would be up to Farmington to zone you.

Mayor Coody: Does that sound reasonable?

Michelle Weeks: Sure.

Mayor Coody: Is there any other comment from the public on this?

Heather Dumas: Good evening. I'm representing approximately 26 property owners, totaled, we have about 215 acres. If you'll look on your map, if you look at the Sloan annexation, from his southern line all the way down to the northern city limit line, those are the property owners I'm representing.

Mayor Coody: Could you use the pointer just to show everybody in the room where you're talking about.

Tim Conklin showed the Council the area Ms. Dumas was referring to.

Heather Dumas: Originally we wanted to file to annex into Fayetteville with Sloan, but we couldn't work out our timing. We did file for annexation into Fayetteville about two weeks after Mr. Sloan did. Two weeks ago we had a public hearing at the county and the county did release us to go into Fayetteville, but after talking with staff we couldn't get through Fayetteville's process before the election was complete. I know the majority of the property owners here would still like to be in Fayetteville. The majority of them, which is family in one form or another, we don't plan on developing for a considerable amount of time, so right now it is farmland. We do plan on keeping it as farmland. There is one 40 acre tract that is under development right now with the old Hatfield property, I believe Mark Foster is developing that. The rest is pretty much agricultural land. We have incurred considerable expense trying to come into Fayetteville and fight Farmington, so we would ask that you go ahead and pass the ordinance for us.

Mayor Coody: All right. Any other questions or comments for Heather on this? Would anyone else like to speak? How are you tonight, sir?

Maurice Rankin, 105 North Double Springs Road: We're in the protrusion to the left of Double Springs and we are very emphatically in favor of the proposal. We want to go into Fayetteville; we don't want to be in Farmington. Two principle reasons, taxes are hundreds of dollars higher in Farmington than they are in Fayetteville, and Fayetteville's recycling services are much better and a number of other advantages, too. I've spoke to you previously on this, so I won't take the time to repeat all of that. Definitely there are people here in the neck over there that do want to be in Fayetteville. Thank you.

Mayor Coody: If you would like to speak at length about the lower taxes and Fayetteville's other services, you're welcome to.

Maurice Rankin: We have five acres and we are on Double Springs Road right about where the hand is.

Mayor Coody: All right. Thank you very much, sir. Anyone else want to address this tonight? How are you this evening?

Lorinda Schader, 5769 West Shallot Drive: Shallot Drive is on the bottom right hand section, over on the far right on the bottom. We also would like to be in Farmington. We haven't come forward or called anyone or anything because we also were told that it wouldn't be a problem for them to take us in. Also when you refer to the horses, is that also cattle? Are cattle grandfathered in, because we have cattle on our property.

Mayor Coody: Existing uses get grandfathered when we annex.

Kit Williams: Right.

Mayor Coody: We don't annex a piece of property and then tell you that you have to change your use from what you've been using it as. We don't do that.

Lorinda Schader: We have family and our children have gone to Farmington. I've worked in Farmington for 19 years and we live about two minutes from Farmington, so we would like it known that we would like to go into Farmington also.

Mayor Coody: Anyone else? Yes, sir. How are you, Ted?

Ted Youmans, 152 Double Springs Road: I don't want to take any more of your time from what I said a few weeks ago. Everything north of Washington County 640 was designated by Bud Allen in the Fayetteville growth area; it's been designated as such since 1988. You'll be following his wishes by doing this annexation. Thank you.

Mayor Coody: All right. Thanks Ted. Anyone else? We will close it to public comment and bring it back to City Council. What's the Council's wish?

Alderman Lucas: We have to have to leave it on this reading.

Mayor Coody: And this is again at the next meeting? All right. Then we're going to close this public hearing and move along to the next one.

Alderman Ferrell: The way we're going to go is will annex it all and then people will de-annex or detach if they want?

Mayor Coody: Yeah, if the City Council here and the City Council of Farmington both agree.

This ordinance was left on the second reading.

Mayor Coody closed the Public Hearing.

Mayor Coody opened the Public Hearing.

Annexation of Island Surrounded by the City of Fayetteville: An ordinance to annex into the City of Fayetteville, Arkansas a parcel of land completely surrounded by the incorporated limits of the City of Fayetteville, Arkansas. *This ordinance was left on the first reading at the August 15, 2006 City Council Meeting.*

Alderman Lucas moved to suspend the rules and go to the second reading. **Alderman Jordan** seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody: All right we're going to open this up. Tim, what do you have for us?

Tim Conklin: Mayor, City Council, this parcel or tract of land is completely surrounded by the City of Fayetteville. It is located off of Double Springs Road to the east. Its south of Legacy Pointe Subdivision and west of Silverthorne Subdivision, so it is completely surrounded by the City of Fayetteville. Currently a portion of the property is under development or has been developed with mini storage units. Once again, as I stated at the previous annexation, compatibility and land use and development standards, ability to plan, provide services, these unincorporated areas that are left adjacent to developed subdivisions have caused issues for us to properly plan the city. With regard to Legacy Pointe, a street stub out was planned, which now has blocked in perpetuity, if the mini storage is ever redeveloped, and so these areas are important that we bring into the city just as we did two years ago. Thank you.

Mayor Coody: Questions for staff on this one? All right. Does anyone from the public have any comments on this particular annexation? Anyone at all? Seeing none, we'll close it to public comment and bring it back to City Council.

Kit Williams: This, like the last one, will be heard for the third and final time at our next City Council meeting on the 19th.

Mayor Coody: All right. Any other questions or comments from City Council? All right. We will leave this on this reading and close this portion of our public hearing and we'll move along to old business.

This ordinance was left on the second reading.

Mayor Coody closed the Public Hearing.

OLD BUSINESS:

RZN 06-2172 Dunnerstock: An ordinance rezoning that property described in rezoning petition RZN 06-2172 for approximately 19.98 acres, located west of Ruppel Road, east of Meadowlands Subdivision, from R-A, Residential Agricultural, RSF-1, Residential Single Family, 1 unit per acre, and C-2 Thoroughfare Commercial to C-1, Neighborhood Commercial, RMF-12, Residential Multi-Family, 12 units per acre, and RSF-7, Residential Single Family, 7 units per acre. *This ordinance was left on the second reading at the August 15th, 2006 City Council Meeting*

Alderman Jordan moved to suspend the rules and go to the third and final reading. Alderman Ferrell seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Lucas: I want to make sure that we do have that Bill of Assurance that there is only 17 houses going to be built.

Jeremy Pate: I'm not sure if it specifies the number of homes on that parcel.

Alderman Lucas: I thought that's what he said at the Ward 4 meeting.

Jeremy Pate: Limited to 17. That's correct.

Alderman Lucas: I think this is a good area for this. It's going to be compatible with Wellsprings when it's developed; it's going to be in the same order as Wellsprings. There was just one thing that brought up at the Ward 4 meeting by one gentleman, and I wanted to bring it forward because it's something that we need to keep on our minds. His concern was in our haste to achieve density in new development, because this was originally brought forward as RSF-4 and the Planning Commission sent it back saying it wasn't dense enough and so he's brought it back to RMF-12 and RSF-7. The concern was that in our haste to achieve density in the new developments that it appears to the Ward 4 citizens that is only being addressed in Ward 4, and they want the joy of density to be shared by all of Fayetteville. So just keep that in mind, and I think the Planning Commission needs to keep it in mind too, that all this should not be just developed in Ward 4. Thank you.

Mayor Coody: All right. Any other questions or comments from the Council on this? Anyone from the public have any comments on this item? Close it to public comment and bring it back to Council. What's the Council's wish here?

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 4915 as Recorded in the Office of the City Clerk.

ADM 06-1955, 06-1956; Amend Title XV: Downtown Master Plan Zoning Districts and Map: An ordinance amending Title XV: Unified Development Ordinance of the Code of Fayetteville to amend various sections of the code in order to implement the Downtown Master Plan Zoning Code and Zoning Map. *This ordinance was left on the first reading at the August 15, 2006 City Council Meeting.*

Alderman Cook moved to suspend the rules and go to the third and final reading. Alderman Jordan seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody: This is going to be a lengthy discussion, I would suspect. Staff, do you have a report for us first?

Tim Conklin: Mayor, Members of the Council this evening we're at the second reading of the Downtown Master Plan, which is a new zoning code for the downtown area and a new map. In the final packet after agenda session you were given a petition which talked about the last amendment that you made to the Downtown Master Plan Map which included an area along Locust. On the petitions it appears that the petitions are not the same, I'm not sure when they were signed and staff has some concerns with regard to that. On 6 of 22 it talks about Exhibit A shown as Downtown General, and then all properties located in that zone be designated as Main Street Center and then on page 7 of 22 it talks about showing it as Neighborhood Conservation and requesting it to go to Main Street Center. At this time I can't verify whether or not the property owners that signed the petitions wanted to go from Neighborhood Conservation to Main Street Center or there may be some on these petitions that wanted to go to Downtown General. I know it may be a little confusing, but I wanted to point that out because I think it's important that the petitions are not the same that are in your packet. If you would like I can talk more about the code. I presented it once at your last meeting. I also can let the public talk to you about these changes and free more time up for the public to give input on this very important issue.

Mayor Coody: Do we have any questions for staff right now? All right. Thank you, Tim. We'll let the public come up and make their presentations.

Rick Alexander, property owner in the Downtown Master Plan area: I can address the issue of the petitions. If you look at the petitions the first round of petitions were submitted to the Planning Commission, when the Planning Commission included much of this area and some more as a Neighborhood Conservation, in the initial draft of the plan we circulated a petition amongst the property owners in that area, that area was broader than this area, approximately 80% of those petitioners signed that petition. That petition, while it does say, "The undersigned understand that the proposed Dover, Kohl Downtown Master Plan zoning laws for downtown Fayetteville includes an area between Meadow, West Spring, Church and West Avenue as identified to be zoned Neighborhood Conservation. We request that our properties located within that zone be designated as Main Street Center." So despite the fact that they were initially talking to the Planning Commission about Neighborhood Conservation, they specifically signed the petition stating that they wish their properties to be Main Street Center. A week ago Greg House informed me that the map had changed from what I understood to have been submitted to the city, which was the blue area was yellow. It was yellow as I understood it because the Planning Commission listened to our arguments that Neighborhood Conservation was an inappropriate zoning for that area and because it just didn't meet the definition of Neighborhood Conservation. Most of the property in that area is business/commercial or medium to high density residential; we did not fit the definition of Neighborhood Conservation. We also didn't want to be carved out as an island in the middle of a Main Street Center zone. From my perspective the whole reason that I and a group of my neighbors have supported the Downtown Master Plan was because we understood that at some point we would have a single zone and it would make sense and it would correspond to the existing uses that you find in that area, which is business, commercial, high density, medium density, and on a few occasions single family owner occupied homes. They are in the minority, the majority of the property owners of the properties in the blue area as you see it are in fact not single family owner occupied. They are business, commercial, and high density, medium density residential. The vast majority of them

are commercial properties in that they are rental properties for the most part. Because the blue area was expanded from the original area that was supposed to be Neighborhood Conservation, I submitted a new petition after I heard from Greg about a week ago that the City Council had changed from yellow to blue, I submitted a new petition that stated the new proposition that we understand that we're going to be zoned Downtown General and that we wish to be zoned Main Street Center. The new properties, all of those individuals have either signed or have given a verbal commitment to sign; some of them are unavailable because of traveling and other things. I think the majority of them have signed that they wish not to be Downtown General, they wish not to be carved as an exception to the Main Street Center Plan, and they wish to be included in Main Street Center. I've taken the liberty of giving you an overlay of the area in question to demonstrate to the Council the current uses that you find down there. The blue area is business and commercial properties, law offices, retail, beauty parlors, Arkansas Game and Fish, and many multiple businesses. The purple are medium to high density residential, the red are single family non owner occupied, and the orange are single family owner occupied structures. In terms of the lot, not the structure, these are by parcels. Some parcels have a single family owner occupied house on the front with a multi family four plex or six plex also on the same lot owned by the same people, so the parcel is multi family.

Mayor Coody: Would you point to the red ones.

Rick Alexander: Four of the parcels are single family owner occupied. I have reaffirmed with many of my neighbors and many of them are here tonight. They have reaffirmed their initial position that they don't want to be carved out, they don't want a lesser zone, if Main Street Center is going to have more uses and more height uses, they don't want to be carved out as an exception to that. As a practical matter I just don't see the logic, for instance, of making this a six story height and on the other side of this street a four story height limit when the structures look exactly the same. You can't tell if you drive down the left hand side of the street, the structures look like the ones on the right hand side of street. It was my understanding from Dover, Kohl that one of their precepts was that we wouldn't have zoned transect lines go down the middles of streets so that you didn't have the anomaly of a six story structure on this side of the street and a four story structure on that side of the street, that the transect zones would go in alleyways or not take into consideration the fact that you're dividing up a street and you're going to have different height limits across the street from each other. As a practical matter as a property owner, if I have a building on the right hand side and I can have a four story building but the guy across the street can have a six story building, which one is more valuable, which one sells first, which one can you do the most with? I've asked Steve Rust with the FECC to come and talk with the city at an appropriate time the tax implications of continually downzoning one of the few places in town where you have the opportunity to do density and the opportunity to raise your tax base and if we forego that, when you look at Fayetteville, much of the town is tax exempt: churches, government buildings, university. Much of the town is zoned inappropriately for the type of commercial activity that we could bring to town that would raise the tax base. If you talk to Lisa Morestead and Bobby New with the school system, they think that it's absolutely imperative in those instances where we have the ability to generate economic activity and raise the tax base by raising the density, raising the value of the properties, not expanding the area by annexing. That's one way to do it, you can expand your area by annexing, but if you don't do that, then you have a few areas in town where you can bring the economic activity to bear that will you allow to raise the tax base to do the things that we want to do for our public schools and stay competitive with the other public schools, all of which, by the way, as you know, pay more in teachers' salaries than we do. One of those areas is the golden boot, of course

as you know; all of that tax revenue goes to Springdale. You have downtown Fayetteville and by that, I mean, you have a place in downtown. This is an area that has traditionally been business and commercial, these uses are not new, they've been around forever. They're business/commercial uses. Part of the reason I invested in this area and I've done probably 40 projects in the Dover, Kohl area, I have seven in this district alone. The Cooper house when we bought it most of my neighbors and my banker said, "burn it down", it was junk. It was a business property, it had been a boarding house since the 1880's, it had been a beauty parlor. My point is this has a long history of business and commercial transactions. We bought that not as a single family, owner occupied home; we bought it as a business property. We invested a bunch of money and we turned it into that. My partners and I have done that seven places. We presented with the proposition that it looks cute, we want to leave it cute, we don't want you to build anything there, and we don't want you to do anything new. Well, if you're driving down Spring Street from Church to School and you look to the left and you like what you see, you're welcome. We did that at great expense. We did it precisely because it was commercial property. We did it precisely because it wasn't in a single family owner occupied neighborhood. When we bought that we renovated a dilapidated 10,000 square foot cinderblock building that had been there for 40 years and we did it with the knowledge or with the understanding at some point we would put a more appropriate structure there, probably residential, probably infill, probably high density, because that's what we understood Fayetteville wanted. They wanted density downtown where you can take advantage of your infrastructure, where you can raise your tax base without annexing anything, so we bought that property and we planned to do that. Just recently the City Council saw fit to downzone all C-3 properties to six story height limits, now when we bought this property there was no height limit. I understood that was as a reaction to the Divinity Building. It may or may not have been, but the reason the property owners, myself included, didn't come down and complain about that zoning request, didn't show up with 50 people in tow, was because we supported the Downtown Master Plan, and we understood that the Downtown Master Plan was going to have a six story height limit and, therefore, the C-3 zoning was completely appropriate with a six story height limit and we understood that the six story height limit was the compromise and it was on the basis of that compromise that I and the 80% of the people that signed the petition that don't want to be downzoned or singled out or carved out as an island, we understood that the Downtown Master Plan was the compromise, on the basis of that we didn't object to it in fact we supported it. I've supported the Downtown Master Plan at every turn. All we're asking is don't carve us out as an exception. Don't make us a lesser zoning, include us with the Downtown. I've done more historically accurate renovations in this part of town than anyone. I didn't do it because I had to; I did it because they were appropriate. Just because you have a six story proposed height limit, everybody is not going to come in there and bulldoze everything down. We didn't have a height limit on the C-3 property that I pointed out, we didn't tear it down, we left it as a one story structure, knowing that at some time it would be appropriate to have maybe a higher density, taller building downtown right where you all say you want them, right where we want the density, right where we want appropriate projects. If you saw fit to approve the Divinity Building and I think you did the right thing, I know it was a struggle. I think at the end of the day they compromised and you did the right thing. What's the logic in having a ten story building and then one property where you can only have a four story building? That only assures that there's no transition. I represent the people that we included in this petition. I understand that one or two of my neighbors may have changed their mind, that's great. It's a great country and they're certainly free to do so, they're all good people. I have reconfirmed with the majority of the people that they still feel that they want to be in Main Street Center. If need be, I could recirculate the petition if that would make any difference. I can tell you that I have confirmed within the last week that the majority of them still support the

petition. I just hope that you'll consider what I've said and consider that the majority of the people that own the property, paid for the renovations, and pay the property taxes, we're not asking for anything special. We're not asking for anything. We're asking not to be carved out as something special. We're asking to be included into what we understood the Master Plan was and what we've supported all along. Thank you.

Mayor Coody: Thank you, Rick. Who else would like to address this matter?

(Applause)

Mayor Coody: Obviously, there's a lot of support.

Luke Taylor: I'm representing the owner of the building on 305 West Lafayette Street. This building is zoned to be in the Neighborhood Conservation District, and we feel that this use is inappropriate for that building and the surrounding buildings on that street. Mr. Taylor pointed out the area he was referring to on the map.

The point that we would like to make is the fact that this is Neighborhood Conservation, and the only property that is not residential multi family is this one place right here. All the other units are all residential multi family, greater than the zoning code in Neighborhood Conservation. So we would like to recommend that that would be changed to Main Street Center to accommodate the residential multi family units on this street. Thank you.

Mayor Coody: Thank you very much.

Alderman Thiel: You said Main Street Center, but would Downtown General make everything be conforming that you're talking about? Downtown General would make it conforming; is that right, Tim?

Tim Conklin: Yes. Multifamily is a use by right in the Downtown General Zoning District.

Alderman Ferrell: Would that be in this Downtown General from Lafayette north to Maple, east to Reagan. I guess I'm just trying to dovetail in with them because the person that contacted me has a boarding house that has 10 homes and my understanding is it's on the corner of Lafayette and Arkansas headed towards Maple, I think.

A discussion followed on the area Mr. Ferrell was referring to.

Paula Marinoni: I'm the Chair of the West Lafayette Street Historic Neighborhood Association and founder of the Washington County Historic Preservation Association, and I have a show on TV called Preservation with Paula. I want to address a number of issues. The issues that Richard Alexander was talking about, when the Dover Kohl process came, and I participated in the charrette as most of you did, we were talking about those concepts and it was those concepts that the city got excited about, walkability, the illustrations they were showing weren't six stories, they weren't twelve stories, they were like two and three stories. The trees didn't have a place for their roots, it was a concept and everybody was excited and buying into that. The city said that they were moving the Master Plan forward and what they wanted to encourage was they wanted to streamline the process for developers and they wanted to encourage people to build historic buildings, which my head about started spinning over because it is impossible to build an

historic building, and at that time I was really upset that this was being brought forward in an area that is about 90% historic with clearly not an understanding of what historic means and what they're getting ready to blanket zone. At that time then it just got pushed forward into the Planning Commission and I said you're getting ready to wipe out this whole area. The difference is maybe it was zoned C-3 but next door it might have been zoned R-O. That's what started this whole process in the first place because developers were frustrated that they had to take the time to get a variance that they had to get another property rezoned before they could build something. When you have to ask for a variance, it calls for public process and the public can be informed that something is getting ready to be torn down, that's where I came in. So from my standpoint in seeing this happen, it's streamlining the process for developers past the public. This whole area if you streamline it for the developers, it is all going to become six stories, twelve stories or whatever. So what you need to ask yourself is if this Master Plan is accomplishing what the people thought it would. Is an ocean of six stories going to be pedestrian friendly? Is it neighborhood friendly when owner occupied people can't live there anymore? We have tweaked this with good reason and with good process through many input sessions to get it where it is. That area off the front lawn of Old Main is the original entrance to the university. It is all historic and there are owner occupied places all over there. Much has gone into making that Neighborhood Conservation for more reasons than just the density. The uses in there are important to maintaining that historic area. Possibly it may be good to take another look at this whole process, because it surely appears that it has gone from what the people want to totally a process for development. I don't think that's what anybody wanted in the charrette process I was involved in. You're in charge and you represent people in your areas do you care if all of Fayetteville gets wiped out? People participated in that naively, thinking that that's what they were going to get, that whole concept, and that's not what this is going to turn out to be. Thank you.

Mayor Coody: Thank you, Paula.

Tom Brown, 349 North Gregg: The area bounded by Alley 333, Arkansas Avenue, Gregg Avenue, and Maple, during the Dover Kohl process we worked hard attending all of the meetings to designate that area for really what it is, it's historically a residential area. It's been a mixed residential area involving students at slightly higher densities than single family and there have also been single family owners in that area historically. The whole Dover Kohl process was about an image, a character, for the downtown. In this area we all felt the image that we wanted to project was a residential area within downtown with a close relationship with the university. There are a lot of historic structures in the area. Arkansas Avenue was the first boulevard that was built in the city. As I mentioned, a lot of historical structures there, a close relationship with the university, but in all instances it's always been residential, whether it's been a fraternity house, a residence with multiple students, or single families, but always residential in character. The concerns that we have by going to Main Street Center in here is the height, which is not conducive to the surrounding historical structures that are there, the single family residential structures that are there. Even the multi family residential structures are one or two stories, and in this zone it would be allowed to go up to six stories. In Main Street Center you're allowed to have dance halls, liquor stores and hotels. If you did that in this residential historic residential area you would kill it. Those uses are not conducive for a predominately residential neighborhood. So for all those reasons I would hope that City Council would hold firm on the current recommendation that's come through a long process that's involved the neighborhood, that's involved the Planning Commission, and is now to you for approval. Thank you.

Mayor Coody: Thank you very much. Who else would like to address us on this issue tonight?

Cyrus Young: I am in the excluded area that Richard Alexander was talking about. I'm a resident in that area. The majority of that property there is residential. It may not be owner occupied, but it is residential. When you people are campaigning for this office you're always telling the voters that you're interested in protecting neighborhoods. In these meetings, like all these charettes they're talking about, you always talk about protecting the neighborhoods. This is your opportunity and if you don't protect that neighborhood, then you will not protect any neighborhood in Fayetteville, whether it's in the Downtown Master Plan or not. If it were up to me, that area would be green, but it's not, it's blue. That is the compromise. Please protect the neighborhoods. Thank you.

Mayor Coody: Thank you. Who else would like to address us?

Mark Risk: I'm a real estate broker here in Fayetteville and a real estate appraiser. I represent some property owners who own the property at the corner of Watson just east of West Street; it's an old warehouse building. It used to be part of what was Kelly Lumber Company years ago. Currently it's zoned R-O, as is the majority of this block. Early this summer when I first got involved in this property, that particular area was designated Main Street Center. I picked up one of these maps and it had changed from yellow to blue. We went to a meeting at the library in July and voiced our opposition to that; we think it should be yellow. We were told then at that meeting that it would be considered at a future board meeting and to come back. We were shocked when this was changed and we've been following this but we haven't been, like Richard said, coming down here in droves trying to influence you on this, but at this point we've got to do something. We do have that property right now under contract to sell to a party of architects who wish to build a six story building on that property. My understanding right now with a current zoning of R-O that if they had that building plan ready today they could have applied for a building permit and built a six story building there today. The deal will probably fall through if they are not able to build a six story building on that particular site. We can't understand how that little spot there can be changed from yellow to blue. We would like to see it changed back to yellow. I'd like to share a little history with you on this. He read a letter from Jamie Whitmer. That you for your time.

Mayor Coody: Thank you, Mark. Yes, ma'am.

Brenda Thiel: Mark, I went ahead and passed out the amendment that I made at the last meeting so all the Councilmen can see that section you're talking about.

Mark Risk: Thank you, Brenda.

Jack Dunn: Mr. Mayor, Ladies and Gentlemen, I'm Jack Dunn, and my wife, Juanita, and I own 311 West Spring Street, which is a property that we had purchased about 18 years ago, it's a commercial property and at that time it was in need of a lot of work. It was falling down and was in a state of disrepair. We essentially tore that property down to the ground. We made a significant investment in that property to maintain it as a commercial property. We currently rent it to the Arkansas Democratic Party. It's a nice piece of commercial property. When we did that we wanted to try and maintain the integrity of the neighborhood. We converted it into a two story at that time. The point that I want to make is, we invested in a commercial piece of property and wanted to make sure that we included the neighborhood. I fully support what everybody is trying to do here in Fayetteville. I do believe that in order for us to be successful,

we're going to have to create a certain degree of density in the downtown area, this Main Street Center idea. If you look at the area that Rich Alexander was talking about, I completely agree with what Richard is saying, I think he did a good job of letting out what the issue was. If you look at converting this area in question here back to blue from yellow, it almost looks like the hole of a doughnut. You're taking an area that's smack dab in the middle of an area that you need density in. In order to create the type of urban environment that we want long term and in order to prevent suburban or urban sprawl, you really don't want to lose that part of your city to something that really isn't today. It really is not a residential neighborhood per se. It's a commercial area, and as we go forward it's going to have to be a commercial area, Main Street Center, it's not a bad designation, and by allowing us to remain Main Street Center in no way means you're not protecting the neighborhood. It came across earlier in this meeting that if you let that go Main Street Center you're not protecting neighborhoods. I would differ on that. I would say if you don't make that Main Street Center you are endangering the neighborhoods. Because we will need that density in there to be successful going forward, so I'd like to see it stay. I appreciate your time. Thank you.

Mayor Coody: Thank you, Jack.

Alderman Lucas: Would you tell me again where your property is.

Jack Dunn: It is 311 West Spring.

Greg House: Good evening. I have six pieces of property in the areas that we're discussing this evening. We're on the map from the Planning Commission meetings as yellow or Main Street Center. Let me first address the four that are in the area that Richard Alexander pointed out. I have supported the Master Plan suggested by Dover, Kohl since its publication, which I thought was a reasonable compromise as well for the varying downtown interests. I also did not object to your rezoning all C-3 property to a six story limit because I felt we were all heading in the same direction, according to the Dover Kohl plan that's been discussed and debated for the last three years. The areas we're most interested in were supported as Main Street Center by the Planning Commission. We went through many meetings with the Planning Commission discussing the very same issues that are being discussed this evening and they saw fit to make this center, this hole in the doughnut as Jack was just talking about, as yellow for Main Street Center. I was away a good part of the summer and I returned last week to discover that six of my properties are now in the blue area. I object to this further erosion of our property rights for no good cause other than to keep these areas supposedly cute. Richard already talked about the many properties that we have done downtown that we made cute over the last 15 years in an effort to maintain an investment there for future development. We feel like we're actually being punished at this point for making them cute, because everybody wants to keep them the way they are rather than the dilapidated state that they were fifteen years ago. Over fifteen years ago my wife and I began with some partners to buy these dilapidated buildings and relied in large part on the zoning that was in place because we felt that someday the downtown would fill in between Dickson and the square. Our decisions at the time of the purchase in our development plan were completely driven by their zoning potential. I would not have spent anywhere near the \$3 million we've laid out for the purchase and renovation of the old train depot had I known that the north half of the block would be limited to four stories. Instead of preserving that building I would have torn it down and asked for six stories right on Dickson Street, because there is no other way to afford to develop that property. The material nature of the Council's decisions makes it difficult for us to long range plan. We're going to lose our infill projects if we can't send a more coherent

message to investors. Many of these dilapidated buildings will lie fallow for years. The 2025 Plan lists as its number two goal "reduce urban sprawl." If we're not going to encourage density downtown, then where are we going to do it. The loss of our rights from in the spring when you made C-3 six stories we lived with it, just as Richard had mentioned, because we thought that was the compromise. But to take these pieces and further reduce them, it makes it difficult for us to find the money to bring people down here to invest in and most of what we're trying to build is residential space. Besides the piece on the north end of the depot, I also have a piece at the corner of Watson and West, which is right next to the one that Mark Risk was just talking about, we would like to see that moved back to yellow. As Richard mentioned, you're demarking the heights on the street rather than halfway up the blocks. I'll let people on the north end of that block fend for themselves. We would like to see the hole in the doughnut remain yellow, the north half of the depot lot remain yellow and the piece at the corner of West and Watson and Mark Risk's clients' piece, because I think that would be inappropriate to have reduced height there right against the Legacy building. Do you have any questions?

Alderman Thiel: The property you're talking about north of the depot property, that's on the east side of the track?

Greg House: Correct.

Alderman Thiel: Okay. I was looking at the original Dover, Kohl Plan and that was always good.

Greg House: And it's a parking lot now.

Alderman Thiel: Okay. Thank you. Since I made this proposal the last time, I can't make I can't make this amendment again, can I, unless I adjust the amendment?

Kit Williams: If you made an amendment to the proposal last time and it failed, then you couldn't ask for a reconsideration of it at this point in time.

Alderman Thiel: So I could change it to incorporate the part that Mr. House is talking about or something.

Mayor Coody: Who else would like to address us tonight?

Irene Pritchard, 339 North Gregg. I would like to address the issue of yellow versus blue on the Watson and West Street access. I have a personal interest, my house is directly across the railroad tracks, and six story buildings are going to be blocking my view to the east, but more important is the view shed of Old Main. When we talk about six stories, you're talking about height, but you also need to consider bulk because what you're doing is you're going to be cutting off from upper Dickson looking down to Old Main the view shed if you start getting a bank of six story buildings. You have the Legacy which came in before you all were able to address the Downtown Master Plan. My understanding of the Dover, Kohl proposal was that there should be transition areas and height wise from very high to yellow to blue to green. Well, if you get yellow up between Watson and Lafayette, you miss that transition area. You're going to be blocking the view shed of Old Main, which I think is something that we talked about over and over and over and if it's something the city thinks is important to save, we need to address that and think about what we're doing and just not look at one parcel here and one parcel there.

We need to think of the overall view of what we want. The Monterey Apartments is in my back yard and we really don't want yellow in my backyard. I don't own it, but it would be a little dot of yellow and green. I think you need to think about solid blocks of color. Thank you.

Mayor Coody: Thank you very much.

Steve Rust: Good evening, Mayor Coody, members of Council, I don't envy your job. You have density to deal with, historic issues, tax base issues, neighborhoods and very concerned citizens. It was pretty adequately pointed out that there's a big trade off between density and suburban sprawl. One of the things the FEDC is concerned about is that we pay very close attention to our tax base. We want to enter into a more extensive dialogue across the board from zoning to annexation in terms of looking at the return on investment that the city will make, the yield per acre that you get in property tax dollars and sales tax dollars and HMR taxes, because the decisions that you make have a considerable impact on that. As was pointed out, Fayetteville has got some unusual issues in the golden boot up around the mall area where you get a vast majority of your sales tax, but all the investment that goes in there in terms of real property goes to the Springdale School District, so you need to keep a very close eye on developing and annexing things that are in our Fayetteville school district. In this downtown area, there's certainly an opportunity for a lot of density and development of the tax base and this is in the Fayetteville School District. I think it's important that you consider this, as it is to consider all things, but any time you downzone or decrease the density you reduce the opportunities for the Fayetteville School District. Perhaps it would be useful for the Council to get a briefing from the Fayetteville School District because the teachers' salaries are considerably less than all the different areas. Not only starting salaries, but 12 years' experience and a master's degree, we're still about \$5,000.00 behind some of our other communities, and that can't continue. We've got to fix that problem over time. We have very good developers here, the people that were up here do a good job for Fayetteville and I think it's very important that at some point, whatever we're going to do downtown, that we settle on that so everybody knows what the game rules are. We can set extremely high standards, but then once we set them we need to stick to them and not change the rules because people make good faith investments, and if you change that, then that discourages not only them but future investors and it makes us look less attractive than we really are. Fayetteville is an absolutely wonderful place. It's phenomenal to have this many people very interested in making an investment in the downtown area. Anybody can develop something along the interstate. That's pretty easy. But to be able to do it downtown is very important. So I would encourage you to consider density and just look at the tax base when you make your decisions across the board in all that you do. Thank you.

Mayor Coody: Thanks, Steve. Who else would like to address us on this issue? How are you this evening?

Julie Durrow: I reside at 230 West Meadow, right in the middle of the doughnut hole in the blue area downtown. I was at the last Planning Commission meeting and certainly gave a lot of my viewpoints on why we thought that needed to be changed back. It seems to me what I'm hearing tonight is the main issue that we're hearing is commercialism versus cute, and I don't think that that's the issue that we're seeing here because blue is a commercial zone. We had that discussion at the last Planning Commission meeting. Pretty much everything allowed under yellow is allowed under blue, some of it may be only by conditional use, I think the only two that are not are dance halls and liquor stores, which we don't need an abundance of those in that small area. So I don't think that's a huge issue to anybody. I could be wrong. I think the main

issue we have here is height. The Downtown General allows for a four story maximum whereas the Main Street Center allows for a six story maximum. For the few of us that do live down there, having some ability to have a say in a six story building going up next door to our house is a concern. I think developers can always come back and petition for more height, but I think giving some character diversity in this downtown area and allowing it to stay the way that you all unanimously passed it at the last meeting is definitely a good idea. The other point I'd like to make is, while we certainly have developers here who do wonderful work, and I don't think anybody can point to a single one of their structures that isn't good development, this development code is not for them, it is for the long term of this community. It has to supercede anybody who is doing good work now and who knows who is going to come down the line in 20 years and not do good work. So I would like for you all to keep that in mind. Another point I'd like to make is a lot of people have talked about why they invested in downtown. Well, mine's fairly simple, I wanted to live downtown. I have one property and I moved down here in 2002 because I was excited about everything that was going on. We participated in the charrette process, we listened to everybody's viewpoints, we were excited about a diverse dynamic downtown, not one that is pretty much six stories from one end to the other with some neighborhoods on the outskirts, which is what we would have if that little doughnut in the middle goes back to yellow. My personal thought is if that whole area goes back to Main Street Center or yellow that the city wasted a lot of money on the Downtown Master Plan, because there was a lot more diversity in the original plan that came out of that whole process. In the Master Plan that was adopted there's a couple of areas that I really encourage you all to look at, one is number two in the Master Plan called "Downtown Living." and yes while they have zoned a lot of that Neighborhood Conservation, which may not have been the exact correct zoning for that area, it still addressed specifically in this document with the unique character of the buildings that are already there. I think that keeping some of that at a lower height level of four stories would help preserve some of that. The other thing is that there were a lot of people that had input into this Master Plan, not just the developers that are here and the few of us that live downtown. If you look in the index there is a hands on design survey of comments that everybody made during the charrette process and it really takes you back to what was going on during that event that all of this came from, but it's still the original thoughts and feelings of citizens from all over town who don't normally come to City Council meetings where they don't have something personally at stake. So I just encourage you all to go through and read those and look back at how this all got to where it is today and do I ask that you still try and preserve some of the lower building heights in the middle of this area so that those of us who are not concerned about cute can have a quality of life. Thank you.

Mayor Coody: Thank you very much.

Rob Loris: We own the property; 322 West Watson Street that has been discussed earlier by Mark Risk and Greg House also alluded to it. This property has been in our family since the 1960's. We've owned property in this area since 1926. This was mainly an industrial area of town when our families first came to that part of town. The particular structure that we're talking about that is on our property may be historical, but it's not historically significant, and I think there's a big difference there between what is historical and what is historically significant. Whatever improvements that are made on this property and whatever is built will be an asset to this City of Fayetteville because it will be an improvement, and I would like to see that happen and encourage you to change this part of the Downtown Master Plan back to the Main Street designation. It was Main Street designation, I believe, through six of the seven plans that went through the Planning Commission; it was only in the very last one that it was changed. I think it

is the appropriate zoning for it because it is across the street from the Legacy building and even though University Baptist Church is across Lafayette, it's almost as tall as Lafayette if you view it from School Street as you're going north. I think that the view issue on Old Main has already been wiped out by the Legacy building, because the Legacy building is there, and anything that is built on that property is really not going to further hurt that view from anyplace else in town. Thank you for your consideration.

Mayor Coody: Thank you.

Rob Sharp: I'm addressing you as a citizen tonight, and first of all I want to urge you to support the Downtown Master Plan and particularly this latest rendition of it, which is the zoning and land use part of the Master Plan. When we're looking about making these minute moves on the zoning map we all would benefit from looking back to the original charrette and to the original idea of creating a downtown that's connected and walkable and diverse, that have streets, trees, porches, balconies, sidewalk cafes and places to live and work and relax and see plays, listen to music, and shop. One thing that's important to remember is that this is not just land use planning and height, which is what we seem to be talking about, but a lot of it is the ability to have a bay window or a porch or a stoop or a cornice, all these things that under the current zoning, which is a throwback from the 1970 zoning, are right now very difficult to do. So it's just not height. It's also creating this pedestrian walkable environment. Secondly, I want us to remember that since Dover, Kohl came to town we haven't all been idle here. The planning document was adopted by the City Council and Planning Commission, the TIF District was passed and the dilapidated downtown Mountain Inn was demolished and removed for a new project. A lot of the one way streets that didn't make any sense were converted to two way streets, many of them with on street parking. The Fayetteville Downtown Partners has been reinvented and reinvigorated, I hope everyone went to the Arts Festival that was held Labor Day weekend, it was the best one I've ever been to. A lot is happening downtown. We've also spread division of the Downtown Master Plan to the 2025 Plan that was just recently discussed. So a lot of things have happened. And now when we're getting to the area of the two things that I see that are left are this land use part and also the architectural standards, which we've sort of left for last. I hope we don't forget those as part of it because I think that's part of the process, not just the height. The other point that I'd like to make is that what we're trying to do with this Downtown Master Plan is currently the zoning is all over the place, the height limits are all over the place, the setbacks are all over the place, it doesn't make any sense at all and we are trying to make a logical document. I think that in many ways it's gotten better, even than it was at the end of the Dover, Kohl process. The development along College Avenue is being encouraged, some of the neighborhoods next to the university are being protected, the Boles area is being protected, Mount Nord, so there is a lot of recognition that downtown is the place for neighborhoods. I think that the document has gotten better, but we do need the document in order to make the downtown a really viable alternative to growing on the edge of town. If we have the old outdated zoning, it's still going to be difficult for people to do the right thing in the downtown environment. So overall I hope everyone does support this land use plan and this amendment to the zoning code.

Speaking now as an architect rather than as a citizen, the projects that we're working on that are near the downtown area, we were working on two story projects, three story projects, five story projects, and the reason is not because of the height limit, but because the construction costs go up exponentially as you get taller. Once you hit over a four story limit, you have to have elevators, you have to have emergency generators, you have to have smoke exhaust, and everything has to be in conduit. So it really it becomes a different type of project and I think

those are going to continue to be rare projects. I really don't feel that if we go to a six story limit in a lot of this downtown area that in the next three years we're going to be looking out over a uniform six story environment. I think we will continue to build a real diversity of projects. The final point I'd like to make is that it seems like one of the goals that came out during the charrette was to connect the Square and Dickson Street, connect Dickson Street to the university, connect the university to the Square, and so carving out the blue doughnut hole in the middle seems to be working against that concept. If you're for trying to make things more cohesive, it doesn't seem logical to plant that one little void in the middle. That used to be all C-3 zoning, which was the highest zoning we had in town, and now to go to some intermediate zoning doesn't make sense to me, but those are the comments I have. Overall, I would urge you to pass this document in some form or another soon.

Mayor Coody: All right. Thank you, Rob. Who else would like to address us tonight?

Catherine Bass: Good evening. I'm a resident of downtown. Mr. Mayor, Councilmen, we've heard compelling reasons from developers and, I think, compelling reasons from the neighbors to consider their view of what downtown should look like. I participated in the charrette, and we live downtown because we like the residential feel, the character of our neighborhood. I don't understand the concept necessarily of a doughnut, but I think that if you are going to retain the character of downtown Fayetteville you have to consider some of the neighbors that live down there. It cannot all be business and it is not all commercial. There are many homes down there that are single family, even if they are residential units that are owned by other people and used for investment. We like downtown, we love the residential feel of it. What we have to come to a single thought on is what is our view as a town for what our downtown is going to be. Both are compelling, and it's going to be up to you. I don't envy your job. I hope that you decide to leave some of our residential character in downtown and leave our blue area. Thank you.

Mayor Coody: Thank you, Cathy. Anyone else? Have we heard all the comments from the public that we will tonight. All right. I'm going to close it then to public comment and bring it back to the council. What's the Council's wish here?

Alderman Cook: Julie Durrow actually touched on one of the things that I keep looking back on between the Main Street yellow zoning and the blue zoning the only difference between the two that's not allowed in blue that is allowed in yellow is liquor stores and gas stations, everything else is allowed in the blue. The main difference is the height, four stories instead of six, but it's just not the height, it's also the uses. There are several uses that are taken out of use by right and put in the conditional use area, which has shifted conditional use in blue as hotel, motel, amusement, shopping goods, trades and services, and commercial recreation of small sites. To me it's not just the height of the buildings, it's the use of the property also and some of those uses I think since it is a residential zoning, should be discussed in a public forum. Another thing about the two zonings is there's no density requirement. The comment that you have to have height to have density, I disagree with that. I think we're allowing huge amounts of density throughout this downtown area on this map. We're allowing more density than we've ever seen in the City of Fayetteville in the downtown area. You can get a lot of density out of four and six story buildings. You don't have to have eight, ten, twelve story buildings to get density. We are creating residential density as well as commercial and retail density. Another area I think Mr. Alexander made a comment that it's mainly a commercial use area, and from the note that he gave us, he shows 45% of those as business commercial use and the rest of it basically is a residential use. So yes, we are recognizing that there is commercial there and we are allowing it

in the blue zoning also. We're also allowing for the residential uses that are already there. I agree with Mr. Sharp's comments too, that in general this is a very good way to go. We've had comments for years and years about all the crazy zonings down there and we're trying to make some sort of allowance for that to create more uniformity and allow an easier development process. But we also at the same time, and I've said this before, we want to try to protect the residential areas that are already down there. Yes, while they may be a minority in some instance, that doesn't necessarily make it right that we should just forget about them and just go with what the whole majority says in this case, because I think we are allowing a lot of diversity in the zoning map the way it is now and I support the way it is now.

Mayor Coody: Thank you. Anyone else have any comments? Yes, ma'am.

Alderman Thiel: I hate to jump back and forth. I'm not necessarily prepared to discuss the doughnut yet. I'd rather go back up to the proposal that I discussed at the last meeting, the amendment that I made at the last meeting, because actually that does not involve neighborhoods at all. I mean, all of that that we're talking about in the original proposal is all commercial and part of that is university property, we left out the area along Lafayette. It lines up with the area on the east side of West Avenue and goes down to Watson, it forms a square there. I still feel very strongly that that should be taken back to the Main Street Center, and I think Mr. House, his idea is that his property investment has been cut in half with this zoning, I would change my original amendment to include that area of his that goes over to the railroad and covers the entire depot area, his investment there. Is everyone clear about the area we're talking about?

Mayor Coody: I believe so. Does anybody have any questions on that?

Alderman Thiel moved to take the area she described back to the Main Street Center and add the additional area the covers the north part of the depot property. Alderman Rhoads seconded the motion.

Mayor Coody: We have a motion and a second. Is there any discussion on the amendment? Is there anybody that would like to address us on the amendment tonight? Go ahead.

Tom Brown, 339 North Gregg: I guess we're prepared to keep coming back through the third reading, but it just seems a little unfair that we just keep on rehashing a decision that was made last time and now it's going to bring people out for it for another vote and Ward 2 lost half of its representation. That individual voted against this amendment, and I hope that you will consider that when you start making your vote. But the issues haven't changed from last week. The idea of the height is an issue again, and then also the uses are an issue. Dance halls, I think, would be permitted in that yellow zone, and it would be better to have it in the blue zone so that we might have more control over it at that point. I know the sound is pretty loud right now due to the current compromised area, which is yellow, because that was an existing use and we feel that it's probably not going to be going up in any height for any long period of time because the buildings were just renovated and created at that spot. At the railroad track, if you change the blue to yellow, I'm sure that the individual who is asking for that is going to go in and build to the maximum height that they can go. Then if you change the blue across West to yellow, the one individual that's came in here is going to go to six. That's the reason why they want to do it. They've owned that property for a long time, they've made a lot of money off that property d they're going to walk away and say, "Thanks so much." The people that were involved in that Dover, Kohl process and the iterations of the plan, with dialog with the Planning Commission

and the Planning staff that have brought this map and a series of compromises to where it's at we hope that the City Council will hold firm and preserve the residential character on either side of that blue area, and not allow the yellow area to go in there because that's not really conducive to residential areas.

Alderman Thiel: The original map that we have, all of this area that we're talking about, in fact more of it now was yellow, and that continued that way all the way until the ordinance review committee meetings. Obviously, the people that own this property assumed, just like you're saying that you're assuming that something was changed before, they all assumed that nothing had happened, and that that was all still what it was from the original recommendation. They were not aware that the Ordinance Review Committee made that change which was forwarded to the City Council. The original recommendation was actually more yellow than what I'm proposing. That change was not made until the Ordinance Review Committee meeting and then that's why I recommended that we go back to kind of what we had talked about at the beginning of the Ordinance Review Committee meetings, because those representative weren't at the Ordinance Review Committee meetings, but then they've come forward and said, "We didn't realize that you've changed this."

Tom Brown: I didn't have any involvement in the change of it personally. But it did get changed and it went through the process that we're involved from Dover, Kohl to this point, but it's still the right approach, if you're concerned about height in that area and you're concerned about use and that it maintains a conduciveness to the residential character on either side, that is the right decision. The yellow that is there right now was really a compromise and it didn't get a lot of fight against it. If that is going to be used as a precedence to allow it to grow, then I'll stand up here and fight it, but there hasn't been a lot of fight regarding it because, as I explained, it's a brand new building and as far as I understand, there's no plan for it to go six stories. Then also if it stays that way, as a peninsula, from logical planning theory and standards, there's an opportunity that two, three, four years from now people in that area can come to you and say, "let's make that blue", because that really makes more sense, because it's blue all around it. Then what we've done is we've saved the character of the neighborhoods on either side, towards the university that green area and then to the right towards College Avenue that green area. We knew there had to be some commercial character to it, because the plan that I understand is when you extend North Street to Dickson, it's going to go along the railroad tracks, come up on Maple, make a right, and go down to West, that's been the approved plan. We were fighting it because there were people wanting to run it right down Gregg Street to Dickson. So that was the emergence with the Planning department of the concept of the blue there. But then there are other issues that are going on right now, and height is real critical there. Right now we're fighting the power company because they want to put huge poles down there. There are bigger issues than one individual and one individual property here, and what you guys decide here there will be repercussions that we have to deal with when we're fighting larger issues. Thank you.

Mayor Coody: Thank you. Yes, sir.

Alderman Ferrell: In reference to the overall thing a number of weeks ago we had a couple of citizens from Meadow Street here and at that time we were not privy to the information that 80% of the property owners in this other part of town in the doughnut area want something different. So I certainly would like to hold off on that, not pass anything tonight. But I would just say that I think it was Dover, Kohl's message that they wanted infill, we want infill, we need it, but not in

my backyard. We need to take that comment "not in my backyard" out of there and implement the infill and the density.

Greg House: These pieces that Tim has marked in red have been C-3 for I believe 35 years or more. I don't know how long this gentleman has lived in the neighborhood, but most people that have moved into these neighborhoods have been aware of the zoning at the time. It's a windfall, I think, for them to have the Master Plan done and for us to have our properties. We're down zoning even if we go to six stories. If I had to come in with my plan we could have asked for twelve stories as long as we could have met all of the other requirements, so to limit it to six stories, we're already giving up a lot. As developers if we want to do anything with our property that's of any consequence, we have to notify all the surrounding property owners. I think what the city should consider, if you're talking about downzoning our properties, that we have some sort of notice rather than have to follow the paper every week to find out what's going on in ordinance review, for example, we just missed it, that's why we're here tonight. Because we thought what the Planning Commission had said was moving along and we had no idea that these pockets were changing and that's why we're all of a sudden showing up this evening. I just thought I'd let you know that. It would be nice if we had some written notice that this was going on. Thank you.

Mayor Coody: Thank you.

Richard Alexander: With respect to the amendment and the property in question, I'd just like the Council to give due consideration to the wishes of the majority of the property owners, the guys that actually own the land and pay the taxes. Mr. Brown and Ms. Marinoni have done an excellent job in preserving their neighborhood and kudos to them. I don't have a dog in that fight, that's up to them. That is commercial area, it always has been. The majority of the property owners wish it to stay that way. I'd ask the City Council to consider the wishes of the majority of the properties; likewise with the doughnut. The majority of the property owners clearly and if you need another petition, we'll get it, if it takes coming back next week and having all of them come here, we can do that. In the interest of time and expediency we did not do that. We presented a petition. One of the people that spoke against reverting the blue area back to yellow has moved into that neighborhood within the last so many years.

Mayor Coody: Rick, I'd like to keep it to Brenda's amendment right now.

Richard Alexander: I just want to say that the property owners that move in next to C-3, they've got no expectation that you're not going to build height there. The property owner that spoke against it moved in next to C-3. It was zoned C-3, had been C-3 for as long as I know, no height limit, every use in the city allowed. It's not fair to come in and say, "I've moved in next to a commercial thing, I have a single family home, don't let the uses of the height that was there when I moved here, when I brought my property, don't let that take place now." Again, I would just ask that the Council consider the wishes of the majority of the property owners in question and I think the vast majority favor Councilman Thiel's motion and I think they favor Councilman Ferrell's position. Thank you.

Mayor Coody: Thank you.

Paula Marinoni: I would like to bring to your attention that in the Dover, Kohl process if you go back to the original plan, the original verbiage that I hope is still online and hasn't been

changed, Dover, Kohl made the recommendation because our whole neighborhood came out, not just a few, that the area north of Watson Street should remain lower density, lower energy. They specifically said that the energy of downtown and Dickson Street should be kept south of Watson Street and should be moved the other way towards downtown. At one process when we were going to the Planning Commission and I said that that was originally blue, and one of the Planning Commissioners said, "no, Paula, it says right here this is the original Master Plan and it shows it yellow." I went to the city and tracked that whole process through and the city staff had changed it to yellow and labeled it the original Dover, Kohl Master Plan that was not the original one. I hope the original plan is still online where you can go back and look, that in fact that was their recommendation that the energy be kept south of Watson Street. It's getting further and further away from what they specifically said needed to happen to keep the energy of downtown, downtown. Secondly, in this same proposal of altering it just a little bit I would question if you vote for making that area north of the train depot if you make that yellow then I would question the continuity of our city leaders when they're asking for a bond passage that will create money to restore the historic bridge when you're voting at the same time to block the view of what the voters just paid to restore. Thank you.

Mark Risk: I would like to make sure everybody knows what the property is that we're talking about, what's around there. This building was Stephens Piano & Repair building, they bought it in 1970, and previously it had been a dairy. This building here which is the property that Rob Lewis owns now and Pat Hargus was part of Kelly Lumber Company. It's been a warehouse building there for decades. There was a garment factory here. The only residential structures in this area are rent houses. This is what is now called The Ice House. He continued to explain the current and past commercial developments in this zoning area. He also showed the Council the residential areas in this zoning.

I own three houses on Reagan Street and I don't have a problem with this. This has been commercial and industrial for decades and I think that it's just unfair that we restrict this to what is a downzoning in our viewpoint. Thank you.

Mayor Coody: Anyone else want to address this tonight on this amendment? Tim, what's your staff's recommendation on this amendment?

Tim Conklin: We originally brought forward the Planning Commission's recommendation that showed it as Main Street Center, and typically we make a recommendation to the Planning Commission and the Planning Commission makes a recommendation to Council. Part of this area is zoned C-3 currently; it is adjacent to, the laundry building that was redeveloped, the Legacy Building, the Ice House that has been renovated all within the last probably five to ten years. It is an area that we are currently seeing redevelopment and commercial uses going in to. Staff supports the Planning Commission's recommendation with regard to the Main Street Center.

Mayor Coody: All right. So your recommendation would be to support the amendment then?

Tim Conklin: That's correct.

Alderman Lucas: Tim, again, these businesses could be in this area in the blue, could they not? It's mainly the height that's the concern?

Tim Conklin: Well, there are certain businesses that currently could go in there that would not be allowed, including by conditional use, dance halls, outdoor music.

Alderman Lucas: In this square there are no dance halls right now?

Tim Conklin: No, but there is a potential for conversion of the existing building that was the piano repair shop into a bar.

Alderman Lucas: To a bar?

Tim Conklin: That's correct.

Alderman Lucas: Has that been requested in the city?

Tim Conklin: I'm not sure where we're at.

Audience: I can answer that. We have a tenant already signed up to do a bar. It's not a dance hall.

Alderman Lucas: I see. So gradually it is then progressing on up to Lafayette. So if we change this it will progress. I kind of go along with what Kyle said.

Alderman Cook: I do stand corrected earlier when I said it wasn't in there, I did miss dance halls and outdoor music establishments, and I apologize for that. But I think Ms. Marinoni said it correctly, given the history of that zoning designation and the discussion of that and the people I represent in that area, they do want that blue zoning there, and that's the reason why we discussed that at the last Council meeting and that's the way it was voted on at the last meeting. So I haven't changed my mind from the way I think it should be zoned, and that's the way it's been discussed and represented to Don and myself.

Mayor Coody: Is there any further discussion from the City Council on this? On the amendment we have a motion and a second. If there's no other discussion, shall the amendment pass?

Upon roll call the amendment failed 3-4. Alderman Rhoads, Ferrell, and Thiel voting yes and Alderman Cook, Lucas, Jordan and Reynolds voting no.

Mayor Coody: The motion fails. So it's going to stay as it is. Now, then, did we want to address the doughnut hole tonight or do we want to leave this for the next meeting?

Alderman Ferrell: I would like to wait until the next one because I've got an idea for an amendment, but I would like to visit with some people beforehand.

Mayor Coody: All right. Is there any other thing that we need to discuss on this right now tonight?

Alderman Thiel: At the last meeting there were several concerns one was historical preservation and I wanted to point out that the City Attorney added a Section F which addresses this concern to some degree. I think at some point in the near future the Council will need to

develop criteria about which structures can be judged historically significant, but there is some that has been addressed to some extent. Another concern was that the ordinance didn't directly deal with tree lined streetscape, which was illustrated in all the Dover, Kohl charrettes and I think that concern will be resolved when the Consolidated Landscape Ordinance is adopted which is later on this agenda. I do want to make another amendment proposal. There was a concern about the fact that there was no building step back. All the zones have a building step back, the one that we keep referring to, the yellow zone, the Main Street Center, even though they have a six story height allowance, there is a step back, they can only go up four stories on the facade and then they have to step back 15 feet to take the additional two stories up. Each zone has this except the downtown core, and there's no step back requirement in the downtown core, and I would really recommend because of our downtown square area and everything, as we build to the height that's allowed in the downtown core, that we have a step back provision. Basically this is the way that the motion would read, in the downtown core under height regulations we would add a sentence reading, "Above four stories there shall be a step back of a building's principle facade of no less than 15 feet." In other words, in the downtown core area it would just be four stories, which I think a lot of big cities do in order to make it, as this whole plan is supposed to be, pedestrian friendly. I think we all want to see these buildings step back so that whenever you're walking below them you're not overwhelmed. I think it's been a good point that has been brought up at the Ordinance Review Committee meetings and this meeting and the last Council meeting that we don't have that step back allowance in the downtown core, so I'm making a motion to amend that.

Alderman Thiel moved to amend the ordinance to read above four stories there shall be a step back of a building's principle facade of no less than 15 feet. Alderman Jordan seconded the motion.

Alderman Cook: So you're saying the 12 story maximum, stay with that, but after four stories it still has to step back 15 feet?

Alderman Thiel: Right now there is no step back. In other words, I'm saying that I would think there needs to be a step back.

Mayor Coody: All right. We have a motion and a second, any other discussion from the Council? What does the public have to say about this?

Alderman Lucas: Can we hear what Tim has to say?

Mayor Coody: Sure. Tim, what's your thinking on this?

Tim Conklin: The downtown core area is the smallest geographical area within the Downtown Master Plan.

Alderman Lucas: It's the red area.

Tim Conklin: The red area on the map. I think when we look at the type of buildings that we have allowed and have been built that that they have not had step backs and we've talked about reasonings why to have the step back. I think with some of these areas, and since it's such a small area, that having the building be allowed to go the maximum of the 12 stories without the step back would be appropriate. That's staff's recommendation, without the step back.

Alderman Lucas: So there's no step back then?

Alderman Thiel: You're recommending against the step back.

Tim Conklin: I think when you look at the Renaissance Building and the Radisson and the tall buildings that Dover, Kohl recommended to try to cluster together and limit their placement within the downtown, that we talked about compromises or reasoning behind having certain areas for certain types of normal patterns. I think since it's such a small area that allowing those buildings to be built in that development pattern that's recommended by Dover, Kohl would be appropriate.

Mayor Coody: So the staff would be recommending against the step back; is that right?

Tim Conklin: That's correct.

Mayor Coody: All right. Any other questions or comments from the Council? Anyone from the public have any comments on this amendment?

Greg House: I would just say that, as everyone has already discussed this evening, these decisions are extremely important to us all, and to have amendments that completely change what we've been talking about again for three years without any public discussion, where we can have time to research the new ordinance that's being proposed, or to review the issues involved, I think, would do disservice to those of us that are investing in the downtown and trying to develop beautiful buildings. I don't even have a position on it yet, but I feel like this is an absolute surprise to me and I think that we should have time to discuss these things and determine how we feel rather than just have them all of a sudden as part of a law that we're going to be stuck with again until we can get it changed if we're not happy with it. That's all I have to say.

Alderman Thiel: That's fair. Why don't I just withdraw my amendment.

Mayor Coody: All right. The petitioner would like to withdraw. Will the seconder?

Alderman Jordan: You know we will be discussing this again in two weeks.

Kit Williams: Why don't you just table it instead?

Alderman Thiel: Table the amendment? Okay, I'll table the amendment. Will my seconder table their second?

Alderman Thiel moved to table her amendment. Alderman Jordan seconded the motion to table. Upon roll call the motion to table passed unanimously.

Mayor Coody: Where do you want to go on the rest of this? Are we ready to leave this on the second reading?

This ordinance was left on the second reading.

Tracy Hoskins Land Trade & Sale: A resolution approving a trade and purchase of land, budget adjustment of \$95,500.00 and banking of approximately 1 1/2 acres for future parkland dedication requirements.

Mayor Coody: This resolution was added to Old Business.

Gary Dumas: This item was on the agenda a few weeks ago. We've continued to work on it with the developer and some of the members of the City Council. We met with Mr. Hoskins and you have a proposal before you that we can all agree with, hopefully. This concerns a trade for 7.39 acres over off Shiloh for the extension of the Skull Creek Trail and for a greenway in that area just north of the Fulbright Expressway. The difference is in this option and the last option that you considered is that the payment to Mr. Hoskins has been reduced from \$100,000 to \$90,000. In exchange for that reduction you have in your packet the Bill of Assurance he has provided which shows which activities will not go on to this property. In addition, he will get access to the Fayetteville public sewer which can be extended at his expense and a median cut on the eastern end of the property. There will still be a park land bank, that property that is in excess of the trade, and the two and a half acres that we would be acquiring for the \$90,000. I would like to point out that Mr. Hoskins is in the process of acquiring all the private property along the north side of Joyce Boulevard that would be adjacent to the strip of land that the city owns. At this time Mr. Hoskins does not have under ownership or contract all of that property. This agreement will allow Mr. Hoskins to acquire from the city the excess Joyce Boulevard right-of-way adjacent to the private property under his ownership or control. As Mr. Hoskins makes subsequent acquisitions of the adjacent private property he can acquire the city's excess Joyce Boulevard right-of-way. The park land bank would be adjusted to accommodate these acquisitions. This agreement allows Mr. Hoskins to extend sewer to his property. No other property other than that controlled by Mr. Hoskins may be served with the Fayetteville public sewer as a result of this agreement. I think that we've negotiated some issues here that are substantially different than what we talked about before. I hope that you can approve this trade so we can extend the Skull Creek Trail.

Mayor Coody: Any questions or comments from the Council?

Alderman Jordan: Where did you say the \$90,000 is coming from?

Gary Dumas: We have a budget adjustment in the packet. It would come from the Northwest Park area greenspace escrow account, which we have to spend within a certain period of time anyway, so this is a good way to expend those funds.

Mayor Coody: Any other questions or comments?

Alderman Cook: On the Bill of Assurance, Mr. Hoskins has agreed to eliminate several use units on his development. He's also agreed to follow City of Fayetteville commercial design standards, landscape regulations, grading and drainage regulations, building setbacks and screening requirements that we have in the City of Fayetteville. Quite honestly, I would like to see him in the City of Fayetteville, but just short of that he has agreed to at least follow our building regulations, so I think this is a little better than what we had the last time. Also the curb cut which we discussed the last time, if you look at the first colored map it shows what's proposed, instead of actually cutting through the median, it is cutting off the very eastern end of it and continuing that center turn lane up and his intersection would match up with the one that's

existing there. That would give some room for stacking and get the cars out of the traffic. I think those are the biggest changes. We still preserve right-of-way for potential expansion.

Gary Dumas: The acreage that we're talking about on that far western piece, it has been reduced to allow a 12 foot wide lane extending the length of that first piece, that's a very little amount, that square footage was taken out of that .45 acres. But if there was ever a need to make any major improvement to Joyce Boulevard, as you can see on the south side of the area in green, that is all city right-of-way on that slope running down to that subdivision, so there could be some expansion on the south side if that was ultimately necessary.

Alderman Cook: How are we going to handle this Bill of Assurance when he develops, does this go through a review in the administrative level, like in planning and engineering?

Kit Williams: Yes. If you will look at Section 4 of the resolution, that's where we incorporated that. It not only talks about extending the sewer at his expense but it also places all that on the condition that he's offering his Bill of Assurance to develop his land pursuant to all development regulations of the Unified Development Code to be approved by the Fayetteville Zoning and Development Administrator and/or the City Engineer. The City Engineer does the drainage and grading, and the Zoning and Development Administrator does all the rest, so that will all have to be approved by those two individuals for this project.

Gary Dumas: It would be administrative rather than through the public process since this is in Johnson.

Mayor Coody: Yes, ma'am.

Alderman Lucas: So this is in Johnson, so we wouldn't get impact fees or anything like that?

Kit Williams: You get sewer impact fees, because that's a customer rather than anything else. But the police and fire will not be serving him. They will not go and serve Johnson and so, therefore, of course, you can't charge impact fees, there's no service.

Gary Dumas: You get water and sewer impact fees?

Alderman Jordan: Well, how are they going to put out a fire, with a tote sack or what?

Kit Williams: Well, I guess the City of Johnson has their fire department, and just like every other place in Johnson, the City of Johnson is responsible for their fires just like the City of Farmington is responsible for buildings within their city.

Alderman Reynolds: But the City of Fayetteville is mutual aid.

Kit Williams: We have mutual aid with virtually all the cities surrounding us, but that is called for by the fire departments of those cities and not by the people who say, my house is on fire, I need help. That call goes to the city where the person resides.

Mayor Coody: Yes, ma'am.

Alderman Lucas: So this is a situation where we're providing sewer outside the city?

Gary Dumas: Yes, and it takes Council approval to do that. That's why that item is a part of this agreement now.

Kit Williams: Basically that's how we got the agreement for him to develop according to our development standards. That's the trade off with Mr. Hoskins that he has to comply with our Unified Development Code. He's right on the entryway to our mall, our most important commercial district, so I think it really does make sense to require him to comply with our commercial design standards and our development ordinances. So that was the tradeoff providing sewer if he would comply with our Unified Development Code.

Mayor Coody: I think it's a fair trade myself. Yes, ma'am.

Alderman Thiel: I think it is, too. I think it's going to be developed commercially, which does not put the drain on our sewer system like the residential does. I think it's going to be developed commercially.

Gary Dumas: I don't know if we know what the development is that's proposed right now.

Kit Williams: I believe it would be a mix of developments. It might be some residential.

Alderman Ferrell: Mayor, I just visited with Alderman Rhoads and neither he nor I have heard anything from anybody in the ward. With that, bearing in mind that he's agreed to these specifications, I would move for approval of the resolution.

Alderman Ferrell moved to approve the resolution. Alderman Rhoads seconded the motion.

Mayor Coody: We have a motion and a second to approve the resolution. Is there any comment from the public on this? Seeing none, is there any other comment from the Council?

Alderman Jordan: What is your plan to develop there? What are you going to put in there?

Tracy Hoskins: We don't have any definite plans set in stone just yet. We've still got a lot of engineering to do and a lot of planning to do. But we would see the area up along Joyce Street primarily being commercial, but we would see the area to the north of the properties, the multiple properties up there on the hill, probably mixed use but leaning more towards residential. Most all projects that we're doing right now as far as our development definitely are mixed use projects.

Alderman Jordan: You're talking about a mixed use project basically?

Tracy Hoskins: Yes, sir.

Mayor Coody: Anything else?

Tracy Hoskins: I was going to also mention that this property is also in the Fayetteville School District, so they should benefit from the property tax dollars as well.

Mayor Coody: All right. Anything else? We have a motion and a second to approve the resolution. Shall the resolution pass?

Upon roll call the resolution passed unanimously.

Resolution 149-06 as recorded in the office of the City Clerk.

NEW BUSINESS:

First Security Bancorp Contract: A resolution approving a five year contract with First Security Bancorp and its wholly owned subsidiary, Crews and Associates, Inc. to provide investment management services to the City of Fayetteville.

Mayor Coody: There is a lot of heat and discussion flying around this situation. It's very important to us that we know as much as we can about all of our investment people because we want to make sure that we do the best things for the taxpayers in Fayetteville. We have confidence that we can make something work one way or the other on this. I would like to basically ask for a report from the staff on where we are and how we got here. Then I'm going to ask Becca Garner to speak for about 10 minutes and then I'm going to ask First Security to speak for about 10 minutes and then we'll open it up to Council discussion. Peggy Vice, do you want to make a presentation or do you have somebody else that would like to speak?

Peggy Vice: What I'd like to do is just give a little bit of background about the project and about how we made the selection, about our process, more than anything. Up until about 2000, staff actually made our investments. In 2000 we went out with a request for proposal and Garner was selected. Sometime in 2005, Garner changed to Garrison Company. Normally when we look at long term contracts, usually around the five year mark we look at them and we normally go back out with a request for proposal just to look at what's out there and what we might need to change in our process. A lot of new technologies, a lot of things change, so we try not to stay in the contract for longer than five years at a time in anything, in any public service, or private service. We went out with a request for proposal, the first thing we did, we formed a committee. The committee looked at the draft. It was the same request for proposal basically that we used five years before that. The committee approved the request for proposal and it went out on the street. There were about 25 to 30 firms that were calling and sending emails that were very interested in the project. One of the requirements was that they have a local office in Fayetteville, so that pretty much narrowed it down to all the proposals that we received were eight. The selection committee, after we receive the proposals, they read all the proposals; they meet and discuss the proposals that are received. They either vote to select a person at that first meeting or they short list to three, four or five firms to interview. They come back and interview the firms, and after the interviews they discuss the presentations and the proposals that were short listed, discuss the firms' weaknesses and their strengths, and then they take their evaluation forms and they vote individually on who they feel should be selected for the project. When they vote they don't confer with each other. When the votes came back, they came back unanimously for First Security Bancorp. The selection committee consisted of Alderman Robert Ferrell, Kevin Springer, our Budget Director, Trish Leach, from Accounting, Peggy Bell from Accounting, John Nelson and Elizabeth Mann, both Financial Analysts, one from Transportation, one from the Fire Department and Marsha Farthing, Shelly Turberville, and Andrea Foren as non-voting members.

Mayor Coody: Do we have any questions for Peggy on this? Yes, sir.

Alderman Rhoads: Peggy, good job explaining that. That's pretty clear. You indicated how the process went, and in some spots I wasn't quite sure if it was the process as it's supposed to go or as it actually went, so let me ask you some specific questions. Did you make a short list, and if so, did you bring the three or four?

Peggy Vice: There were four.

Alderman Rhoads: Did you bring the four firms in and did the committee interview those four?

Peggy Vice: Yes, that's correct.

Alderman Rhoads: Did the committee discuss those firms during those meetings?

Peggy Vice: Yes. After each firm left there was a little discussion, but mainly after all four firms were interviewed is generally when they discussed the firms' strengths and weaknesses.

Alderman Rhoads: And were all four firms interviewed on the same day?

Peggy Vice: Yes.

Alderman Rhoads: And so that discussion then took place immediately after?

Peggy Vice: Immediately after.

Alderman Rhoads: And then when you indicated that they voted on paper, on that form did it indicate why they chose who they chose?

Peggy Vice: No.

Alderman Rhoads: Was the form requesting them to vote for a one, two, three and four choice?

Peggy Vice: Yes. In our policy we take the most first place votes, that's the firm that's selected. The second place firm is the most first and second place votes.

Alderman Rhoads: And are you saying that of the people you mentioned six of them were voting members?

Peggy Vice: Yes.

Alderman Rhoads: And all six voted first for?

Peggy Vice: Unanimously for First Security Bancorp.

Alderman Rhoads: Okay. Thank you.

Mayor Coody: Any other questions for staff on this? Yes, ma'am.

Alderman Thiel: Peggy, were you present?

Peggy Vice: No, I was not, Andrea was.

Alderman Thiel: You mentioned there is a list of criteria on this list?

Peggy Vice: Yes.

Alderman Thiel: What was the criteria?

Peggy Vice: It is experience, qualifications, and price.

Alderman Thiel: I didn't think price was allowed.

Peggy Vice: Yes, price is allowed in everything except legal, land surveying, engineer, architect, and those types.

Alderman Thiel: Okay.

Peggy Vice: Price is a big factor in some of our requests for proposals. I believe in this one it was like 25% of it.

Alderman Thiel: That's what I wanted to know is what the percentage was. Experience, price, qualifications, and what the percentage was.

Peggy Vice: Okay. Specialized experience and technical competence of the firm was 25%. Capacity and capability of the firm is 25%. Proposed method of doing the work is 5%. Past record of performance is 20% and cost, including custodial services, is 25%.

Alderman Thiel: Thank you.

Mayor Coody: What other questions? Yes, sir.

Alderman Rhoads: I'm not sure if Peggy is the one to help me out on this question or if somebody else is, but what are we the City Council, here to do tonight?

Mayor Coody: The item before us is to choose the investment manager for the next five years for the City of Fayetteville's portfolio.

Alderman Rhoads: Is that process normally one where this committee brings a recommendation and then we either say yea or nay.

Mayor Coody: This is the first time that we've done this since I've been in office. Is that how it's happened?

Peggy Vice: I've been here for 17 years and this is the first time that a selection committee's selection has been challenged.

Kit Williams: I think that's what we're here for. Normally this is just a consent item. In this particular case the Garrison Institutional Group made some charges that the selected person was not qualified or had some other problems, and therefore, that's why we're here and explaining this process.

Alderman Rhoads: So the issue eventually will be for this Council to ratify this committee's selection or not?

Kit Williams: That's correct.

Alderman Rhoads: Not necessarily to pick someone else, but maybe send them back to go back and do it again, or ratify?

Kit Williams: That's correct.

Alderman Rhoads: Thank you.

Mayor Coody: Those are about the two options.

Peggy Vice: I would like to say is that if this committee's recommendation is not handled correctly, we will have persons that will not in the future sit on a selection committee. I'd like for Council to keep that in mind.

Alderman Rhoads: I'd like to know exactly what I'm supposed to keep in mind.

Peggy Vice: I'm sorry. It's very difficult to get selection committee members especially Councilmen to give their time to sit on a selection committee, because it's several meetings and sometimes they're very long meetings, especially if you're interviewing four or five firms.

Mayor Coody: I think this about the first time we've done any selection committee process to this extent. I think pretty much the selection committee does the recommendation and it's just uniformly supported by the City Council. So I think this is the first time we've seen anything like this from any of our selections.

Peggy Vice: Right.

Mayor Coody: Yes, ma'am.

Alderman Lucas: I've got a question about First Security Bank and Crews & Associates. Which one provided the RFP?

Peggy Vice: The RFP was provided by First Security Bancorp and wholly owned subsidiary Crews & Associates.

Alderman Lucas: I see. So both of them will then charge a fee or how does that work?

Peggy Vice: Because Crews is owned by First Security Bancorp, we viewed it as being from First Security Bancorp because Crews actually is a part of them.

Alderman Lucas: I see. So there won't be two fees that the city has to pay?

Peggy Vice: No.

Mayor Coody: All right. If we have no further questions for staff I would like Becca to come up and take about 10 minutes to express your concerns and then we'll allow First Security to express theirs.

Rebecca Garner: Okay, but I have a big problem. Kit sent me a letter that said I had 15 minutes.

Mayor Coody: Okay. 15 minutes it is then.

Rebecca Garner: I'm sorry, but I even have prepared remarks so that we didn't go over. Can I tell you the tenor of our industry before I introduce myself?

Mayor Coody: I'm sorry?

Rebecca Garner: The tenor of our industry today. You'll find in the packet he left for you on the left hand side, Headline, *SEC playing hardball with managers' budget on RFP*, that's dated July 10th, 2006. I am Rebecca Garner; I'm chief investment officer and fixed income manager for Garrison Asset Management. I have with me tonight Glenn Atkins, who is my director of research and has been with me for 19 years; he's a CFA. Kerry Watkins Bradley, also a CFA, is our equity portfolio manager and James Bell, also a CFA our assistant fixed income portfolio manager. We also have Carla Atkins, our portfolio accountant. As many of you know for the past six years our firm has been the fixed income investment manager for the City of Fayetteville. We were also one of the four finalists in the most recent RFP, along with Crews, Arvest, and Stephens. After we learned of the committee's recommendation of Crews, our curiosity was quite high. The financial community in Arkansas is relatively small and in my 20 odd years back in Arkansas, I have never known Crews or First Security Bank to be in the investment management business as I know it. We were unable to find any reference to institutional investment management services on either Crews or First Security's website. We also determined that Crews was not registered with the SEC as an investment advisor. Under the Merrill rule, if a broker dealer is providing fee based discretionary investment management services, they must be registered with the SEC as an investment advisor. Of course, banks don't have to be registered, but we were told it was Crews among the finalists and that Crews was recommended, not FSB, when we got our call. We want to make it emphatically clear we are not questioning the city's process, we're not questioning the city staff, we are not questioning any city official, elected or not elected. We're not questioning the request for proposal, except for one paragraph on one page. We are only questioning Crews and FSB's misleading responses to this RFP and their qualifications and experience in the investment management arena. This is \$69 million, this is serious. Upon our conversation with the City Attorney on Tuesday, August 29th, we followed up on an earlier written FOIA request with a verbal request for the Crews' response to the RFP, and the proposed investment management contract. During our discussion we revealed several of our concerns about the RFP response and asked for guidance as to how to best communicate our concerns to the city. We were advised to submit our concerns in writing to the Mayor, the City Council, and city staff. We did so on two occasions last week and we hope you have our letters with you tonight. If not, we will be happy to provide them. As you know from our earlier letters, we have a total of 23 concerns related to Crews' response to the

RFP. We realize that 23 concerns is a lot, and if we discovered only a handful, that's all that would be in this piece of paper. However, we believe it's our duty to bring to your attention our concerns and our letters. Our most urgent concerns we have regarding Crews, we're going to talk about tonight so that you may fully understand the potential magnitude of them. In us looking out for the best interests of the city, we feel duty bound to do this. First, I want to address the rumor mill. We have that in Fayetteville just like we do anywhere else. Before getting into our concerns, from a slightly different note, a couple of rumor items have come to my attention and they are about me. The first would have it that when I sold my company last year I basically said, "I'm retiring, and so I'll be leaving any minute now." I didn't know that, I have no intention of leaving. I sold my firm; we are still doing the same thing with my same staff. We actually added staff and we're all excited about our future. The other rumor also had to do with me and it had to do with the reason I was bringing the stink, was because it was all about money, because I sold my firm on an earn out basis and I had to keep assets on the books over a period of time to get paid. That is certainly a way and I have sold a firm that way before, I sold it to Alice Walton that way. In fact I did not sell it that way this time. This was all cash up front no contingencies at all on any assets staying on the books for any amount of time, none. I wasn't for sale; I didn't have to do that. So I'm not leaving this company, I'm excited about this company, and after I did sell it, my company, I turned around and made my biggest individual investment in Garrison Financial Corp., the mother of Garrison Asset Management. I am on the board; I'm the only non-family member and owner on the board. As a backdrop to some of these concerns we refer to the RFP where it states on Page 2, Paragraph 2, "A non-responsive or incomplete proposal will not be considered." Well, how many non-responses or incomplete do you need? I'm going to start elaborating. Question II-4 of the RFP states, "Describe your institutional investment management asset portfolio and fixed income portfolio totals, separately for government and other institutional entities and identify such assets as operating or pension funds." Crews' response, "Crews and Associates has more than 6,000 active accounts in 35 plus states over the country. A full range of investment services are offered, these include custodial, safekeeping principle and agency accounts." I don't hear investment management. In the past twelve months our volume of fixed income trading has been in excess of \$5 billion, that's not money under management that is trading. Approximately 95% of the firms business in the area of fixed income and approximately 80% of this business is for the benefit of institutional accounts, this is trading, this is people who call on me. As a matter of fact Crews calls on me to sell me bonds. Our clients are among the largest in the world and are diverse, ranging from customers like All State Insurance to Grambling to the State of Arkansas." I know that to be true because I am not questioning Crews' ability in the investment banking arena or their brokerage arena, they are by all accounts a very successful firm in those areas. It appears, given the context in which it is written, that the reference to 6,000 active accounts in 35 plus states across the country refers to brokerage accounts and not discretionary investment management accounts. The reference to in the past 12 months our volume of fixed income trading has been in excess of 5 billion, it is unmistakably related to brokerage and likely has absolutely nothing to do and no relation whatsoever to fixed income portfolio management or advisory services. To just give you an example, when I was called by the city staff and told that Crews had won this recommendation, I said what, you have to be kidding, they don't even have any assets under management, this isn't something they do and I hear oh yes they do, they have \$5 billion under management, that's how misleading this is. If you don't know our industry then you don't understand that that's not money under management. Are these clients' brokerage clients or investment advisory clients and do they belong to Crews or First Security? Even we don't know, much like the other question asked, if this is Crews or First Security. We're also not questioning First Security, excellent bank. In our opinion, their entire answer to this question is non-

responsive and bears little or no relationship to the question asked in the RFP. Our response right after that on Page 4, this is a very typical response in my business. I have been an institutional fixed income money management, investment advisory services since 1983 exclusively. I've filled out hundreds if not thousands of institutional RFPs. This is customary, this is what you do. Number 2, Question II-7 of the RFP refers to the investment performance. "Provide relevant performance statistics; specifically provide performance statistics for similar portfolios as described by the city's Investment Policy measured by Merrill Lynch 1 to 5 years U.S. Treasury Index and the Merrill Lynch AAA Agency Master Index for the years '03, '04 and '05." Crews' response to the performance question states that "The firm (Crews) is providing specific performance on two portfolios, managed by Mr. Jones and Mr. Harding with goals similar to those stated by the City of Fayetteville, continuing on one account; approximately 80% of the fund's assets are in investment grade securities." Folks, that means 20% is in non-investment grade securities. "The fund's performance is actually measured against the Lehman Aggregate Bond Index." That is totally inappropriate for a city of any kind to have an aggregate index. That is a very, very aggressive index and very long and dated maturities. Why was none of the All State that they talked about, Grambling, or the State of Arkansas included in the performance information provided by Crews, providing the comparison but not cited as clients? It also stated in another section of the RFP, that Mr. Faust for Security manages over a hundred million for the State of Arkansas. Why did Crews not use Mr. Faust's management over 100 million for the State of Arkansas as a part of their performance presentation? Most registered investment advisors provide what is called a composite. This is simply a market value weighted average of all similar portfolios over a period of time. Picking out one or two specific portfolios, we call that cherry picking, is frowned upon within our industry. In our response to the RFP we provided two Garrison Asset Management composites and the actual city composite. Further, on the performance question, the city asked for two specific performance indexes to which to compare the performance. The two indexes that Crews provided were not those the city requested. This apparent apples-to-oranges comparison may be materially misleading and may also be considered a non-responsive answer to what in our opinion is one of the most important questions in the RFP. That's two non-responses to us, I'm asking you, how many does it take? Question II-3: "Provide a general description of investment experience with public and/or private sector customers in managing assets, utilizing the same or similar type investment policy. Please list a minimum of three such customers that may be contacted for references." Crews response to the question states in part, "Mr. Harding specializes in fixed income investing while Mr. Jones has been an investment banking specialist since 1976." On the opposite page of this RFP it has Mr. Harding's resume, which cites that he has a specialty in sales and trading, not fixed income investing, and then Mr. Jones' resume, on the other side of the page, says he has a specialty in sales and compliance, not investment banking. Which is it, and are they using fixed income investing as a euphemism for sales and trading? That's what I think they are. "Mr. Faust has a broad range of experience working with large institutional accounts including presently managing over a hundred million for the State of Arkansas." Additionally they said, "We are confident that no other respondent to this RFP can provide the City of Fayetteville with the depth of experience and knowledge that this team of professionals can provide or the accessibility. Garrison Asset Management has three charter financial analysts on staff. That is without question the highest designation in the investment management field, is a globally recognized designation, and we have three. I don't know of any other firm in this state particularly that 75% of their firms professionals are CFAs. We did look on the Crews and the FSB website and I didn't see one. So don't tell me that they are way overqualified. You will see this on Page 6, what it takes to become a CFA charter holder, the average is four years, it takes a minimum of three years to get this designation. It is grueling. Further, nowhere in either Mr. Rush Harding's,

Mr. John Rutledge's or Mr. Jim Jones' bio's does it mention anything related to investment management, portfolio management, asset management, or discretionary fee based investment advisory services in the context in which those terms would relate to the services requested by the city and the RFP. Mr. Frank Faust's bio is apparently the only one that refers to the fact that he has extensive experience in managing fixed income securities, yet the performance information submitted by Crews is from portfolios managed by Mr. Harding and Mr. Jones and not Mr. Faust. What's up with that? As to accessibility, I understand that Mr. Harding and Mr. Jones are in Little Rock and that Mr. Faust is in Searcy to me accessibility is a couple of blocks away. Are these client references related to fixed income asset management or bond underwriting? Is fixed income investing a euphemism for sales and trading? Does specializes in fixed income investing mean as a broker or as an investment advisor? Does investment banking experience relate directly to the current RFP requirements? What exactly is Crews' role in managing this \$100 million? In our opinion the answer to this question is largely non-responsive. On Page 7 the experience that we had in our RFP, just to give you an idea of kind of what it could be. Question II-6 of the RFP states in part, "Describe the organization's research capabilities and credit review process. Describe efforts your firm makes to keep portfolio managers informed of the developments relevant to government investment managers." Crews' response, "The professional society of this account along with our underwriting group of approximately 30 professionals are constantly reviewing credit ratings and performing proper due diligence on accounts to which they're assigned. In addition, we are focused exclusively on fixed income, which means all of our time is directed in this area. Considering the conservative Investment Policy of the city, the vast majority of these funds should be invested in investment government securities. The last sentence I particularly like, "Any corporate bonds sold." I buy for my clients, I don't sell to my clients, I buy for them. "Any corporate bond sold to this account in accordance with the written guidelines will be reviewed monthly." To me that's a broker talking, that is not an investment manager. Brokers sell, we buy. It's called the buy side and the sell side of the street. Our entire response to this question on our resource capabilities is below on Page 7 and 8 and I will not bore you with that. Our concerns related to these items are: is Crews selling bonds to the city's account as a broker or are investing the assets of the account on behalf of the city as an investment advisor? Crews' response to the question also says that their "Professionals are constantly reviewing credit ratings." We actually rate the bonds, just to review Moody's and S&P to us is not credit review. As far as we can tell, that's the extent of their organization's research capabilities and credit review process, as asked in the question in the RFP. In our opinion Crews' answer to this question is largely incomplete and non-responsive. Number 5, Question II-5 of the RFP states in part, "Describe your reporting procedures." They did not answer that question, it is not responsive. Question III-4 of the RFP states, "Include a schedule of incremental and/or fixed fees, including custodial fees on a monthly or annual basis, this may be stated as a percentage of accounts managed, if stated as a percentage, describe how the fees will be computed. Identify the services and expenses that will be covered by the fees." Crews' entire response reads, "our proposed fee schedule is negotiable. Based on the information available to us, First Security Bank's Trust Services Group provides an all inclusive", and this is their response, "custodial, safekeeping, wire," etcetera. They did not mention investment management fee. "Annual fee of 10 basis points for \$25 million or more in managed assets, if less than \$25 million it will be a 14 basis point fee." All purchases for the benefit of the City of Fayetteville will be accomplished by First Security in accordance with the terms and conditions." It appears as if FSB will receive the actual fee for custodial, safekeeping, etcetera, but not for investment management, and that Crews could be allowed to charge a commission or other fee for brokerage services as it sees fit. It does not mention in the RFP, Section III, Question 4, that Crews would receive any brokerage commissions nor was a fee

specifically for investment management mentioned. The fee stated in the RFP does not appear to be all inclusive or they put no worth at all in their investment services abilities. Of course, similar language is in our contract about selective brokers, but we don't have an affiliated broker. That's what this refers to. Regardless of promises to give best price, trading desks must make money too; in this instance, Crews. Nowhere in Crews' response to this question does there appear to be a fee stated for investment management services. Nowhere in Crews' response to this question do they state how the fee will be computed, which was another question asked by this question. What commission of the market will Crews receive as a broker above and beyond their fee stated in the RFP? Also at present the City of Fayetteville pays no custodial safekeeping fees anyway, so it's largely it's a non-issue. You do pay some wire fees and some trade away fees. They total less than a \$1,000 a year on \$69 million. So you are not even paying those fees now, so I don't know what the big deal is if they will give you safekeeping and custodial, not to mention the fact that Charles Schwab, who is safekeeping yours, has extra insurance, you could go up to \$600 billion and you would have total insurance for your account. Crews answer to this question appears to be incomplete and non-responsive. In summary we believe that many of the individual responses that Crews provided in the RFP and the responses to the RFP taken as a whole are incomplete, non-responsive and very misleading. Again, we are duty bound as citizens, your current investment advisor and CFAs, to bring these to your attention. You will see the CFA code of ethics underneath that, but I'm going to move on. We believe we have done each of those things tonight. We've enjoyed our work with the city and the professionalism shown by the current and past members of the staff and the Council. On a final note, it came to our attention after our FOIA request and denial that Crews had surprisingly filed with the State of Arkansas, not the SEC, as an investment advisor. Many of Crews' responses in their filing appear to be contrary to several responses in the RFP, and to several aspects of the proposed investment management agency agreement, even though this agreement is drafted to be with FSB and not Crews. If the city's contract is to be with First Security, why was Crews and their personnel listed in every question in the RFP that asked for experience or performance and why was none of the investment performance to which the city is being asked to consider related to First Security? It is interesting to note that this initial registration with the state filed on or about August 2nd, after all these things were over, states that they have no asset management clients and no assets under management, yet they refer several times in the RFP to accounts that are managed by Mr. Harding and Mr. Jones. Question III, 1 through 4, this is the crux of what investment managers like me, SEC registered investment managers like me, do. This is the crux of why I am fiduciarily libel to my clients. I decide what's bought and sold, I decide how many are bought and sold, I decide from whom, and I decide what price to pay, and for that I am libel to my clients on a fiduciary level. Those questions are asked in an ADV that they had to file with the state that they filed on or about August 2nd. "Do you or any related person, that's Crews and First Security, it can't be more related than owner have discretionary authority to determine the securities to be bought and sold, amount of securities to be bought and sold, broker or dealer to be used for purchase of sale, commission rates to be paid to a broker for clients' transactions? To each of these questions in their ADV, Crews says "No." We are questioning their qualifications and experience, and apparently so are they. Thank you for your time.

Mayor Coody: Thanks, Becca. First Security is going to have some representatives that would like to address these concerns. Who would like to step forward, please?

John Rutledge: Good evening, Council, Mayor. My name is John Rutledge, I'm with First Security Bank, Crews & Associates, and we sure appreciate the opportunity to be here tonight. We appreciate the opportunity that we've been given to present to the selection committee, to

make a proposal to the city, and the opportunity to show and hopefully showcase our abilities as a company and through some of our wholly owned subsidiaries, Crews & Associates, which was mentioned, which is all part of First Security Bank Corp. we're one big, happy family. We have representatives here tonight that are part of that family, that are involved in and care about and are concerned with the performance and with our ability to showcase our performance in managing the city's account. You asked about who we are, and there are some clarification issues with, "is it Crews & Associates or is it the bank?" Well, in general, Crews is just a name, but nationally, and as Miss Becca, mentioned, its part of our reputation that Crews & Associates is an investment banking firm. First Security Bank is also just a name, but it's also our reputation and who we are in the State of Arkansas, where we live, where we go to church, where we do business. I think you'll see when I introduce all those that are with me here tonight, you'll see their involvement and you can see by them being here that they are concerned with our ability to serve the City of Fayetteville. The first one that was mentioned in the proposal is Mr. Frank Faust who runs our trust department, which has \$400 million in that trust department, of which a large portion are managed with discretionary powers, it's what trust departments do, it's what they are nationally. And also here tonight is my father, chairman of First Security Bank, and from the standpoint of managing money on a discretionary basis, he oversees a \$600 million investment portfolio of which \$220 million he manages on a day-to-day basis, and I think that's critical in our potential to serve the City of Fayetteville. Mr. Rush Harding who was involved in our presentation, CEO of Crews & Associates, has got many years in the investment banking business, there's no doubt and as it's been pointed out, not all of which are managing money. It's underwriting bond issues, which we've done for the City of Fayetteville. It's doing financial advisory work for school districts in Arkansas. We currently serve 46% of all school districts in Arkansas. It's doing things for our clients, for the communities, municipalities, hospitals, counties, and all the different organizations in our state and other states around the country, and serving them is what we're focused on. Other here today are Mr. Jim Taylor who is president of our bank in Northwest Arkansas, the entire region; Mr. David Russell, president of the bank here in Fayetteville. We've got Mr. Sam Scott who is part of our First Security Bank wealth management team and part of our trust department; and we've got Mr. Jim Watson who is with the bank here in Fayetteville; and my brother Adam who is also with the bank here in Fayetteville. We're here because we think with the collection of our companies we have the opportunity to serve the city with their investment account and manage it appropriately, given the guidelines and parameters that are in your investment policy, very similar to a lot of the guidelines that we use in managing other accounts, whether it be in the trust department, our own personal account with the company; the investment policy that's used there, and some others given, and some of which we mentioned in our proposal. I'd like to invite Mr. Frank Faust to say a few things in regards to our trust department and how we manage money.

Frank Faust: Mr. Mayor, members of the Council, I have been with First Security Bank in Searcy, Arkansas, for 10 years. I have been the head of the trust department in Searcy. We currently have \$400 million of assets that he hold for people in the state. A large portion of that are assets that we are currently responsible for fiduciarily. We accept that responsibility and we take it seriously. \$70 million is a lot of money, and I'm here to tell you today that we are here to offer our services at a discounted rate to the city. One of the things we saw in the proposal is that other people may have been charging more than what we think is fair, and we're here today to accept the custodialship, the fiduciary liability, the investment review, and all the aspects that come with that for a lesser fee, and we're going to provide the city with tremendous service. Now, we do not apologize for Crews & Associates, we love those guys, there's no one else in the world I'd rather call on and ask how the bond market is doing than Rush Harding. He knows the

bond market; I can read the *Wall Street Journal*. I can read Bloomberg, I can do all that, but if I want a gut feeling, if I want to know where the market is headed that particular day, I'm going to call Rush Harding. We don't apologize for using our resources that are available and I invite any questions you may have. I have fiduciary issues with discussing particular clients due to bank regulations, but this is what trust departments do, we manage people's assets and we're very good at it and we manage a lot of fixed income accounts. We're not big into the equities market. We're not going to hold our hat out and say, "We are the equities folks in the trust department," but we are a fixed income. I invite any questions you have. I also invite Rush Harding to come up and he might want to address some of the concerns that were raised earlier.

Mayor Coody: Does any councilman have any question for Mr. Faust?

Rush Harding: Or if you would like we can answer them all at once. I think after I say a few things we would open up the questions and Frank and I can both come to the podium and answer the questions to whomever they're directed.

Mayor Coody: That will work.

Rush Harding: If that will be okay, Mayor.

Mayor Coody: That's fine.

Rush Harding: My name is Rush Harding, I'm with Crews & Associates. Our primary function within our family of companies is exactly what Becca had said, our primary business is that of underwriting bonds. We've underwritten several bonds for the folks here in Fayetteville. We prepared the land and tore down the old Mountain Inn and prepared it for some of the development that's been discussed here tonight. We've underwritten bond issues for the University of Arkansas; a \$100 million bond issue for Washington County Regional Medical Center. Another thing that we do is we deal on a daily basis with large institutional investors with regards to fixed income investments, government agency bonds, government bonds, municipal bonds. The business that we do is on a transactional basis, it is not on a discretionary fee only basis. If you read the RFP, the RFP did not limit the responses to fee only discretionary accounts. I was asked to prepare the responses to that RFP. I'm certain that if I was aware that these responses would come under this type of scrutiny I would have taken more time with it and been more precise with some of my answers. Just as Becca has prepared thousands or hundreds, I think she said, of RFPs related to that, I've also prepared hundreds and thousands of RFPs related to the investment banking and the brokerage side of the business. First Security Bancorp is not required under the Merrill Rule to be licensed as a money manager, they're a bank, they're regulated by the federal government. So in terms of misleading responses, to imply that under the Merrill Rule it's an invalid response, the bank is not required to be registered under the Merrill Rule, they're a bank. The fact that they're a bank that owns a brokerage firm that's been in business for 27 years is a resource the bank can call upon to give you better service. The accounts where we adjust performance, one account the account referenced that's managed by Mr. Jones, that's a little institution in Little Rock called Baptist Hospital and that account is managed by Mr. Jones but it's not managed on a fee basis at a discretionary rate. He calls the CFO of Baptist Hospital, he makes recommendations, and the CFO of Baptist Hospital accepts those recommendations. The other account that was listed, I was specifically very specific that the nature of that account was dissimilar to what had been requested by the city, provided that information, and not only measured it against the indexes that we thought were requested and I

have the methodology we used to arrive at those indexes to be measured against, but I also included the index it was measured against. I can answer any specific questions you have about that. I appreciate Becca not mentioning it in a public forum. We do respect Becca and her firm. But I feel like that, in some the correspondence that has been circulated with regards to some of her concerns about our response, there were some issues with regards to regulatory issues, and I feel like since those records are a part of the public record I need to address that. Our firm has been in business for 27 years. If there's approximately 50 work weeks in a year and you work five days a week and we probably average about 300 trades a day, we've been in business for 27 years, we've got six clerical issues on our broker dealer form that means once out of every 400,000 trades we've had a reportable event. I feel like that it was implied by inference that we have some regulatory issues. One question with regards to the June 2006 report on our broker dealer form where it said in the information that some of you may have read, well I've never seen one where it got filed and settled all in the same day. Well, the reason that happened that way is we turned ourselves in. Because of record volume of Arkansas school bonds issuing bonds, you have forms you're required to turn in related to the refunding or refinancing of those loans. We turned the forms in and they were just a few days late, we turned ourselves in. We paid a small fine the same day that it was turned in. That's the nature of those type issues, and I felt like I needed to address that. At this time Mr. Faust or myself can answer any questions you might have.

Frank Faust: I was sitting here during the earlier part of the discussion tonight and I've sat in a lot of City Council meetings, I'm chairman of the board of water and sewer in Searcy and have thought many times that you guys are way underpaid. This is a big decision and I don't mean to degrade this decision, but compared to some of the issues on zoning and dealing with downtown Fayetteville. I went to school here many years ago, and we all love Dickson Street, the old areas. I just wish sometimes in Searcy, some of the areas that I travel, that we had the opportunity to be able to figure out what to do with the growth and the activity that we're having. To me, those are tough questions and I really would not want to be in your seat for those questions. You are underpaid for what you do, and we do appreciate it. I apologize for the time that you have to spend on this issue. I do appreciate it. I probably shouldn't say, but whenever it appeared that there might be some contesting by other folks in this matter, I did instruct John, who has been our spearhead in this and has dealt with your staff I did instruct him that if we're causing a problem and if it's going to be something that would reflect poorly on the city or on the people that have been involved in the selection process, make sure you know that we will withdraw if that is appropriate. So we did make that offer. It was indicated to us, "No, please, stay involved," and we have done that, hopefully not to create a problem for you, however, but I will say one reason that I am here is in some of the inferences. Whenever we turned in our proposal I did not realize that Becca had the money. There may have been some information there that had it, but I didn't realize that she did. It probably wouldn't have made any difference, but I did not realize that. I am disappointed in the accusations, the inferences that have been made here. As Rush has said in a couple of instances that he gave specifics on, there is nothing to the inferences, but not only are these folks back here who spent a lot of time with you, not only do they work for First Security Bancorp, but they're real people who every day do the best they can to be honest and ethical. That is our company and I would invite any of you to call people that you know around and ask about me and about our company and about the ethics that we stand for. It is very important to us that we show to you our honest intent to fill out the form and then there was an extensive question and answer period where we made a presentation, I wasn't here for it, but I know that John Rutledge and Rush Harding and the other people who were there at

that meeting gave the best and the most honest answers possible. We thank you very much for this time and sorry to take so much.

Mayor Coody: Do we have any questions? Yes, ma'am.

Alderman Thiel: Does First Security have an office in Fayetteville?

Rush Harding: Yes, ma'am. They have five bank locations here.

Alderman Thiel: There is also a Crews & Associates office here in Fayetteville?

Rush Harding: Yes, ma'am.

Alderman Thiel: I just wanted to clarify that.

Rush Harding: Any other questions? Yes, ma'am.

Alderman Lucas: Where will the money be handled? Mr. Faust is from the trust department in Searcy? Will it be managed in Searcy then?

Rush Harding: Your relationship manager will be John Rutledge, right here in Fayetteville, with regards to servicing the city, meeting with them on a regular basis, answering any questions they have.

Alderman Lucas: So that's John Rutledge that will be doing that?

Rush Harding: John Rutledge will be the local relationship manager. As far as who's managing the portfolio, it will be First Security Bank along with the First Security Bank Trust Committee who will handle the portfolio. Any other questions?

John Rutledge: One of the major issues that was brought up extensively in the selection committee process and in our presentation was to be able to service the account. I assume that one of the things that was possibly one of our strong suits is that the custodian of the account, the manager of the account, all of which you have access to with First Security Bank Trust Department, all those represented here, there's plenty of people that are involved with and will be involved with the management of this money and therefore there's multiple people that the staff can contact on a day-to-day basis, whether I'm out of pocket and happen to be in a meeting or whatever. Can we get it in that day, what do we need to do, how can we take care of things, can we be sure that we can get the money in a timely manner? Those questions came up time and time again and our response to that is that yes, we are here local, but at the same time, we're going to draw on all the expertise that you've seen represented here to manage those accounts, to make those decisions. They're not going to be one individual decisions made by one person, they're going to be a decision made by the group and the committee and all those involved.

Alderman Reynolds: We're investing \$70 million, of that \$70 million how much of that is insured by your bank?

John Rutledge: As far as insurance goes the bank has officers' and directors' liability insurance, fiduciary liability insurance. In addition to that we also have the FDIC and the State of Arkansas

bank department that will come in and review the accounts, so they're going to be looking over our shoulder.

Rush Harding: The trust department has a \$2 million fiduciary liability insurance, the bank has a \$5 million insurance policy, and then we use Pershing as our clearinghouse and they cover insurance as well. They're the largest clearinghouse in the United States.

John Rutledge: Should Mr. Lindsey and Mr. Rutledge go crazy and bust the bank your \$70 million isn't at risk. Those funds are completely segregated and they're not at risk in the credit worthiness of the bank in the event Mr. Rutledge and Mr. Jim Lindsey go crazy and bust their bank. Your money would not be at risk, it's completely segregated as trust assets. They're not loaning your money out to bank customers. The trust operation is completely separate from the bank business of lending money out in the community.

Alderman Thiel: One of the questions that Becca mentioned was and I guess I want a little clarification about your fee basis. I don't know if this is an exact quote from the RFP, but it's mentioned, custodial, safekeeping, wire, etcetera, and that's what your fee is charged for. Was there mention of investment management and the charge for that?

John Rutledge: That's due to my incompetence. That fee includes custodial services, all charges, investment management; it was an all inclusive fee that included everything. With regards to the question that I would be concerned about is was that going to include fees that Crews & Associates might charge, if so the bonds bought by the bank's trust department are purchased from Crews & Associates and then any bonds bought by First Security Bank's Trust Department, they will be competitive bidding and they would only buy those bonds from Crews & Associates if our price proved to be the most competitive and in the best interest of the city. Frank will keep a record of any of those transactions and those competing numbers and that will be made available to the city. When anyone buys bonds for a discretionary fee only advisor, there's a commission involved whether Garrison Asset Management buys those bonds from Merrill Lynch or whether they buy them from Stephens or whether they buy them from whomever. There's always commission in that from the broker. But we will keep records that will be made available to the city and staff. They can also be made available to Ms. Garner or any other citizen that would like to have them under FOIA. We'll keep a record of that and those securities will be purchased at prices that are fair and reasonable and representative of the market.

Alderman Reynolds: Comparing apples to apples, how much money are you going to save the City of Fayetteville versus the company that we're with now, Garrison Asset Management? Is there a savings right off the bat, are you going to save us some money?

Rush Harding: There's a difference in the fee, and I assume the fee in general you're looking at approximately \$50,000 a year.

Alderman Reynolds: \$50,000 a year?

John Rutledge: The other thing to bear in mind and I'm sure some of you on the council have looked at your current portfolio, there's not going to be a lot of transactions in that portfolio for a while to begin with. Most of the bonds are invested. The RFP calls for investments to be made over a one to five year term. By adding some of those investments and shortened maturities, you

constantly have money coming due to reinvest. Most of your bonds, I believe it's over 80% right now are invested in a specter of longer than what's called for in your Investment Policy. Your Investment Policy calls for one to five year investments, most of your bonds, over 80% right now are invested in the seven to ten year range. Unless interest rates moves down aggressively to get your hands on that money, you would have to take substantial losses, so most of the investment will just be on the interest income that's earned off the portfolio unless there's a dramatic move down on the interest rates.

Mayor Coody: Any other questions? Yes, sir.

Alderman Ferrell: What percentage of the funds would you say are mandated by state and federal agencies that you don't have the latitude; you've got to get government grade fixed assets to secure your stuff? Isn't there some pretty strict language in there about the type of securities and the bonds?

John Rutledge: Yes, sir. There's legal investments that the city is allowed to invest in. You could investment in corporate bonds right now, you have a very small amount of your investment portfolio is invested in corporate bonds, just a very small portion. I think there are five positions that may total \$2.5 to \$3 million. Those corporate bonds are all rated A, I believe one is rated BAA2 by Moody's. I also have personal opinions on credits and rate it myself but the industry looks at Moody's and Standards & Poor's as well. So the corporate bonds you have now are BAA2 to A2 rated, in that range. Right now you could only get about 50 to 70 basis points more in yield on a corporate bond with those ratings than you can on U.S. government securities, and so just as your previous manager has done, you're really not rewarded by buying corporate bonds because you're really not getting compensated for the additional risk, so I would think in the current market environment that your money is best invested in U.S. governments and government agencies.

Alderman Jordan: What other questions do we have from council? None?

Alderman Thiel: I wondered if there was anybody else in the public that wanted to speak on this. Are we getting anyone else from the public?

Mayor Coody: So is the City Council through with their questioning?

Alderman Rhoads: I want to reserve the right to ask questions later. I would like to hear what our city attorney has to say about all this.

Kit Williams: Well, I'm being educated like the rest of you. Obviously, I don't have any specialization in these investment advisors or bonds and things like that. I will note that in the contract that is before you that it is a very similar contract to what we had before with Becca Garner or Garrison Institutional. It does require that the bank "will furnish an investment program to maximize the financial returns on the account assets while adhering to the City's Investment Policy," the same basic requirement that was placed upon Garrison Institutional and it does require asset management, it doesn't require just custodial services or anything like that, but it does require investment advice, investment counseling. That's about all that I had. Basically you're just sitting here to try to determine whether or not any of the allegations, statements, points that were brought up by Garrison Institutional are such that it causes you concern with the selection committee, and if it does cause you concern and you feel like there's a

problem here that the wrong selection might have been made, then that would be one answer, one result you could do. On the other hand, if you feel like that those questions have been satisfactorily answered by the bank, then you would go with the committee's selection. On just one other point, on whether or not it was responsive enough, their request proposal, whether the response of that was enough, there was obviously some weaknesses pointed out by Ms. Garner in her presentation to you. Sometimes those weaknesses of an actual proposal can be overcome when there is a presentation given which all four firms gave presentations and had to answer questions and so sometimes something in a proposal that might not have been as complete as desirable can be overcome when the firms come in and give their presentations to the committees and the committees have a chance to ask questions to flesh out the proposal. I think that if our purchasing officer or purchasing office had felt that the proposal had actually been totally unresponsive, then I think that they would not have allowed it to go to a second selection process. I just wanted to point that out that sometimes you can flesh out a proposal during the questioning in front of the selection committee.

Mayor Coody: All right. Paul, I would like to get your advice on this and I'd like to get you to assess your comfort zone on what we're talking about tonight.

Paul Becker, Finance and Internal Services Director: With the criteria that was specified and went into the proposal I would be comfortable with the recommendation. You have to be careful when you ask for experience requirements, etcetera, that you don't make those so narrow that you have only one firm to select and you have to make sure they're so broad that you don't select someone who can't do the job, but I feel it was fairly evaluated.

Mayor Coody: In your assessment and your study of all this, since all these allegations have been brought forward, you've had a chance to look at all these and you're comfortable with the selection that the committee made?

Paul Becker: Yes, I am.

Mayor Coody: There is a 30 day out clause, I understand. If we don't like the performance, with 30 days' notice we can withdraw them from our employ; is that right?

Paul Becker: That's correct.

Alderman Lucas: Are you going to be the contact that works with them?

Paul Becker: Directly our Accounting Manager will be, but I have oversight responsibility for that. So yes, I will be in contact with them and I will work with them.

Alderman Lucas: Okay. Thank you.

Mayor Coody: All right. Any other questions? Yes, sir.

Alderman Rhoads: First of all, Mayor, I appreciate you bringing Paul up here because I think the fact that he wasn't here at the time, and I presume you've had experience choosing these types of folks.

Paul Becker: Not exactly, but I'm familiar with it.

Alderman Rhoads: You are? Okay.

Paul Becker: We did our own investments.

Alderman Rhoads: There were maybe five or six somewhat fairly specific allegations. I'm going to use the word allegations, I think maybe they were questions or concerns, but they sure seem like allegations to me, that were made by the Garrison folks. Do you believe they were answered tonight or have they been answered to the city at some other time?

Paul Becker: I can't speak to some other time. I thought those concerns they did speak to tonight. You have to make your decision on whether or not you felt they answered the questions that you have.

Mayor Coody: Well, since we're not securities folks, we're going to be relying on the expertise of those that have more extensive experience in that field than we do. I don't think there are any of us up here that would like to know as much as we feel like we would like to know about this whole subject to make this decision.

Alderman Rhoads: I would like to have the folks from First Security come up here and specifically address all six of these allegations.

Mayor Coody: Mr. Faust, would you please take this. Thank you, sir.

John Rutledge: What's created some of the confusion is you have to remember that a bank is a bank, and so it was always the intention for the bank to be the manager, Crews, the broker dealer, does not do fee only discretionary investments. We sell millions and millions and millions of dollars worth of government securities and fixed income securities that are appropriate for your account every day. We sell them to people like All State, bank trust departments, to over 600 registered financial advisors just like Garrison Financial. We have over 600 financial advisors that are clients of ours that have over 9,000 sub accounts. So the bank is the manager that has everything they have to have in place to be able to do that. You've got a letter from the Friday Law Firm stating that, Friday, Eldredge & Clark, considered by many to be the premier law firm in the state.

Mayor Coody: Let me ask a question. Since the bank would be doing the asset management and the investment management, why didn't the bank respond to this instead of Crews?

John Rutledge: It was a joint. Again, we're one company under First Security Bancorp, which I'm CEO. We gathered information from different folks, but one person has to be the point person to answer the questions, and Rush took it upon himself to do it. Frank and I discussed it, John discussed it, and we decided that Rush would be the better person to answer the questions for our company. But our company is who made the proposal and the proposal and we want to use all the assets available to us, which is our trust division. I personally invest money in our investment portfolio; it is John who is a contact up here; it is Rush Harding; it is Jim Jones; it is our trust committee. We don't want to exclude an asset that we might have in order to make a decision that would benefit the City of Fayetteville. So in our opinion, it was a joint proposal. Something that I think that has confused the issue that I would like to clarify is that Crews & Associates did file with the State Securities Commission. I didn't know they were filing it.

We've talked about doing it for several years, about that possibility, but it's fairly simple to file. We filed an application; it's called an RIA, registered investment advisor, under Crews. I didn't know we were filing it. Our chief operations officer filed it. It was easy to do, had nothing to do with this deal in any way whatsoever. We had already filed it, number one, doing it the way we were proposing it and Don wasn't involved in that process. He's filed it, it's been approved, so it's completely it does make it a little more confusing, but it has nothing to do with this transaction. Another point that I think that was alluded to, at least in the letter that I read was something that Rush has already mentioned, and that was that it seems awfully funny that in June after our proposal was filed that something was filed by the NSD and a settlement was done the same day. I can't express enough the fact that and I'm in the banking business, we're regulated, regulators come in, FDIC, state, so forth, and every time they come in they find something that we're doing that's not correct, period, multiple things and we try to correct them. Very seldom do we find them ourself and call them and say, hey guys we did this. The fact that Crews has had six in 27 years, most of them clerical, that is so minute compared to the banking business that I'm familiar with, it's just unbelievable, with the number of transactions that they do. The issue that was so pointed out as being such a problem in June, that we just have hidden something to have that filed after the time of this deal, we found it ourselves. We called the regulators and said, "Hey, we messed up. We did not file that on a timely basis." It wasn't that we didn't file it, but we missed the deadline. That's pretty minor.

Mayor Coody: You have it right in front of you. "Describe your institutional investment management asset portfolio and fixed income portfolio totals separately for governmental and other institutional entities and identify such assets as operating or pension funds."

John Rutledge: I would say we didn't answer that question appropriately.

Mayor Coody: How would you have answered it in retrospect?

John Rutledge: In retrospect I would answer it from the standpoint that the trust department has \$400 million in assets under management. We could also and again this is something I didn't think of until the other day when discussions were about. Again, from a portfolio management standpoint, there is \$600 million that I oversee, \$220 million that I do on a daily basis, not a trade gets done unless I do it

Mayor Coody: How many portfolios do you have that are similar to Fayetteville's and the similar requirements that we have stated?

John Rutledge: One of the ones that were similar was the one that we used that Jim Jones handled and it was one of the ones that were in the proposal. We did try to come up with ones that were similar that are done in our company.

John Rutledge: Frank, if I'm not mistaken, you manage multiple cities?

Frank Faust: We also do a lot of bond issue work, and when they do a bond issue obviously sometimes there a large construction fund, and those cities come to us and ask us to help them structure the portfolio. Now, that's not discretionary on our par, we've got to get approval from the city when we do those transactions, but it is us laying out the foundation. We know about parameters and we know about city investing and things like that. I guess bond issues are open to the Freedom of Information. I mean, you can find out, we're the trustee on the City of

Springdale bond issue, the \$60 million transaction, so you can imagine that type of construction fund where we're managing those dollars for them.

Mayor Coody: And it's asset management?

Frank Faust: It is, but you've got to get approval from the city.

Mayor Coody: So it's not discretionary then?

John Rutledge: It was not defined that we have to be to be discretionary in the RFP. It was defined to say, do you manage assets, which there are managed assets, discretionary. There are managed assets, discretionary, bought with investment policy under parameters, which is similar to the City of Fayetteville. In our attempt to prepare our proposal, it was an attempt to try to come up with what are they interested in here? Do they want to see another city exactly like the City of Fayetteville that happens to have \$70 million that they would like to have managed for discretionary and whatever. There's, not a whole lot of those examples in the State of Arkansas and so obviously if you restrict it down to that level, there's not many firms that will ever be able to respond to your RFP.

Mayor Coody: I understand that.

John Rutledge: But if it's an example to say give us an account where you've managed multiple million dollars and be able to measure your performance and be able to show it in a way that you can give us confidence that you know what you're doing, then that's what we tried to do and that's what the accounts that we tried to prepare and show were. We did every effort to show and measure our performance accurately as to the best of our ability without any intention of trying to be misleading but yet to say, here are some well known indexes that are really similar to and that we think are what your intentions are. Even though it wasn't totally defined, here's how we stack up against those.

Mayor Coody: All right. That halfway answers question, Number 2, I believe, is that right, re "Provide relevant performance statistics, specifically provide performance statistics for similar portfolios as described in the city's Investment Policy measured against Merrill Lynch 1 to 5 year U.S. Treasury Index and the Merrill Lynch AAA Agency Master Index for the years '03, '04, and '05."

John Rutledge: Those are common indexes used, and as one of the addendums noted there had to be a clarification later as to exactly which index to use, we actually did use Merrill Lynch indexes in our proposal very similar to but not exactly, as has been pointed out, but not exactly what finally ended up being requested thanks to that addendum. It gives mention that well we tried to be misleading and so therefore we used the Lehman Index, but we had that as additional information because the specific bond fund that we were showing there is compared on a day to day basis for our judgment based on our performance on the Lehman Index. But also note that you're talking about using 1 to 5 year indexes when your portfolio is longer than 1 to 5 years. So therefore, from apples to apples comparison, they don't even really apply to your existing portfolio or your investment policy.

Mayor Coody: I understand.

John Rutledge: So it was somewhat of a struggle for us to get our handle on what exactly do you want to see. It was not our intention to be misleading but to say here are fair indexes and here's some real portfolios we're involved with and here's how we stack up and we feel confident in what we showed.

Alderman Rhoads: Mayor may I interject for a second? I have a feeling I've kind of unleashed a process here that I'm not sure I'm comfortable with now that we're about one sixth of the way through and the reason I'm not comfortable is because first of all I'm not sure it's exactly fair to the First Security people to have to answer these specific allegations here on the spot. Secondly, I'm not sure that there's really anybody, myself included, on this Council that is really, really competent to discern all this stuff, digest it in about, 15 minutes an issue and make a pretty good decision on that's a good answer and that's not a good answer. With all that said, I would like to make a recommendation that we give them a copy of what Becca has read and ask them to give us something in writing and give it to Paul and to Kit and ask Paul and Kit to come back give a recommendation to the Council. I think those are the two people that are probably the most appropriate amongst the city staffers as to whether it's responsive and whether it meets the requirements of what we have asked for. I guess the reason that I have this recommendation is because I don't take a whole lot of comfort in a 30 day out clause. I don't think in 30 days we can really tell their performance. I think to determine their performance it's going to take more like a year and so I don't have a lot of comfort in 30 days.

Mayor Coody: What I meant by that is after a year if we didn't like their performance we weren't locked in four more years.

Kit Williams: Either side can leave after 30 days. You give 30 days' notice and either side can say the contract is over at any time during the five years.

Alderman Ferrell: I would just like to say, just speaking for myself, the day that we heard these gentlemen, it was a team effort. It was people from both Crews and from First Bank. They responded to our questions. I obviously felt pretty good about it and I responded and several other people responded the same way. I would dare to say, and I know that we're dealing with citizens' resources but I would dare say that there is a single RFP right now that could bear the scrutiny that this one has had. I've sat in on RFPs, you all have sat in on them, we do the best that we can, we're not CPAs and we're not attorneys. As well founded perhaps as the Garner Asset Management is in trying to look out for the City of Fayetteville and their funds, as well intended as it is, I just don't know that anybody can stand up to the scrutiny that has been applied to this, and I would ask one question. I would first say that I think when they walked out of here that day we all felt good about what we did. Have you all had any interrogatories from any of the other respondents or any complaints or anything from any of the people that responded to the RFP?

John Rutledge: No, sir.

Alderman Thiel: I asked earlier and I'll ask this one more time. Could we have some public comment if there's anybody out there that would like to say something in regard to this?

Mayor Coody: Sure. Let me ask one more question before we do that, though, with Paul. How much lead way does an investment manager that we're looking for, how much lead way do they

have to invest and how broad a scope do they have? Are they so narrowly defined that we really can go very wrong with our investments?

Paul Becker: Well, we're restricted by statute what we can invest in and they're also restricted by the Investment Policy of the city, so there are restrictions there. I mean, they can't go in a broad spectrum, so I would say there is a narrow range in which they must make their decisions.

Alderman Rhoads: What is their yearly fee?

John Rutledge: \$70,000 on \$70 million.

Mayor Coody: All right. Is there anyone else in the audience that would like to speak?

Rebecca Garner: If you would like to know the real scope of the issue you have here, I want to help the city.

Mayor Coody: Just a second here. I don't want to start getting a back and forth here.

Rebecca Garner: Oh, no, this isn't. You asked for the scope.

Mayor Coody: Yeah, I know, but let's do this in an organized fashion. That's what I'm trying to say. Let's be organized about it.

John Rutledge: The other fee Mayor was \$120,000 or 18 basis points. It was 80% more, the other fee involved.

Mayor Coody: All right. I want to be organized about this so we can all understand more closely what we need to deal with, and it's getting late, so we're all going to be kind of tired.

Alderman Lucas: Does that \$70,000 cover the bank and Crews, or are you saying that the brokerage fee is on top of that?

John Rutledge: That covers any and all fees that we would charge in managing the account.

Alderman Lucas: In managing the account?

John Rutledge: Yes, ma'am. The deal is is that us as being your buyer, as it was mentioned earlier, we are looking out for your best interests and we're going to go find investments anywhere we can for your portfolio. Therefore, whether we're buying from anybody in the country, Merrill Lynch, the Smith Barneys, the Stephens and Morgan Keegans or whomever we buy from, there is commission related to that.

Alderman Lucas: If Crews is part of your bank, if that's what I understood, you don't deal through Crews?

John Rutledge: We do, yes, ma'am, and we've got language in our agreement that's in front of you that states how we would deal with Crews, and it's in our effort to be totally clear as to any and all fees that would be charged, that Crews would charge as a commission as a separate company on any investments that we would buy from Crews.

Alderman Lucas: They in turn would deal with Merrill Lynch?

John Rutledge: No, ma'am.

Rush Harding: The way that works if Mr. Faust was buying bonds for your account, Mr. Faust, I'm sure you're called on by First Tennessee Bank, First Tennessee Bank out of Memphis, I'm sure you're called on by Stephens, I'm sure he's called on by Regions Morgan Keegan and he also checks with us. He can keep a log on record of I bought 5 million federal home loan bonds that mature in three years. They were offered to me by Stephens at this price, Merrill Lynch at this price, First Tennessee Bank at this price, Crews & Associates at this price. He would only execute the order that was in the best interest and the most cost savings for the city. He would not buy bonds from Crews unless the price was fair and reasonable and representative of the market and he can keep a log of those transactions.

Alderman Lucas: So you're actually only the seller of bonds to him and you don't manage our portfolio then?

Rush Harding: Not your portfolio. We have the expertise in managing other portfolios, at this time Crews & Associates does not manage those portfolios on a discretionary fee only basis. We do business with a large number of pension funds. Just like your CFO, his county used to manage their own money, so we call on counties like that that manages their own money and do business with them. A lot of large investors don't hire people to manage their money. One of the references we listed the gentlemen in that county manages their own money. We call them and we make recommendations; he accepts them or he doesn't. So we deal with pension funds but not on a fee only and that's similar to the relationship that they would have with First Security Bank Trust Department, but the difference is is that they are part of us and therefore, for getting his expertise, relying on his advice, and getting some ideas, we've opened ourselves up for that because we think it could be a benefit to the city. Not only that but we're protecting ourselves and your interests and it's stated in the contract as to how we would handle that type of transaction.

Alderman Lucas: Thank you. I understand that.

Rush Harding: The RFP was not exclusive to fee only discretionary type management, so if I made a mistake, I made a mistake in assuming that the RFP says what it says. Now, if the RFP would have said, list only the investment services you provide on a discretionary basis for a fee, well then I would have said none but if they had asked me do you all deal with institutions, do you deal with pension funds, yes, we deal with a bunch of them, about 6,000 of them in 35 states. Most of that business is 80% institutional. Now, I answered that question in a very broad way, and when we got into an interview we were asked specific hard questions by people on that panel and we answered them in a way that was satisfactory to them. But what's caused the confusion is that line are you a money manager that manages on a discretionary basis for a fee. Our bank is, yes, are you a broker dealer that's transactional on the sell side and the answer to that is yes, we're that too. Are you a financial advisor, we represent 117 of the school districts in the State of Arkansas as a financial advisor, we're wearing three hats. That's what Mr. Rhoads is trying to do is to put together an Arkansas bank that can provide a wide array of services to communities, cities, towns and school districts in the state of Arkansas, a full range of investment services.

John Rutledge: If I can just clarify one thing. In the next five years, which is the term of this contract there are six issues that are coming to maturity and I think they total \$7.3 million, so about 10% of the portfolio is going to turn over by reason of maturity. Not a lot of issues, not a lot of area there where Crews could take advantage of you, and so we will be able to monitor this and select the bids. we would do that anyway, but we're going to be able to do that just because there's only six issues coming due.

Mayor Coody: All right. Thank you. The question has come up does anybody else in the audience want to address us on any of these issues that we've heard tonight or any of the concerns that have been voiced?

John Bradberry: I'm a resident of Fayetteville. I think the issue that you guys have to address, I mean First Security Bank is an honorable institution, I have no doubt about that, and Garner Group, I've known for many years, so I know they have the best interests of the city at heart as well. The only distinction between the two groups, both being fine institutions, is that one owns a brokerage business, a bond underwriter, and that relationship is a conflict of interest. Now, whether they abuse it or not, no one can say, certainly not at this point, and I'm not suggesting that they would in the future. I'm sure they never have and possibly never will, but on paper it's a conflict of interest.

Mayor Coody: All right. Thank you for your point there. We will be able to see clearly transactions and judge whether they were heavily weighted toward Crews or if they were evenly distributed, judging by all the numbers that you said you kept a log of?

Rush Harding: Yes. I would imagine it would be the wishes of this Council and staff that you would want those bonds bought from wherever you could buy them the cheapest.

Mayor Coody: Exactly, and you would keep records of what was offered at what time?

Rush Harding: Yes, sir.

Mayor Coody: And the rates? All right. Yes, sir.

Alderman Rhoads: Is it problematic to table this for two weeks?

John Rutledge: We'll do whatever is requested of the Council.

Alderman Rhoads: Okay. Whatever the liaison was with all these folks, I guess it was Peggy, Have you had any communication from any of the other people, either on the short list or from the rest of the 25 in regard to the issues that the Garner or the Garrison Institutional Group has brought up?

Peggy Vice: No.

Alderman Rhoads: No communication at all? Okay.

Mayor Coody: So I think that where we're leaning is to try to get Kit and Paul Becker to make a definitive recommendation to us, unless you're prepared to do that this evening. You're not prepared to?

Paul Becker: If it comes to that, where it's going to be my decision whether or not to go along with the recommendation of the committee who has heard everything, I would say I would not be in a position right now, if that's your choice.

Alderman Rhoads: Let me be clear. I'm not asking you to supplant the Council; I'm asking you to give us a recommendation. I look at you as someone who has got experience, but also is fresh to this issue. I look at Kit as someone who always has the city's best interest. As long as it's not going to be detrimental to the folks that have been recommended by the committee to wait a couple of weeks, then with some of these questions and concerns that have been laid before us, I just think the wisest thing to do is to put this on a two week look see and then we'll come back and make a decision.

Mayor Coody: I think that's a good idea. Yes, ma'am.

Alderman Thiel: I agree totally with Robert. I think that the conflict of interest concern and some of the other concerns we've heard here, I do think warrant some more investigation by people that know a lot more about this than I do. This is just all Greek to me. I think there have been a lot of questions raised here and I think it's disconcerting to the public and I think they would feel more comfortable if there's a little bit more investigation into this. I certainly am not insulting the selection committee, because as Mr. Ferrell pointed out, this was not an easy selection, to study the RFP, and I can understand the difficulty in it, but it is complex.

Moody Coody: Yes. Well, all of us need to feel like we're making the right decision because of our fiduciary responsibility to the taxpayers of the city. We want to do the right thing.

Rush Harding: If you want us to make it easy, if you think it's a conflict of interest for us to buy the best price for the city if it happens to be from our company, we'll just not buy from our company.

Alderman Rhoads: I don't want to turn down the best deal.

John Rutledge: If it is perceived as conflict it is perceived as conflict.

Rush Harding: Just like I said earlier before all this got to this point, if it's good for the city for us to pull out, even though our price is substantially lower, we'll do that. Ask the staff, I didn't communicate that John did because if it's not good for the city, we do not want to have the business. If it's something that you're uncomfortable with for us to purchase from Crews, we won't purchase from Crews. We would rather not if you're uncomfortable with that. It is definitely not a problem in what we would want to do.

Mayor Coody: Thanks for giving us those options. I appreciate it. All right. Is there anyone else who would like to speak to this issue? Anybody else have any questions or comments on the Council?

Alderman Cook: What is our review process? I don't know if Paul can answer that or not once we have an asset manager on board does the city go in and review that activity yearly or do we audit what they do? I mean, I know we hire them for their expertise, but what the oversight of that?

Paul Becker: We should get reports on a monthly basis and we should review them on that basis, so it would be an ongoing review process.

Alderman Cook: A monthly review then of activity.

Alderman Rhoads moved to table the resolution until September 19, 2006. Alderman Cook seconded the motion. Upon roll call the motion passed 6-1 with Alderman Reynolds voting no.

Mayor Coody: All right. We will leave it up to you to get in touch with each other to make sure that everything is clearly understood and thank you Paul and Kit, for taking this on. We appreciate it.

Alderman Ferrell: When we come back to this next time, is Paul going to give a recommendation? Is that what's going to happen?

Mayor Coody: Yes.

Alderman Ferrell: He and the staff will give us a recommendation?

Mayor Coody: All right. Thank you all very much.

This resolution was tabled to the September 19, 2006 City Council meeting.

Disability Insurance and Voluntary Benefit Renewals: A resolution approving the placement of employee Life and Long Term Disability Insurance coverage with Reliance Standard; Accidental Death and Dismemberment (AD & D) coverage with Ace-USA; and the administration of the Section 125 Cafeteria Plan with Datapath for Plan Year 2007.

Michele Bechhold, Human Resources Director: Good evening. As we went over in the agenda session with you, Jeff Jackson, our benefits consultant put out a bid for all the products. The results of the bid as stated in the resolution are to move the coverages to those carriers as stated. Basically the results overall is that the employees will realize enhanced benefits through better contract language on these products. The city will result in approximately \$28,000 in premium savings from this move. Most of the employees will enjoy lower rates for the same coverage amounts; no employees would have higher premium rates. So we think it's positive all the way around. I know there were several questions at agenda session. I think that the summary was very comprehensive. If you have any questions tonight I'll be happy to answer those, and Jeff Jackson is here if you have any specific questions about the bid or those products.

Mayor Coody: All right. Do we have any questions for staff on this? Is everybody happy? Is there any comment from the public on this?

Alderman Jordan moved to approve the resolution. Alderman Thiel seconded the motion. Upon roll call the resolution passed 6-0. Alderman Rhoads was absent during the vote.

Resolution 150-06 as Recorded in the Office of the City Clerk.

ANX 06-2183 Lierly Lane Subdivision: An ordinance annexing that property described in annexation petition ANX 06-2183 (CC2006-16), for a part of Lierly Lane Subdivision located south of Lierly Lane, containing approximately 20 acres.

City Attorney Kit Williams read the ordinance.

Jeremy Pate, Director of Current Planning: Mayor, members of the City Council, this is an annexation application for approximately 20 acres located south of Lierly Lane north of Clabber Creek Subdivision, Phases 3 through 5. This item came before you as a contract from the Water and Sewer Committee to extend sewer lines outside the city limits several months ago. That contract was approved subject to several criteria; one of the criteria was that the applicant submit for an annexation within five days. The applicant is following through with that point in the contract and has submitted that application through the county and has received the de-annexation as required and recommendation from the Planning Commission for annexation with a vote of 8 to 1. Staff is recommending approval of this annexation, finding that it does meet the majority of our annexation guiding policies. I would be happy to answer any questions.

Mayor Coody: Any question for staff on this?

Alderman Jordan: Did you mention the bill of assurance that went with that?

Jeremy Pate: There is a contract that the City Council passed several months ago, and that is included in your packets, it starts on Page 24. The applicant has agreed, as part of that contract with the City Council, to pay all impact fees including fire and police, parks fees, building permits, all those types of things as this project comes forward. The project status currently is it's primarily constructed. I believe the streets are paved and most of the infrastructure is in place. Their next step is a final plat for approval of structures and the Council's decision tonight simply is do you want this property within the City of Fayetteville, to meet all the other requirements the noise ordinance, trash service and everything else that a property enjoys as far as annexation goes.

Alderman Jordan: I can give you just a little bit of background for those of you at home that are still awake. When we got into this several months ago, I remember the first time they came to Water and Sewer Committee I did vote against this, but at that point in time we realized that property was going to develop and it's going to develop according to county standards or it's going to develop according to city standards. When the developer offered to pay impact fees and build it according to city standards, that's what we brought to the Council and the Council approved that. So I will leave it with my peers tonight what they decide to do with this. I'd like to leave it on second reading because there may be some more folks come in that would like to contest this.

Mayor Coody: All right. Is there any other comment from the Council on this right now? Anyone from the audience have anything to add to this conversation? I'm going to close it. We're on the first reading. I'll entertain a motion to suspend the rules and go to the second reading.

Alderman Jordan moved to suspend the rules and go to the second reading. Alderman Lucas seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

This ordinance was left on the second reading.

RZN 06-2184 Lierly Lane Subdivision: An ordinance rezoning that property described in rezoning petition RZN 06-2184 for approximately 20 acres, a part of Lierly Lane Subdivision located south of Lierly Lane from R-A, Residential Agricultural, to RSF-4, Residential Single Family, 4 units per acre.

City Attorney Kit Williams read the ordinance.

Alderman Jordan moved to suspend the rules and go to the second reading. Alderman Lucas seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Jordan: I have had some complaints about this development from some of the people in the surrounding area, so I certainly want to give them a chance to get in on this in a couple of weeks.

Alderman Lucas: Some of them felt like they were not notified and they would have been here tonight but did not know that it was going to be up this soon, so I'd like to leave it on the second reading because I think that they will be here at the next meeting to express their concerns.

This ordinance was left on the second reading.

ANX 06-2225 Raymond Smith: An ordinance confirming the annexation of that property described in annexation petition ANX 06-2225 (CC2005-17), for property located west of 54th Avenue, east of Double Springs Road, north and south of Dot Tipton Road, containing approximately 55.16 acres.

City Attorney Kit Williams read the ordinance.

Tim Conklin: Mayor, City Council, this is an ordinance confirming the annexation that was passed by Resolution 132-06 by a 6 to 1 vote last month. It's labeled on this exhibit as the Sloan annexation. At the time, the applicants were represented by Raymond Smith, the attorney for Bobby and Donna Treat, Co-Trustees of the Bobby and Donna Treat Revocable Trust, D.W. Tipton, Richard L. Martin and Carol J. Brown, Ernesto Martinez and Maria Vargas and Valeriano and Dena Mendez, J.B. Hays, Trustee, and Jose Orelana. At this time I do believe and Mr. Sloan is here so he can answer the question, that he owns the property at this time. This creates the boundary that gives us more linear feet than the City of Farmington.

Alderman Jordan moved to suspend the rules and go to the second reading. Alderman Lucas seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Jordan moved to suspend the rules and go to the third and final reading. Alderman Lucas seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed 6-1. Alderman Cook voting no.

Mayor Coody: All right. Thank you very much. Congratulations.

Ordinance 4916 as Recorded in the Office of the City Clerk.

RZN 06-2181 Life Covenant Church: An ordinance rezoning that property described in rezoning petition RZN 06-2181, for approximately 1.36 acres, located at 1855 Porter Road from R-A, Residential Agricultural to RSF-4, Residential Single Family, 4 units per acre.

City Attorney Kit Williams read the ordinance.

Jeremy Pate: This is a request of approximately 1.36 acres from Life Covenant Church to rezone from Residential Agricultural to RSF-4, which is our Residential Single Family, 4 units per acre zoning designation. This parcel of property is undeveloped currently and it is, we feel, more appropriately zoned for at least residential use as opposed to agricultural use at this time. We've had one member of the public ask questions about this item at the Planning Commission meeting, and I believe most of those were concerning the actual development and how it would be serviced, and those items will be looked at the time of development, so we passed along that information to her. The Planning Commission did vote 9 to 0 in favor of this rezoning.

Alderman Lucas: It will be accessed then from where?

Jeremy Pate: Most likely the access would be from the street to the south, which is Sycamore, or Saddlehorn, that's where this frontage is currently there's no access to the interstate and there's really no way to get from the church to this. You can see it's sort of a triangular shaped piece of property. It's very small and cannot really become part of their overall church development because of the very small frontage there, so likely it will be from Sycamore Street.

Mayor Coody: Any other questions for staff?

Alderman Cook: Is that RSF-4? I guess it's surrounded by RSF-4, RT-12, RMF-24 and I-1. I'm not quite sure what the I-1 zoning is.

Alderman Jordan: I don't mind going to the second reading, but I do want to kind of give that a little breather.

Mayor Coody: Does the audience have any comment on this item? Seeing none, I would entertain a motion to suspend the rules for the second reading.

Alderman Jordan moved to suspend the rules and go to the second reading. Alderman Lucas seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

This ordinance was left on the second reading.

ADM 06-1959 Consolidated Landscape Ordinance: An ordinance amending Title XV: Unified Development Code, to consolidate Landscaping Requirements into a new Chapter 177: Landscape Regulations; and amending other chapters accordingly.

City Attorney Kit Williams read the ordinance.

Mayor Coody: Any questions for staff on this so far? Jeremy go ahead.

Jeremy Pate: As you can see by the ordinance, this is a comprehensive evaluation of our Unified Development Code to address two things primarily. One is to consolidate our landscape requirements that are currently scattered throughout several chapters of the existing code, and the second thing is to clarify and strengthen those areas of the current code that are out of date, no longer applicable, or need to be amended to accomplish the goals of the city. This was done in a couple of different ways: one, by repealing certain sections that were simply no longer applicable or out of date. Another is to take sections and consolidate them from the various codes that you see in your summary of what we've done to put into one consolidated landscape code, a brand new chapter of the Unified Development Code, Chapter 177. A third thing was to bring in things from other chapters such as our stormwater ordinance and our tree preservation ordinance to try to tie those into together better. Staff has heard on several occasions that developers in particular and their representatives have a hard time finding regulations because some of these requirements are scattered throughout the Unified Development Code. We felt it was prudent to put them all in one chapter so that it is easier to find for citizens, for developers, even for staff when we're referencing specific chapters. We've done that in Chapters 151, 152, 156, 166, 172, and the new Chapter 177. Very briefly I will go through those, 151 is Definitions, we added some definitions that were appropriate and changed and redefined some. Chapter 152, Administration, we added the landscape administrator and urban forester and we sort of interchanged those two names to administer this landscape regulation chapter. We believe Sarah Patterson, our urban forester, is the most appropriate person to administer that ordinance. Chapter 156 is Variances, we are proposing that you adopt a new section of our variance chapter to specifically call to affect the Planning Commission allowing variances for certain hardships in circumstances where they're appropriate. Chapter 166, you've noticed it said "repealed" in several sections, especially Commercial Design Standards, and we're replacing those with a new exhibit and simply taking out some of the buffering and things of that and putting them in the new Chapter 177. So it's a more appropriate use of that code. Chapter 172, we also removed all of the parking lot landscaping requirements and put them into the new Chapter 177. Chapter 177, this is the new chapter of the Unified Development Code, it would follow the others. We did add a requirement that has been discussed at several levels. This item has been before the Tree and Landscape Advisory Committee, who passed it on to the Planning Commission, who passed it on to the Ordinance Review and now to the City Council. All of those have been affirmative and positive recommendations. The only comments we've received thus far have been positive as well in public comments for this particular ordinance amendment. One

requirement that we have added that has had some discussion, and you'll note several letters of response in support, is to add a requirement for a registered landscape architect's seal to be affixed for those landscape plans associated with two types of development: large scale developments and subdivisions. This does not apply to your single family building permit. It doesn't apply to your small scale, less than an acre, commercial development, it does not apply to a general multifamily development that's less than one acre. Those are still reviewed by staff and prepared the same way. We are proposing sort of a small step in this regard and as you can see there's some pretty strong language in the letters that were submitted in the State legislative act that was passed, but we feel this is a step in the right direction in requiring those larger projects that obviously do have an effect on the public health, safety and welfare to have a landscape architect seal those plans. Additionally we've also revised some of the landscape plans submittal so it's very clear what you submit and hopefully the checklist items there are very clear, so hopefully that will be a faster turnaround for permitting. We've added per the Planning Commission an amendment on where to place trees for a better situation in terms of aspect so that more shade can be achieved and less energy utilized in buildings, so hopefully that will create more energy efficient buildings. We've also added a street tree planting standard and an urban street tree planting well standards for the urban downtown areas in accordance with Ms. Thiel's comments earlier with the downtown code. Those will enact certain requirements and very clear guidelines for someone wanting to develop downtown in a more urban manner or those projects that you see as planned zoning districts that are developing in more urban manners; this will provide guidelines for both staff and for the developer to do that. We also added two new sections at the end: Stormwater Facilities and Landscaping for Erosion Control. You'll see another item on your agenda tonight, the Stormwater Regulations Ordinance, and we went through that with our city engineering staff and hopefully those dovetail very well together. I'd like to thank the Tree and Landscape Advisory Committee specifically, and Sarah Patterson, who has also worked on this quite a bit. She revised a landscape manual, that's not included in your ordinance, that's revised by staff, but we wanted to let you know that we're doing all this in tandem. That's sort of a supplementary document, kind of like the Hillside Best Management Practices Manual, it's available for everyone on our website, and for those developers out there it's certainly a good and useful tool, as well as the citizenry, for general information about why we have these ordinances in place. So Sarah and I are available for questions if you have them.

Mayor Coody: Do we have any questions for staff on this?

Alderman Ferrell: Jeremy, would you run back through that right quick about what does not require the seal of a landscape architect. You said under an acre, single family. Would you run through that real quick?

Jeremy Pate: Sure. The only two things that would require it are something that's over an acre, like a large scale development, and a subdivision, essentially.

Alderman Ferrell: Okay.

Jeremy Pate: Everything else would be like we normally have it currently.

Alderman Ferrell: Would you venture to guess what percentage of the applicants come in that's going to catch, wouldn't the vast majority of them be the ones that didn't require it?

Jeremy Pate: I believe so. We permit a lot more plans administratively through our building permit process than we ever take through the public process. You see me a lot presenting projects, but those are only large scale in nature typically.

Alderman Ferrell: Thank you.

Alderman Thiel: The Ordinance Review Committee recommended this. The Tree and Landscape Committee, I know they were very supportive of it and I think several members were here earlier, but I think they finally gave up. This has gone through the Planning Commission, the Ordinance Review Committee, the Tree and Landscape Committee, numerous meetings I would like to see this read through three readings tonight. I certainly would make a motion to go to the second reading.

Alderman Thiel moved to suspend the rules and go to the second reading. Alderman Lucas seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Reynolds moved to suspend the rules and go the third and final reading. Alderman Jordan seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 4917 as Recorded in the Office of the City Clerk.

ADM 06-2227 Paradise Point: An ordinance amending a Residential Planned Zoning District entitled R-PZD 05-1734, Paradise Point, located west of Crossover Road (HWY 265), containing approximately 1.55 acres, more or less, to reflect revised density and land area per dwelling requirements as described and depicted herein.

City Attorney Kit Williams read the ordinance.

Mayor Coody: Jeremy, go ahead.

Jeremy Pate: As discussed at the agenda session, this is not a change in overall bedrooms or overall parking spaces or anything on the site plan; it's simply a change in density. The applicants are requesting to change their current 7.8 units per acre to 2.4 units per acre by changing the unit count as opposed to the bedrooms. Staff finds this a relatively minor change, but since it is dealing with density and zoning it does take City Council approval in the form of an ordinance and we are recommending approval.

Alderman Cook: The Planning Commission does not look at this again, do they?

Jeremy Pate: No, It's really only a zoning item, so we brought it back to you.

Alderman Ferrell moved to suspend the rules and go to the second reading. Alderman Reynolds seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody: Does anyone in the public have any comments on this item?

Alderman Reynolds moved to suspend the rules and go to the third and final reading. Alderman Jordan seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 4918 as Recorded in the Office of the City Clerk.

Amend Title XV; Comprehensive Land Use Plan References: An ordinance amending Title XV: Unified Development Code, to remove all references to General Plan 2020.

City Attorney Kit Williams read the ordinance.

Tim Conklin: This is to clean up the UDC and replace General Plan 2020 with the Comprehensive Plan. Staff recommends approval.

Alderman Cook moved to suspend the rules and go to the second reading. Alderman Thiel seconded the motion. Upon roll call the motion passed 6-0. Alderman Jordan was absent during the vote.

City Attorney Kit Williams read the ordinance.

Alderman Cook moved to suspend the rules and go to the third and final reading. Alderman Thiel seconded the motion. Upon roll call the motion passed 6-0. Alderman Jordan was absent during the vote.

City Attorney Kit Williams read the ordinance.

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 4919 as Recorded in the Office of the City Clerk.

Amend Chapter 170: Stormwater Management, Drainage, and Erosion Control: An ordinance amending Chapter 170: Stormwater Management, Drainage, and Erosion Control, Unified Development Code, to prohibit illicit stormwater discharges, and enact erosion control requirements for single family and duplex construction.

City Attorney Kit Williams read the ordinance.

Ron Petrie, City Engineer: Mayor and members of the Council, I know it's late, so I'm going to be very brief. We're proposing to add two sections to our Stormwater Management ordinance, the first one being 170.10, this is an ordinance that would define and prohibit illicit discharge into our stormwater system. Another key point on this section is enabling verbiage that will allow a future Best Management Practices Manual to be adopted by the Council. We're doing this for our stormwater permit that we get through ADEQ. The second section is 170.11, this sets a minimum best management practices for all construction, including single family duplex development. We have provided a drawing for the typical single family development and it gives some examples of what type of improvements or sediment control we're discussing, silt fences, hay bales, construction entrances, and really, in my opinion, some real common sense stuff. I'll be glad to answer any questions.

Mayor Coody: Do we have any questions for staff on this?

Alderman Cook: I'm glad that we're bringing this forward. My first concern, though, is city staff time, being able to get out in the field and actually make sure that everybody is following this. Who in engineering is responsible for that, and are you comfortable with the fact that you're going to be covering that?

Ron Petrie: Well, I'm really not that comfortable, but we can do a lot of this justice. We're going to rely on our Building Safety Division, they're the ones that are out there more than what we are. We are the ones responsible for the enforcement of the ordinance. So if they have any issues we're going to be the ones that go out and deal with the problems. A lot of it is going to be complaint driven. We know when a large subdivision has just been approved so we can do some sweeps through that development when we know there's a lot going under construction. So there will be some staffing issues with it and all I can promise is we'll do the best we can with what we have.

Alderman Cook: Let's say someone is out of compliance. What actions would you take, can you see cease and desist if it's egregious?

Ron Petrie: Yes. It will be the same enforcements that we have through our other stormwater management. First we try with violation letters, contacting the offenders, hoping that that will solve the problem. Most of this can be solved fairly easily, so I hope that will be all it takes and if that doesn't work, we will issue stop work orders on the construction permit of the buildings, and if we have to enter onto the property, do what we need to do, and charge the property owner.

Alderman Cook: Is this something you have to sign off on to get your C of O? Will that be something that you'll have to check off when somebody applies for their Certificate of Occupancy that they've satisfied their stormwater requirements? Is it something like that?

Ron Petrie: Right now, no. It's not a separate sign off, it can be certainly.

Alderman Cook: I guess there's a fee that they'll have to pay now?

Ron Petrie: There is no fee.

Alderman Cook: There is no fee?

Ron Petrie: Right.

Alderman Cook: It says, "A non-refundable permit application fee shall be paid."

Ron Petrie: That is referring to your permit fee for your stormwater management permit. This is not a permit; this is just a minimum requirement.

Alderman Thiel: This has gone through Environmental Concerns Committee several times at different processes and it also went before the Ordinance Review Committee at different processes. The first time this came through and was discussed at Ordinance Review it was probably more restrictive. I think that the engineering department is being very generous. I think this is a situation we really do need to deal with because, the city is bearing the expenses of having to fix the damage that's being created by some of these subdivisions that have been built on steep hillsides, there's been a lot of runoff from the individual lots that have been developed, not the large scale development. I think it's just very important that we get this passed and hopefully this is going to be enough to help the situation and if it's not then we'll come back and look at it later. I really like the idea that there will be a comprehensive plan. A Best Practices Manual that will come along and accompany this, and I know now we do have Sarah Reed, who is our stormwater engineer, and I think that's important that we have someone in place now to do that. So I certainly want to move to the second reading and I'd like to move to the third.

Alderman Thiel moved to suspend the rules and go to the second reading. Alderman Cook seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Reynolds moved to suspend the rules and go to the third and final reading. Alderman Jordan seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 4920 as Recorded in the Office of the City Clerk.

Seven Hills Homeless Shelter, Inc. Lease: A resolution to amend the lease with Seven Hills Homeless Shelter, Inc. to allow assignment of a leasehold interest for a mortgage and to authorize the Mayor to sign a leasehold mortgage.

Lowell Grisham: Seven Hills is proposing to build a transitional housing and support housing facility. It's the first one in Northwest Arkansas. We've had wonderful support from the city, from really the whole area, in putting together a plan for buildings that will give supportive housing, traditional housing, to families, to individuals, and also to people who have disabilities. We are looking to get a line of credit to be able to build the facilities and we are well on our way

to funding all of that. We hope we won't use any of the line of credit, but the line of credit allows us to continue at this process.

Mayor Coody: The money that you would raise would pay back the bank so this leasehold mortgage would be removed as quickly as possible?

Lowell Grisham: That's right. We hope that we'll be able to raise the money before we have to use the loan. The loan allows us to begin the building process now.

Alderman Lucas: Kit, you had some questions. Did you get them answered?

Kit Williams: I want to thank Arvest Bank and Bryce Richard, who worked with me and George Faucette, we both had some issues with the form mortgage that originally had been proposed. They agreed to strikethrough the indemnification language that I objected to and then there was a second part of this that said that we also waived all our defenses and they struck that through, so we're not waiving all of our defenses if something happens. So they answered my major concerns about this, and as you see in the resolution, what this is doing is allowing us to change Paragraph 8 to allow Seven Hills to enter into a leasehold mortgage to finance the construction costs of the project. Seven Hills remains responsible to furnish the services for Fayetteville residents required by the lease regardless of any mortgage, and hopefully, maybe they won't really need much of the mortgage at all and then we'll be able to pay this off. I did want to thank them, I worked a lot with George Faucette, as well as Bryce Richard of Arvest Bank and I think now that it's in a position to where I can recommend approval.

Alderman Rhoads moved to approve the resolution. Alderman Jordan seconded the motion. Upon roll call the resolution passed unanimously.

Resolution 151-06 as Recorded in the Office of the City Clerk.

VAC 06-2221 Paradise Point: An ordinance waiving Chapter 171.05 (C) of the Unified Development Code and approving VAC 06-2221 submitted by Kirk Elsas*** for Paradise Point located on Lots 1 and 2 of Sexton Point Final Plat, vacating 0.30 acre portion of the utility easement located within the subject property.

City Attorney Kit Williams read the ordinance.

Jeremy Pate: This is an application for a vacation utility easement. It's currently on the Paradise Point planned zoning district site. The approval of the large scale development and planned zoning district was conditioned upon vacation of this utility easement on which the structure was proposed. The applicant is required to file an easement and I did receive a copy of that filed easement today, so we should have that original in our office and I alerted David Jurgens and he's fine with these conditions. The conditions state anyway that it would have to be filed, so I believe all the conditions have been met. We did receive all comments from the utility representatives. It simply did not go through the Planning Commission process, which is the reason we drafted it with a waiver of that requirement. Staff is recommending approval.

Alderman Ferrell moved to suspend the rules and go to the second reading. Alderman Jordan seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Jordan moved to suspend the rules and go the third and final reading. Alderman Lucas seconded the motion. Upon roll call the motion passed unanimously

City Attorney Kit Williams read the ordinance.

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 4921 as Recorded in the Office of the City Clerk.

Meeting adjourned at 11:27 p.m.

Dan Coody, Mayor

Sondra Smith, City Clerk/Treasurer

DR

Aldermen

Ward 1 Position 1 - Robert Reynolds
Ward 1 Position 2 - Brenda Thiel
Ward 2 Position 1 - Kyle B. Cook
Ward 2 Position 2 - Vacant
Ward 3 Position 1 - Robert K. Rhoads
Ward 3 Position 2 - Robert Ferrell
Ward 4 Position 1 - Shirley Lucas
Ward 4 Position 2 - Lioneld Jordan

Mayor Dan Coody

City Attorney Kit Williams

City Clerk Sondra Smith



**City of Fayetteville Arkansas
Special City Council
Meeting Minutes
September 12, 2006**

A **Special Meeting** of the Fayetteville City Council was held on September 12, 2006 at 4:30 PM in Room 326 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

Mayor Coody called the meeting to order.

PRESENT: Aldermen Reynolds, Thiel, Cook, Rhoads, Ferrell, Lucas, Jordan, Mayor Coody, City Attorney Kit Williams, City Clerk Sondra Smith, Staff, Press, and Audience.

Pledge of Allegiance

New Business:

Illinois River Watershed Partnership, Inc: An ordinance to waive quotation bidding for services costing less than \$20,000.00 and approving a contract for \$10,000.00 with the Illinois River Watershed Partnership, Inc.

City Attorney Kit Williams read the ordinance.

Ron Petrie: I apologize for doing this at the last minute. The reason this is before you is because of the bid waiver. We are always looking for good opportunities to use our storm water funds that the Council has graciously allocated for the Engineering Division. This is a very good situation to partner with a non-profit organization. In the past with our work with Katie Teague we have gotten a lot of bang for our bucks in our education requirements and storm water permits. I foresee this to be something very similar for this amount of money. For all that is going on in this water shed and Oklahoma, I think it is very important that we address this issue.

This is an organization whose primary purpose is to address the water quality in the Illinois River.

Luanne Diffin: Council members and Mayor I appreciate you listening to this opportunity. The partnership is newly formed but is dramatically making enrolls in Northwest Arkansas. Water quality is a concern with all and this is a stake holder activity that is engaging multiple stakeholders and diversity from agriculture, construction, conservation, business, government, technology, research and members at large. We really hope you support the partnership and its endeavor with today's actions.

Mayor Coody: This is going to continue to cement the good relationship we have with Oklahoma and their protection of the scenic rivers. They have really gone to bat for Fayetteville and I think that the Scenic Rivers Commission and the Illinois River folks have been instrumental in making sure that Fayetteville has not been hampered in our efforts to get our wastewater treatment system overhauled. They could have stalled us for years so I want to continue to be good neighbors with them.

Alderman Cook: What do we expect to see from this group? What kind of activities will we expect to see, educational programs or what do they have planned.

Luanne Diffin: Right now we have a \$300,000 grant which was given to us in January, immediately after we formed, to do a non point source urban education program. Katie Teague is our educational coordinator. She is actively engaged in doing a pre-survey. This is very dramatic in the fact that EPA has never had this happen. Usually you give out education material but you never see ahead of time what people actually know, think and understand. Then you give them information that will help educate and lift that education information to a higher level. You then go back and survey and say did the educational material we gave you work.

Katie Teague: We are excited. We have worked with the Survey Research Center; some of you may have participated in the survey. We actually had 793 folks in the Arkansas, urbanized areas, and cities in Northwest Arkansas that responded to a 19 minute phone survey on what they think, what they know and what they are currently doing to protect water quality. This will give us results, a road map of what to do based on what people don't know and implementation of some of the educational programs, civic programs and school programs in terms of water shed education. We have a construction workshop coming up on October 11th and there will be other workshops. We are hitting it hard and then we are going to follow up with a survey. There will be a lot public outreach, education, marketing, TV campaigns and things we have not had the opportunity to do on a shoestring budget.

Katie gave a run down on some of the stake holders in this project. She introduced their new executive director. She stated they are very excited to work on this project.

Alderman Thiel: I hope some of the representatives can come to one of the upcoming environmental concerns committee meetings. We have some new members coming onto our board. We are concentrating on storm water runoff and clean water and those types of issues.

Katie Teague: Because we have worked with your committee in the past one of the questions on that survey was what you would be interested in terms of hands on participation. We have a lot of folks that are geared up and ready to go.

Mayor Coody: Thank you Katie.

Alderman Ferrell: Mayor as a long time person that has fished, floated and camped on the Illinois River I would move to approve this.

Alderman Ferrell moved to suspend the rules and go to the second reading. **Alderman Reynolds** seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Alderman Reynolds moved to suspend the rules and go to the third and final reading. **Alderman Ferrell** seconded the motion. Upon roll call the motion passed unanimously.

City Attorney Kit Williams read the ordinance.

Mayor Coody asked shall the ordinance pass. Upon roll call the ordinance passed unanimously.

Ordinance 4922 as Recorded in the Office of the City Clerk.

Meeting Adjourned at 4:40 PM

Dan Coody, Mayor

Sondra Smith, City Clerk/Treasurer

Copy to RFE

October 17, 2006

County Planning and Zoning Authority
Washington County
Fayetteville, Arkansas

To Whom It May Concern:

I have recently become aware of plans to construct a cold storage facility adjacent to and west of Highway 71, located south of Fayetteville, north of the old airport facilities, and near the Johnny Walker ranch. The proposed location of the new facility would eliminate an important ecosystem, including potential Threatened and Endangered (T&E) wildlife and plant species.

My concern regarding the proposed new facility location is the destruction of terrestrial and aquatic habitat, which may include T&E flora and fauna. The presence of those species will not be detected unless an investigation is conducted by environmental professionals and verified by subject experts at the University of Arkansas. Additionally, an inventory of flora and fauna should be conducted to identify indigenous species, as well as those migratory birds that frequent the shallow water and associated wetlands. If wetlands in excess of ½ acre are destroyed, the property owner may have to consider reestablishment of those wetlands in a mitigation action plan per regulations by the U.S. Army Corps of Engineers. It will be necessary for a soils/hydrology expert to sample and verify the aerial extent of hydric soils present in the wetland habitat. Wetlands are extremely valuable in removing and concentrating surface water pollutants resulting from storm water runoff. When wetland habitat is destroyed, we lose additional areas that contribute immensely to keeping our surface and ground water clean.

I would encourage the potential developer of the subject property to avoid a needless, egregious act of development in this valuable habitat. Additionally, I would encourage the developer to locate the proposed facility in an industrial park in Washington County, where development has already been initiated.

Sincerely,



Roy G. Spears
Environmental Scientist

Hand out @ CC mtg 10/17/06

P E T I T I O N O P P O S I N G

RZN 06-244

HENNINGSSEN COLD STORAGE RE-ZONING TO L-1 HEAVY COMMERCIAL/
INDUSTRIAL/PHASE 1 122,500 sq. ft., PHASE 2 87,500 sq. ft.,
PHASE 3 62,500 sq. ft. = TOTAL SIZE WILL BE 272,500 sq. ft. bldg.
ON CORNER OF SUNRISE MTN. RD. AND SOUTH SCHOOL AVE. (71 B).
ENTRY SUNRISE MTN. RD. FACING NORTH. THIS FACILITY WILL BE
HAVING SEMI RIGS GOING AND COMING, WITH DIESEL EMISSIONS
NON-STOP 24/7.

DATE	NAME	ADDRESS	SIGNATURE
10/11/06	KAREN SPEATS	3255 S. Coach Rd Fay, AR 72701	
10/11/06	Debbie Walker	1657 Sunrise Mtn Fay AR 72701	
10/11/06	GEORGE KNIGHT	1706 ALTON DR Fay AR 72701	
10-12-06	Vicki B. Knight	1706 ALTON DR - 72701	
10-12-06	Cynthia A. Remy LYNTHIA A. Remy	1605 W Sunrise Mtn Rd	
10-12-06	MALCOLM NEWBURY	1434 SUNRISE MTN. ROAD	
10-12-06	Jim Walker	1657 Sunrise Mtn Rd FAY. AR. 72701	
10-12-06	Kelli Reynolds	3335 S. School Ave. Fay, AR 72701	
10-12-06	Frankie Martin	Fay 335 S. School	
10-12-06	Lisa Thomas	3325 S. School Fay 72701	
10-12-06	Cheryl Valley	1427 Sunrise Mtn Rd	
10-13-06	Darlene Newbury	1434 Sunrise Mtn Rd	
10-13-06	Jimmy L. Smith	3255 S Coach Rd FAY. AR 72701	
10-14-06	Lisa Flinn	338 Skelton Fay 72701	
10-14-06	Rebecca L Wingate	338 Skelton Fay 72701	
10-14-06	Amber Thomas	338 Skelton ST Fay 72701	
10-14-06	Linda Flinn	377 Skelton Fay, 72701	
10-14-06	Monica Clifton	377 Skelton Fay	
10-14-06	Michael Roberts	387 W Skelton Fay	
10-14-06	Connie Durhan	424 Skelton FAY	
10-14-06	Laticia Robert	387 W. Skelton, Fay	

handout @ CC mtg
10/17/06

Date	Name	Address	Signature
10-14-06	Eric Wages	419 Skelton St	Eric Wages
10-14-06	Shana Fields	460 Skelton St.	
10-14-06	Sam Blaney	508 Skelton St	
10-14-06	Johnnie A. Wages	550 Skelton	
10/14	Lou Payne	375 W. Willoughby Fay Ark.	
10/14	Leresa Barnett	355 W. Willoughby Ark. P.	
10/14	Fredie Hill	566 Skelton St Fay AR 72701	
10/14	Jennifer Williams	566 Skelton St Fay AR 72701	
10/14	Edith Kern	580 Skelton Fay AR 72701	
10/14	Carol Anderson	587 Skelton Fay AR 72701	
	Jimmie Ginn	587 Skelton Fay AR 72701	
	Brian Austin	587 Skelton Fay AR 72701	
	LeAnn Kern	594 Skelton St Fay AR 72701	
	Tay W. Kern	594 Skelton St Fay AR 72701	
	Leann Porter	646 Skelton Fay AR 72701	
	Lara Jean Porter	646 Skelton Fay AR 72701	
	Kim Hutchins	609 Skelton Fay AR 72701	
	John R. Hutchins	613 Skelton Fay AR 72701	
	Barbara R. McCreath	613 W Skelton, Fayetteville, AR 72701	
	Cliff Moun	690 Skelton Fayetteville AR 72701	
	John R. Hutchins	708 West Skelton St. Fayetteville, AR 72701	
	Bridget Duvall	713 Skelton St Fayetteville AR 72701	
	John A. Calver	725 Skelton St Fayetteville AR 72701	
10/15	Kaye Weather	3145 Alta Ave Fay. Ar. 72701	
	Arthur A. Duell	80 W Greenwood Fay AR 72701	
	Reine E. Duell	80 W Greenwood Fay AR 72701	
	Wanda Daniel	953 Greenwood St Fay AR 72701	
	Lammy Coak	945 Greenwood St AR 72701	
	Don G. Ryba	927 W. Greenwood St 72701	
	William Paul Dyer	58 W Greenwood 72701	
	Edna Dyer	50 W. Greenwood 72701	
	Jim Blood	40 W Greenwood 72701	
	Julie Szul	30 W Greenwood 72701	
	Tina Szul	311 W Greenwood St 72701	

Address

~~Ady M~~ ~~High NASH SW, Greenwood 72701~~
~~Morial A Smith~~ ~~3130 Shreve St 72701~~

~~Lorane Adams~~ ~~921 Montgomery St - Fay Ar 72701~~

~~Jim + Jan Oliver~~ ~~871 ^{West} Montgomery Fay. 72701~~

~~Edby Wm~~ ~~941 Montgomery Fay. 72701~~

~~Betty Roach~~ ~~941 Montgomery Fay 72701~~

~~Duke Pennell~~ ~~45 Montgomery Fay 72701~~

~~Heather Hunter~~ ~~8 W. Montgomery St., Fayetteville, AR~~
~~M. Hunt~~ ~~9 W. Montgomery St 72701~~

~~Jim Dahl~~ ~~915 W. GREENWOOD FAY 72701~~

~~Raymond Phillips~~ ~~10 W. Montgomery Fay. 72701~~

~~Patricia W. Longingham~~ ~~1423 Sunrise Mountain Road Fayetteville AR 72701~~

~~Kene Burston~~ ~~1542 Sunrise Mt. Rd Fayetteville Ark~~

~~Bob Blackston~~ ~~1594 W. Sunrise Mtn Rd Fayetteville, AR 72701~~

~~Adrian Blackston~~ ~~1594 W. Sunrise Mtn Rd Fayetteville, AR 72701~~

~~Min C~~ ~~1645 SUNRISE MOUNT ROAD~~
~~Don Katz~~

Management Advisory Group, Inc. (MAG)



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Classification and Compensation Plan

Final Report

October 17, 2006

By:

MANAGEMENT ADVISORY GROUP, INC.

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Tallahassee, Florida
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Tallahassee/Regional Office



MANAGEMENT ADVISORY GROUP, INC.

Virginia

Florida

North Carolina

October 17, 2006

To: The Honorable Dan Coody, Mayor
Honorable Members of the City Council
From: Carolyn Long, President and CEO
Subject: Final Report – Classification and Compensation Phase of Study

Management Advisory Group is pleased to provide this Final Report of the Compensation and Classification phase of the overall study. We have prepared a step-by-step guide to reviewing the report, as well as this introduction.

Compensation Philosophy

The Council has adopted a compensation philosophy which provides the guiding direction for the completion of the classification and compensation portion of this study. The compensation philosophy address all aspects of employee compensation and provides a comprehensive framework for the development and support of an excellent workforce.

The City's proposed Compensation Philosophy is as follows:

"The City of Fayetteville is committed to recruiting, retaining and motivating an excellent workforce by providing a high quality of work life to City employees through a competitive compensation structure, competitive benefits program, and a challenging and enriched work environment."

In order to deliver high quality municipal services, the City's workforce must possess key attributes associated with excellence. Therefore, the following key characteristics for all employees are desired:

- highly skilled;
- customer service oriented;
- possess personal integrity and exhibit ethical behavior;
- highly productive and focused on quality results;
- team players;
- seek opportunities to improve services;
- understand technology;
- value diversity; and,
- committed to the City's welfare.

The City will achieve this pay philosophy by implementing the following initiatives:

Hiring

- provide a base compensation structure that is competitive and strives to be above average in market salaries as incorporated into the City's compensation and classification plan;
- provide for flexibility in both hiring rates and providing compensation for existing employees that is both flexible and internally equitable;
- provide an appropriate set of benchmark positions which establish the foundation for the City's pay line and provide a consistent means for the City to review the market every year and conduct a comprehensive market survey every four years.

Retaining

- provide for a meaningful way for employees to move through the compensation plan based on both experience and achievement so that employees can anticipate rewards based on contributions, experience and performance;
- provide that the annual review of the market and adjustments to the City's overall compensation plan of not less than the cost of living increase become a part of the budgeting process through periodic surveys and the incorporation of the results into the City's proposed budget for personnel costs;
- adopt a policy of regularly reviewing the City's benefits and rewards programs to maintain competitiveness with the City's market.

Motivating

- provide for a performance and experience recognition program that incorporates the following:
 - the ability to review and rate performance for all employees and to provide adjustments to employees based on their consistent level of achievement and successful experience on the job;
 - a bonus program to provide one-time, on-the-spot rewards for meritorious service; and,
 - a compensation program that recognizes incentives based on job related professional or academic achievements."

The approved compensation philosophy will result in consistently positioning the City's pay line above the market average if fiscal resources permit. Additionally, the City has adopted a policy of regularly evaluating its benefits and performance rewards program to ensure that the City's position relative to the market does not erode.

Collecting Market Data

The survey targets for the market data were initially selected by the Compensation Committee and then adjusted once we began our work. Over 90 positions were selected for inclusion in the survey. The RFP specified that only those jobs that had five (5) or more responses should be included in the final study. Sufficient data was collected on over 80 positions, representing 36% of total city job titles, or slightly more than one (1) out of three (3). While collecting data on such a large number of jobs may be beneficial for this particular study, the number for regular review should probably be reduced to approximately 30 to 35 positions that are true "benchmarks".

"Classic" benchmarks represent points along the pay line, represent different occupational families, and are generic jobs where there is a reasonable expectation that they will be fairly and sufficiently represented in the target organization population. Unique positions or those with special requirements, while often of compelling interest, do not make good "benchmarks" since finding adequate matches is often difficult and results in poor or misleading matches. Even under ideal circumstances, a rule of thumb in compensation work is that a job match will be about 70% equivalent. There are any number of variations between and among organizations that suggest that "identical" job matches are few and far between. *"A benchmark job is a market job (or external job) to which an actual employee's job (or internal job) is matched for pay comparison. Your job should have similar content, as characterized in the job description, of the*

benchmark job. Matching your job at least 70% to the benchmark job is a good rule of thumb when trying to pick a match"- Salary.com

Salary. com also conducted research on jobs where employees perceived themselves to be underpaid compared to the market. Here are the data and findings of that study:

"This analysis revealed that only 18.7% of the self-proclaimed underpaid employees looking to leave their job were in reality underpaid. That means nearly 80% of these workers who felt that they were underpaid actually were not. The majority of these workers, 34.2%, were paid fairly relative to the market, while 17.4% were overpaid."

Overall market findings for Fayetteville indicated that market data, unadjusted for Geographic Compensation Differentials, resulted in the overall minimum salaries for Fayetteville to lead the market by + 3.23% at the market minimum; at +.18% at the market midpoint; and to lag the market by -2.28% at the market maximum. The overall market has an average range width of approximately 52%, while the average range width of Fayetteville is approximately 41%. These findings do not include the Geographic Compensation Differentials (GCD). Using two independent sources, The Salary Calculator and the results of economic research on wages by the Economic Research Institute, MAG found the cost of labor in the peer and comparable communities used in the market survey to be 4.37% and 4.55% higher, respectively. In order to compare the survey results to the market average, MAG first compared the results to the overall market, unadjusted by the GCD. MAG then adjusted the salary structure generated from the survey to be compatible with 100% of the market average, or a reduction of 4.37% (the lesser of the two cost sources). All of the final responding public sector organizations, (other than published data sources), review and revise their plans on an annual basis.

This places the overall pay structure for fire, police and merit positions in alignment with 100% of the market average, adjusted for the Geographic Compensation Differentials. compensation philosophy, to pay above the market average.

Adjustments for the 2007 Fiscal Year

To assist the Compensation Committee in determining an appropriate reference point for adjusting the market point relationship, MAG is including a review of the cost of labor changes for state and local government, not seasonally adjusted. Generally speaking, seasonal adjustments are considered when looking at monthly labor fluctuations and are a statistical means of adjusting for the effects of seasonal differences on a monthly basis. Seasonal adjustments are not needed when looking at annual averages. These data are not seasonally adjusted because we are looking at annual averages.

Data extracted on: September 8, 2006 (4:08:02 PM)

Employment Cost Index

Series Id: CIU3020000000000A
Not Seasonally Adjusted
Compensation: Wages and salaries
Sector: State and local government
Periodicity: 12-month percent change
Industryocc: All workers

Year	Qtr1	Qtr2	Qtr3	Qtr4	Annual
2001	3.5	3.8	3.9	3.8	3.75
2002	3.3	3.2	3.0	3.1	3.15
2003	3.2	3.1	2.4	2.2	2.72
2004	2.1	2.1	2.1	2.1	2.1
2005	2.3	2.3	2.6	3.1	2.57
2006	2.8	3.1			

The annual average for the immediate past four quarters is +2.9%. Although past cost of labor is not an exact model for predicting future market variations, the overall cost of labor for the past five years has averaged 2.85%. Consequently, aging the data by a factor of 2.9% is consistent with labor market performance over the past four quarters and the past five years.

For purposes of considering the impact of this adjustment on the transition cost to the new proposed plans, MAG has adjusted the pay line to reflect an increase of 2.9% over the differentially adjusted market average. This places the current salary structure at an adjusted 102.9%.

Market vs. Internal Relationships

In general MAG has tried to achieve a balance between the market data and the internal relationships. For most positions, internal relationships are given slightly more consideration than market data. Market data, while compelling, is not controlling. However carefully the jobs are matched, it is very seldom that one finds a "perfect match" in the external market. Therefore, in addition to the market information, each job is analyzed and placed in relationship to every other position using a careful review of over 150 compensable points of comparison.

In addition, once MAG had completed a draft Class Comparison report, meetings were held with key staff in a day long workshop meeting to review the results of the draft report for their department and how their jobs "fit" into the overall organizational hierarchy of work. Additional insight, comments and suggestions that were appropriate to the completion of this report were incorporated following these meetings.

It was important to have this final organizational review of our proposed recommendations to ensure that the spirit of the compensation philosophy of the City is tightly operationalized in the compensation structure designed to support it. While MAG gave great weight to market forces, and full consideration to recommendations from key City staff, the final assignment to proposed job classes reflected MAG's internal analysis of the jobs.

At the upper levels of the City's compensation structure, the City has used titles that have created some "tilling compression" that may have impacted on making exact comparisons to the external market. Specifically, because of organizational preferences, some positions that are called Directors in other organizations are titled Supervisors, Managers, or Superintendents. This makes cross-comparisons more difficult and has resulted in some organizations possibly reporting on lower level positions. Although the jobs were carefully described in the survey document, it is only human nature to review the title first and then determine the "match". As a result, MAG, based on many years of experience in doing compensation and classification plans for cities all across the country, has deviated in some cases from the suggested market placement for higher level positions. Other divergences from the suggested market placement have occurred because of difficulty in recruitment or retention, or to ensure market equity with other substantially equivalent positions. This is not unusual, but merely confirms that while market data is an important element in determining job placement, it is only one factor.

Proposed Structures

The internal placements for all positions are set to the market control line, which is based on the regression of the midpoint average of the external market data with the internal organizational value for all benchmark positions. As a result, all positions, regardless of assignment to a pay plan, are in substantially equivalent pay plans. The Compensation Committee concluded that one element of the City's compensation design would be overlapping structures. While the Merit plan has fully overlapping structures, care was taken with the Fire and Police structures to create plans that did not overlap on the entry levels, based on promotion to a higher level position at the earliest possible point.

Merit Plan

The proposed pay structure for the Merit compensation plan is currently set at a range width of approximately 52%. This is consistent with the average for the market, which is approximately 52%. There are 34 pay grades in the proposed plan, down from a total of 65 pay grades in the current merit structure. As a result of the reduction of grades and broader ranges, there is a broader grouping of jobs which provides more flexibility in hiring rates and supports a more comprehensive career performance plan (the next phase of the City's review and revision of its compensation design.)

Fire and Police Structure

MAG is recommending open range plans for the Fire and Police positions. These structures incorporate a competitive posture with the external market. Additionally, the proposed structures recognize shorter ranges, truncated at the entry level so that employees who are promoted at the first opportunity in their careers, would not overlap salaries with employees already in the higher range. The open range structures are a departure from the current "step" plans. MAG recommends open ranges to insure equity in both the implementation and administration of the proposed plans. Both structures are based on a four year progression to the "market control point", (the market control point is substantially equivalent to the midpoint average of the external market for the pay plans). After reaching the market control point in four years, MAG's proposed structure would then advance the sworn fire and police personnel included in this structure, to the maximum of the range in an additional six years. The total range movement would encompass ten years.

The market comparisons for fire and police positions included both longevity and holiday pay. The City should ensure that if this plan is adopted that employees in sworn fire and police positions realize that there is no opportunity for additional compensation once the maximum of the range has been reached beyond that which would be provided when the overall structure is adjusted.

Longevity steps are *included* in this proposed structure. If this structure is adopted, it should be recognized that "topping out" or reaching the top step of the range was the desired goal of fire and police personnel and the driving factor behind creating a 10 year plan. "Topping out" should not, in the future, be viewed as an undesirable situation that requires "fixing" through additional steps, longevity, or other payment beyond the market maximum.

Benefits Review

In addition to the labor market survey, MAG conducted a benefits review, included as a section of this report.

Of Note

The City has done a commendable job of negotiating a competitive rate for health insurance.

Overall, the City's benefit package is consistent with or slightly exceeds that of the responding peer and competitive cities.

MAG reviewed thirty-six different benefit areas including health insurance, paid time off, retirement, additional compensation, standby pay, and so forth. In every area reviewed,

the City was consistent with the market. In a few areas, the City provided a more generous benefit than the overall market.

Very Generous Benefits

For pay out on accrued leave days, the City appears to offer the ability to accrue more than twice the number paid, on average, by peer and competitor cities. This is a generous benefit that can create a long-term unfunded liability which the City may wish to review.

The City appears to have a generous matching benefit for retirement. It should be noted that this is not an actuarial review. Absent an actuarial need for the level of this benefit, there is some latitude for review while still remaining competitive with the market.

Implementation Assumptions

The Economic Cost Indicator (the labor market cost for state and local government) for the last four quarters is 2.9%. This was the factor used to advance the pay line for the 2007 calendar year. No flat adjustment is included in the calculation for salaries in the coming year. Rather, a general schedule adjustment is recommended along with an implementation formula that ensures that all employees are fairly placed within the new proposed ranges. The overall base market line has been adjusted to 100% of the market midpoint average, adjusted for the Geographic Compensation Differential between Fayetteville and its peer/competitor organizations.

If there is no cost calculated for an employee, under the proposed implementation plan, the target salary for the employee is less than the current salary. If this is the case, no further adjustment is recommended.

The market control point becomes the frame of reference for range structure development, implementation calculations and future administration of the plan. The market control point is the trend line or pay line resulting from regressing the average of the ranges of the labor market comparables with the internal value of the benchmarked positions. The ranges are then built around the market control point, or market averages. In the instance of truncated ranges, such as those proposed for Fire and Police personnel, the market control point is a constant, while the range "midpoint" will change when entry level steps are dropped. The market control point is the "true North" in the pay structure and is the control point for movement of employees within the ranges.

Implementation Costs – Fire and Police

Implementation costs for the Fire and Police pay plans are based on ten year plan which moves each sworn employee to the market control point of the proposed range based on approximately four years (or equivalent) in the range, and moves the employee to the maximum of the range within ten years. The migration from the current structure to the

proposed structure is based solely on longevity. MAG recommends using an open range plan so that employees can move equitably into the new plan, based solely on length of service in the position, without being penalized or advantaged by a quirk of hire date. The implementation cost (target salary) for each employee is calculated down to the actual days of service in the position.

Once the target salary is calculated, if the employee must then be placed in a step plan, two employees, hired only days apart could fall on either side of a step. The employee hired a few days earlier, would then be advanced to the next higher step (representing an entire year of service), while another employee might move only a few dollars to the lower step. This inequity is inevitable with step plans.

Open range plans place each employee within the proposed range at a target salary based on the total days of service in the position.

Implementation Costs – Merit Employees

Because the City currently has an employee appraisal system which accounts for differences in pay, employees who are in the Merit plan are being recommended for placement using a formula based on percentage of their current salary to the midpoint of their current range. The software program then calculates the same percentage of the market control point of the proposed range. Each employee is placed in the proposed range at the same percentage of the market control point as they are currently placed in relationship to the midpoint of their present range.

The benefit of this approach is that it recognizes the differences in current pay progression which employees have earned through meritorious performance.

Future Considerations

The City needs to consider, in Phase III of this effort, a strong performance based program for merit employee progression within the range, based on the foundation of normal progression for satisfactory performance. If the employee's performance exceeds "satisfactory" (which would be desirable), the employee could progress more rapidly through the ranges. The software system, *Classification Manager®*, provided by MAG as a part of this study, provides the City with the tools for implementing and maintaining a progressive compensation plan. The compensation structures developed for the City's consideration provide the foundation and framework for a sound performance based program.

Policies for Implementing the Proposed Plans

The following language is recommended for consideration by the Compensation Committee to the Council with respect to handling changes resulting from the study.

Implementation of the Pay Study

*The pay study conducted by Management Advisory Group, Inc., presents recommendations related to **positions** and **pay ranges**, as differentiated from individual employees and their salaries. The specific one-time adjustments for individual employees will vary based on a number of factors including their current placement in the range, current actual salaries, and the specific implementation formula and strategy adopted by the City of Fayetteville.*

Implementing changes in pay grade assignments recommended in the proposed report are outside the regular policies of the City. Any changes in employee salary resulting from the implementation of this study will be done by a formula which will be applied equitably and fairly to all employees. Policies related to reclassification and promotion do not apply to the changes resulting from the implementation of the recommended plans.

Next Steps

Employee Review

Employees who feel their job was not given full consideration in the classification process will have an opportunity for review beginning in October and concluding in late November or early December. The review process will include a simple one page review questionnaire completed by the employee. This will be reviewed by the immediate supervisor and the department head with appropriate comment. The review will consider the following three items:

1. Job Placement: the employee feels the position should be placed at a different pay grade level.
2. Job Title: the employee feels the job title is inappropriate and recommends a different title.
3. Employee Placement: the employee feels he or she belongs in a different job title.

Dissatisfaction with the amount of pay or salary adjustment resulting from the City's implementation of MAG's recommendations is not grounds for review. Dissatisfaction with the results of the labor market survey is not grounds for review. (Employees have had an opportunity for input into the external market survey at numerous points along the way. MAG has welcomed the input and included appropriate changes in this final report).

Pay Ordinance for Elected Officials

MAG was asked to specifically review the compensation levels for elected officials (Mayor, City Attorney and City Clerk) and make appropriate recommendations.

The Mayor, City Attorney, District (Municipal) Judge and the City Clerk were included in the market survey and the City Attorney and City Clerk were recommended for placement within the proposed compensation plan. Insufficient data was received for the Mayor's and Judge's position to make a definitive recommendation in the proposed plan based on external market comparisons. MAG is currently reviewing the compensation package for the position of Mayor and will make a recommendation to coincide with the internal review process for City employees.

The City Clerk and City Attorney are included in the proposed classification plan.

After discussion with the District Judge, it was determined that this position should not be included in the proposed compensation plan at this time.

Review of Compensation Policies

Following adoption of a compensation and classification plan, MAG will review the policies regarding structure adjustment; pay rates; new hire offers; step increases; merit increases; promotional increases; position reclassifications and the concept of internal pay compression for alignment with both the structure of the adopted compensation and classification plan and the Council's Compensation Philosophy.

It should be noted that some of the items listed above are included in Phase III – Performance Evaluation Review - of the City's overall review and would be more appropriately included in that part of the study process.

Administration and Maintenance of the New Plan

MAG is providing our ***Classification Manager®*** software along with appropriate training for the City staff. MAG provides two levels of service permitting the City to select a fully maintained in-house system, if staffing permits. As an option, MAG provides for out-sourcing key elements of system maintenance to provide on-going hands-on support to the City for the implementation and maintenance of the system for a modest monthly fee.

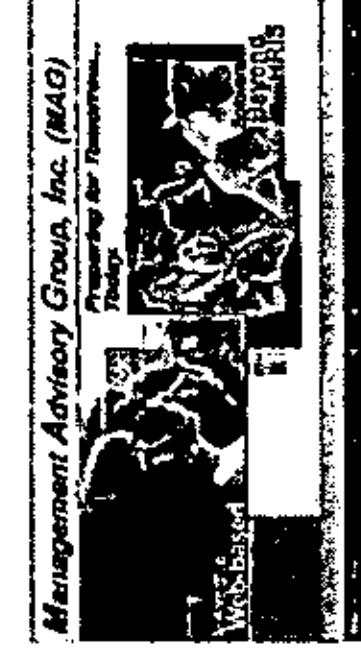
Recommendations for the on-going administration of the plan will also include frequency review of other elements of the program such as job classification review and update of descriptions.

A Guide to Reviewing the Compensation and Classification Reports

The City of Fayetteville



October 17, 2006



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Overview of Reports...

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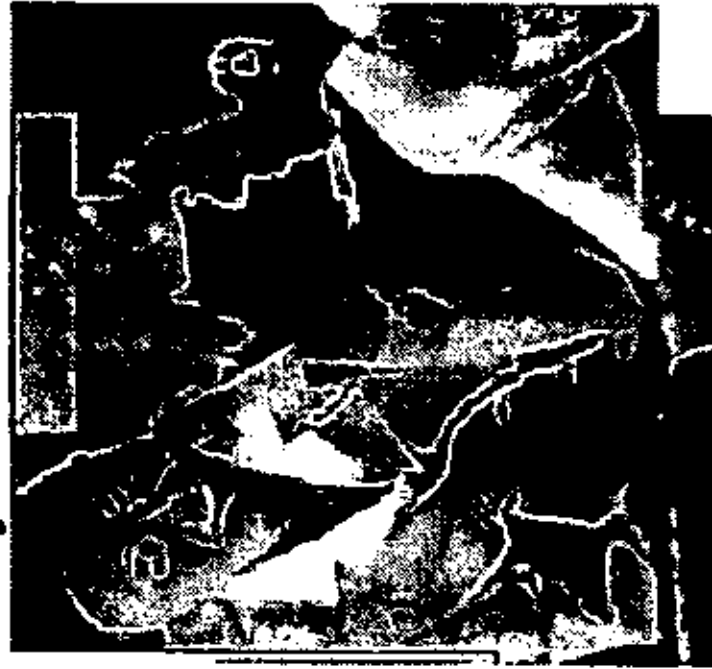
- ✓ **Salary Survey Summary (Section 1)**
- ✓ **Salary Survey Full Report (Section 2)**
- ✓ **Benefits Review (Section 3)**
- ✓ **Proposed Pay Plans (Section 4)**
- ✓ **Implementation Cost Summaries (Tab 5)**



**MANAGEMENT
ADVISORY
GROUP, INC.**

City of Fayetteville, Arkansas - Classification & Compensation Study

***Preparing for Tomorrow...
Today.***



Salary Survey Summary (Section 1)...

This three page report shows the survey averages of the minimum, midpoint, and maximums for all of the surveyed positions. These numbers have not been adjusted to reflect the cost of labor differences and are "raw" numbers.

The City of Fayetteville leads the market at the minimum and midpoint of the average of the market ranges.

The City of Fayetteville is slightly behind the market average at the maximum of the ranges largely because the City, overall, has narrower ranges.



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Today.



Salary Survey Report (Section 2)...

This report shows the raw score survey results for all of the surveyed positions.

You will find an overall description of most positions and the minimum qualifications required. (New, vacant positions do not have a description).

Each page identifies the survey results for the position studied.

MAG was pleased to receive input from employees. This information was verified and appropriate changes made to the survey data for inclusion in the final reports. The changes included only resulted in miniscule fractional differences in the City's overall market position.



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*Preparing for Tomorrow...
Today.*



Benefits Review (Section 3)...

The Benefits Report permits the City to make a comparison between the benefits offered to the employees and those provided by peer and competitive employers.

Overall the City is competitive. In some instances, the City is more highly competitive than appears to be fully necessary to maintain a advantageous position in the market.



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Preparing for Tomorrow...
Today.



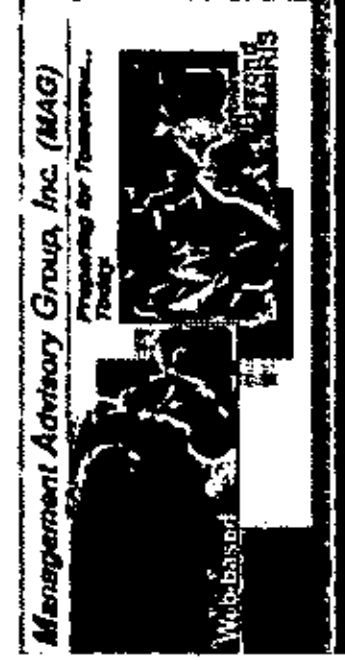
Proposed Pay Plans (Section 4)...

This report shows the recommended pay structure and grade levels for all positions.

There are three proposed plans; Fire, Police and Merit

Each pay grade indicates the recommended pay range.

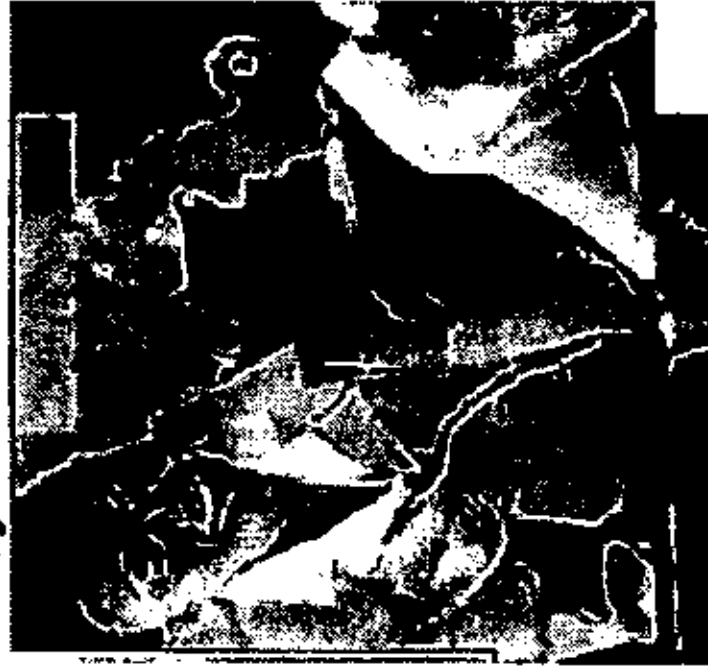
The table is created at a "102.9%" level of the market average, adjusted for the Geographic Compensation Differential or cost of labor difference for the responding organizations. The additional 2.9% is recommended because the proposed pay ranges are established for the 2007 calendar year. The proposed pay plan is therefore advanced accordingly.



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Proposed Pay Plans (Section 4)...

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Fire and Police Pay Plans:

Substantially equivalent plans have been developed for the sworn fire and police positions.

The plans have truncated ranges and are competitive with the overall market values for these important positions.

MAG has recommended an aggressive program for moving employees through the ranges that was explored in the transmittal letter of this report.



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City of Fayetteville, Arkansas - Classification & Compensation Study

Proposed Pay Plan - Sample - Section 4

Unified	Code	Proposed Class Title	Min	Mkt	Max
10			\$17,801	\$22,698	\$27,592
	AGNT	Agent CMANS			
	HOMA	Home Delivered Meals Asst			
	HOMA	Homemaker Aide			
11			\$18,691	\$23,831	\$28,971
	XGRD	Crossing Guard			
12			\$19,626	\$25,023	\$30,420
	BDRV	Recycling Bus Driver			
13			\$20,607	\$26,274	\$31,941
	BAIL	Bailiff			
	KENS	Kennel Staff			
	L801	Laborer I			

The proposed pay plan is a simple format that only includes the proposed classes and pay grades.

Sample Format



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City of Fayetteville, Arkansas - Classification & Compensation Study

Implementation Report (Section 5)...

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These reports show the fiscal impact of the recommendations for each each of the three pay plans.

The Fire and Police plan is based on a 10 step plan, reaching the market control point in four years. To be more consistent with the market, the Fire and Police Plan is approximately 42% in width. (Some of the truncated ranges are shorter since "entry level" steps have been eliminated.)

The Merit plan is based on a 52% range.

MAG is providing implementation cost recommendations for the for all employees.



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City of Fayetteville, Arkansas - Classification & Compensation Study

Implementation Report (Section 5)...

Merit Employee Plan:

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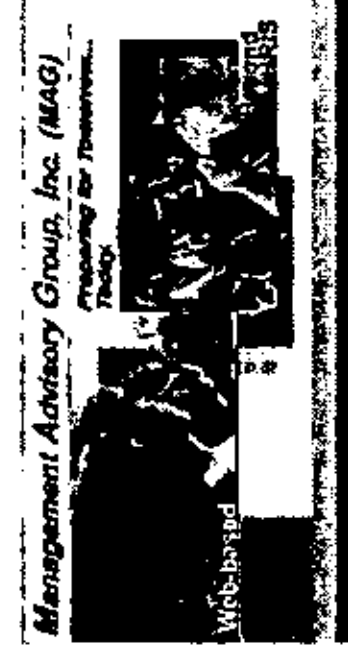


Recommendation: place employees in the new plan at the same overall percentage of range penetration as they are in the current plan.

The differences in the cost impact for merit vs. public safety employees indicates that the City has done an excellent job of salary/market competitiveness for public safety positions, while merit employees have lagged behind.

Cost Impact for:

	COST	% INCREASE
Merit Employees:	\$699,755	3.95%



City of Fayetteville, Arkansas - Classification & Compensation Study

Implementation Report (Section 5)...

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Fire Employee Plan:

Recommendation: Place employees in the new plan based on longevity in the job title (rank).

Cost Impact for:

	Cost	% Increase
Fire Employees:	\$ 214,326	5.16%



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City of Fayetteville, Arkansas - Classification & Compensation Study

Implementation Report (Section 5)...

Police Employee Plan:

Recommendation: Place employees in the new plan based on longevity in the job title (rank).

Cost Impact for:

	Cost	% Increase
Police Employees:	\$ 134,361	2.65%

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City of Fayetteville, Arkansas - Classification & Compensation Study

Implementation Report (Section 5)...

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Total Cost for All Plans:

Recommendation:	Cost	% Increase
Merit Employees:	\$ 699,755	3.95%
Fire Employees:	\$ 214,326	5.16%
Police Employees:	\$ 134,361	2.65%
Total Cost:	\$ 1,048,442	



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Salary Survey Results Summary

Salary Survey Results for City of Fayetteville

Job Class Title	Averages For Each Job Class						City of Fayetteville							
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
CUSTODIAN	\$18,619	\$22,849	\$27,108				45.6%	\$19,624	5.1%	\$23,644	3.4%	\$27,663	2.0%	41.0%
GROUNDKEEPER	\$18,748	\$22,971	\$27,240				45.3%							
MAINTENANCE WORKER II	\$18,443	\$23,819	\$29,195				58.3%	\$18,726	1.5%	\$22,561	-5.6%	\$26,396	-10.6%	41.0%
PARKING ENFORCEMENT OFFICER	\$19,844	\$24,258	\$28,673				44.5%	\$22,681	12.5%	\$27,326	11.2%	\$31,971	10.3%	41.0%
CUSTOMER SERVICE REPRESENTATIVE	\$21,399	\$26,431	\$31,464				47.0%	\$20,962	-2.1%	\$25,256	-4.7%	\$29,550	-6.5%	41.0%
SECRETARY	\$21,476	\$26,536	\$31,725				47.7%	\$25,317	15.2%	\$30,503	13.0%	\$35,688	11.1%	41.0%
ACCOUNTING CLERK	\$21,594	\$26,917	\$32,286				49.5%	\$23,599	8.5%	\$28,433	5.3%	\$33,266	2.9%	41.0%
METER READER	\$22,002	\$27,288	\$32,574				48.0%	\$20,483	-7.4%	\$24,679	-10.6%	\$28,874	-12.8%	41.0%
MAINTENANCE WORKER III	\$21,285	\$27,436	\$33,806				58.8%	\$20,483	-3.9%	\$24,679	-11.2%	\$28,874	-17.1%	41.0%
MAINTENANCE WORKER IV - WATER LICENSE	\$20,207	\$27,513	\$34,819				72.3%	\$23,540	14.2%	\$28,361	3.0%	\$33,182	-4.9%	41.0%
DEPUTY COURT CLERK	\$22,951	\$27,854	\$32,757				42.7%	\$23,599	2.7%	\$28,433	2.0%	\$33,266	1.5%	41.0%
ANIMAL SERVICES OFFICER	\$23,322	\$28,429	\$33,573				44.0%	\$27,954	16.6%	\$33,679	15.6%	\$39,405	14.8%	41.0%
POLICE SUPPORT SPECIALIST	\$23,340	\$28,474	\$34,002				45.7%	\$23,599	1.1%	\$28,433	-0.1%	\$33,266	-2.2%	41.0%
PURCHASING CLERK	\$22,459	\$29,552	\$36,645				63.2%	\$23,599	4.8%	\$28,433	-3.9%	\$33,266	-10.2%	41.0%
SENIOR CUSTOMER SERVICE REPRESENTATIVE	\$23,806	\$30,022	\$36,238				52.2%	\$20,962	-13.6%	\$25,256	-18.9%	\$29,550	-22.6%	41.0%
DISPATCHER	\$24,368	\$30,345	\$36,355				49.2%	\$26,176	6.9%	\$31,538	3.8%	\$36,899	1.5%	41.0%
BUILDING MAINTENANCE WORKER V	\$24,753	\$30,649	\$36,584				47.8%	\$25,317	2.2%	\$30,503	-0.5%	\$35,688	-2.5%	41.0%
ACCOUNT CLERK - RECEIVABLE	\$24,492	\$30,655	\$36,818				50.3%	\$26,236	6.6%	\$31,609	3.0%	\$36,983	0.4%	41.0%
EQUIPMENT MECHANIC I	\$24,621	\$30,910	\$37,252				51.3%	\$22,681	-8.6%	\$27,326	-13.1%	\$31,971	-16.5%	41.0%
DRIVER - SOLID WASTE	\$26,538	\$31,522	\$36,556				37.8%	\$26,176	-1.4%	\$31,538	0.1%	\$36,899	0.9%	41.0%
ACCOUNT CLERK/PAYROLL	\$25,418	\$32,171	\$39,006				53.5%	\$30,191	15.8%	\$36,375	11.6%	\$42,558	8.3%	41.0%
LEAD COURT CLERK	\$25,508	\$32,308	\$39,107			\$42,224	53.3%	\$30,191	15.5%	\$36,375	11.2%	\$42,558	8.1%	41.0%
EXECUTIVE SECRETARY	\$26,452	\$32,853	\$39,287				48.5%	\$30,191	12.4%	\$36,375	9.7%	\$42,558	7.7%	41.0%
PROPERTY/EVIDENCE MANAGER	\$26,255	\$32,919	\$39,584				50.8%	\$30,191	13.0%	\$36,375	9.5%	\$42,558	7.0%	41.0%
TRAFFIC TECHNICIAN	\$26,398	\$33,035	\$39,905				51.2%	\$25,317	-4.3%	\$30,503	-8.3%	\$35,688	-11.8%	41.0%
CODE COMPLIANCE OFFICER	\$27,313	\$33,541	\$39,816				45.8%	\$27,095	-0.8%	\$32,644	-2.7%	\$38,194	-4.2%	41.0%
EQUIPMENT MECHANIC II	\$27,701	\$33,809	\$39,966				44.3%	\$27,954	0.9%	\$33,679	-0.4%	\$39,405	-1.4%	41.0%
LAND AGENT I	\$24,487	\$34,162	\$43,836				79.0%	\$33,932	27.8%	\$40,883	16.4%	\$47,833	8.4%	41.0%
ADMINISTRATIVE ASSISTANT- MAYOR'S OFFICE	\$27,431	\$34,584	\$41,803			\$36,858	52.4%	\$26,236	-4.6%	\$31,609	-9.4%	\$36,983	-13.0%	41.0%
BENEFITS COORDINATOR	\$28,122	\$35,727	\$43,385				54.3%	\$26,236	-7.2%	\$31,609	-13.0%	\$36,983	-17.3%	41.0%
INSPECTOR/RESIDENTIAL	\$28,946	\$35,993	\$43,233				49.4%	\$31,050	6.8%	\$37,410	3.8%	\$43,769	1.2%	41.0%
FIREFIGHTER	\$30,092	\$36,008	\$41,971				39.5%	\$30,809	2.3%	\$33,983	-6.0%	\$37,157	-13.0%	20.6%
CAD DRAFTER	\$28,658	\$36,136	\$43,666				52.4%	\$30,191	5.1%	\$36,375	0.7%	\$42,558	-2.6%	41.0%
LEAD DISPATCHER	\$29,511	\$36,283	\$43,249				46.6%	\$32,768	9.9%	\$39,480	8.1%	\$46,191	6.4%	41.0%
GIS TECHNICIAN	\$28,948	\$36,359	\$43,822				51.4%	\$33,073	12.5%	\$39,848	8.8%	\$46,622	6.0%	41.0%
HORTICULTURIST	\$28,529	\$36,542	\$44,556				56.2%	\$34,792	18.0%	\$41,918	12.8%	\$49,043	9.1%	41.0%
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$30,234	\$37,152	\$44,266				46.4%	\$34,566	12.5%	\$41,645	10.8%	\$48,725	9.2%	41.0%

Salary Survey Results for City of Fayetteville

Job Class Title	Averages For Each Job Class							City of Fayetteville						
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
PW CREW LEADER - WATER LICENSE	\$29,388	\$37,377	\$45,367				54.4%	\$28,813	-2.0%	\$34,714	-7.7%	\$40,616	-11.7%	41.0%
OFFICE MANAGER	\$28,192	\$37,665	\$47,329				67.9%	\$30,191	6.6%	\$36,375	-3.5%	\$42,558	-11.2%	41.0%
MAINTENANCE CREW LEADER	\$29,153	\$37,670	\$46,187				58.4%	\$31,909	8.6%	\$38,445	2.0%	\$44,980	-2.7%	41.0%
POLICE OFFICER	\$32,098	\$39,049	\$46,160				43.8%	\$33,607	4.5%	\$38,630	-1.1%	\$43,652	-5.7%	29.9%
SURVEYOR	\$30,683	\$39,735	\$49,114				60.1%	\$33,706	9.0%	\$40,610	2.2%	\$47,514	-3.4%	41.0%
Police Corporal	\$33,077	\$40,589	\$48,102				45.4%	\$43,652	24.2%	\$46,042	11.8%	\$48,432	0.7%	11.0%
DRIVER/OPERATOR/FIREFIGHTER	\$35,294	\$41,268	\$46,823				32.7%	\$38,614	8.6%	\$41,054	-0.5%	\$43,494	-7.7%	12.6%
PLANNER	\$33,397	\$41,627	\$50,106				50.0%	\$38,695	13.7%	\$46,621	10.7%	\$54,546	8.1%	41.0%
DISTRICT JUDGE	\$14,200	\$43,650	\$73,100			\$73,908	414.8%	\$72,934	80.5%	\$87,872	50.3%	\$102,810	28.9%	41.0%
FLEET OPERATIONS SUPERVISOR	\$35,706	\$43,787	\$51,868				45.3%	\$34,792	-2.6%	\$41,918	-4.5%	\$49,043	-5.8%	41.0%
SOLID WASTE OPERATIONS SUPERVISOR	\$35,053	\$44,609	\$54,164				54.5%	\$39,554	11.4%	\$47,656	6.4%	\$55,757	2.9%	41.0%
W/S FIELD SUPERINTENDENT	\$36,698	\$45,428	\$54,157				47.6%	\$34,566	-6.2%	\$41,645	-9.1%	\$48,725	-11.1%	41.0%
CITY CLERK	\$39,300	\$47,529	\$55,758			\$52,005	41.9%	\$38,695	-1.6%	\$46,621	-1.9%	\$54,546	-2.2%	41.0%
FIRE CAPTAIN	\$42,164	\$47,641	\$53,219				26.2%	\$45,212	6.7%	\$47,836	0.4%	\$50,459	-5.5%	11.6%
PROJECT MANAGER	\$37,485	\$48,226	\$59,371				58.4%							
FINANCIAL ANALYST	\$37,258	\$48,378	\$59,498				59.7%	\$38,695	3.7%	\$46,621	-3.8%	\$54,546	-9.1%	41.0%
BILLING AND COLLECTIONS MANAGER	\$40,432	\$49,680	\$59,059				46.1%	\$51,233	21.1%	\$61,726	19.5%	\$72,220	18.2%	41.0%
POLICE SERGEANT	\$43,202	\$49,760	\$56,524				30.8%	\$41,418	-4.3%	\$47,605	-4.5%	\$53,794	-5.1%	29.9%
PURCHASING MANAGER	\$39,479	\$50,057	\$60,945				54.4%	\$51,233	22.9%	\$61,726	18.9%	\$72,220	15.6%	41.0%
DEPUTY CITY PROSECUTOR	\$37,683	\$50,164	\$62,646			\$65,650	66.2%	\$44,068	14.5%	\$53,094	5.5%	\$62,121	-0.8%	41.0%
PARKS MAINT SUPERINTENDENT	\$40,305	\$50,220	\$60,367				49.8%	\$44,068	8.5%	\$53,094	5.4%	\$62,121	2.8%	41.0%
SYSTEMS ANALYST	\$39,525	\$50,464	\$61,665				56.0%	\$41,272	4.2%	\$49,726	-1.5%	\$58,179	-6.0%	41.0%
GIS COORDINATOR/GIS SUPERVISOR	\$39,974	\$50,724	\$61,474				53.8%	\$46,646	14.3%	\$56,199	9.7%	\$65,753	6.5%	41.0%
MAYOR	\$30,050	\$51,425	\$72,800			\$93,772	142.3%	\$88,488	66.0%	\$106,612	51.8%	\$124,736	41.6%	41.0%
RECREATION SUPERINTENDENT	\$43,161	\$52,177	\$61,568				42.6%	\$44,068	2.1%	\$53,094	1.7%	\$62,121	0.9%	41.0%
FLEET OPERATIONS SUPERINTENDENT	\$44,969	\$52,965	\$60,962				35.6%	\$51,233	12.2%	\$61,726	14.2%	\$72,220	15.6%	41.0%
DATABASE ADMINISTRATOR	\$43,622	\$53,583	\$63,642				45.9%	\$46,646	6.5%	\$56,199	4.7%	\$65,753	3.2%	41.0%
NETWORK ENGINEER	\$42,252	\$54,248	\$66,244				56.8%	\$26,646	-58.6%	\$56,199	3.5%	\$65,753	-0.7%	146.8%
FLEET SUPPORT MANAGER	\$43,482	\$55,236	\$66,991				54.1%	\$38,695	-12.4%	\$46,621	-18.5%	\$54,546	-22.8%	41.0%
HUMAN RESOURCES ADMINISTRATOR	\$43,088	\$55,258	\$67,428				56.5%	\$44,068	2.2%	\$53,094	-4.1%	\$62,121	-8.5%	41.0%
BATTALION CHIEF	\$47,487	\$55,615	\$63,831			\$62,218	34.4%							
POLICE LIEUTENANT	\$48,553	\$56,315	\$64,376				32.6%	\$46,423	-4.6%	\$53,314	-5.6%	\$60,246	-6.9%	29.8%
TRANSPORTATION SUPERINTENDENT	\$45,852	\$56,899	\$67,947				48.2%	\$51,233	10.5%	\$61,726	7.8%	\$72,220	5.9%	41.0%
STAFF ENGINEER	\$45,473	\$57,607	\$70,036			\$51,154	54.0%	\$53,810	15.5%	\$64,831	11.1%	\$75,853	7.7%	41.0%
SR PROGRAMMER/ANALYST	\$44,641	\$58,013	\$71,847				60.9%	\$46,646	4.3%	\$56,199	-3.2%	\$65,753	-9.3%	41.0%
ACCOUNTING MANAGER	\$48,128	\$58,742	\$69,498				44.4%	\$59,293	18.8%	\$71,438	17.8%	\$83,582	16.9%	41.0%
POLICE CAPTAIN	\$53,689	\$62,210	\$71,076				32.4%	\$52,474	-2.3%	\$60,315	-3.1%	\$68,156	-4.3%	29.9%
BUDGET MANAGER	\$45,545	\$63,606	\$81,959				80.0%	\$59,293	23.2%	\$71,438	11.0%	\$83,582	1.9%	41.0%

Salary Survey Results for City of Fayetteville

Job Class Title	Averages For Each Job Class							City of Fayetteville			
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width
PROSECUTING ATTORNEY	\$46,210	\$65,090	\$83,969			\$82,180	81.7%	\$64,036	\$77,152	\$90,268	7.0%
WATER & SEWER OPERATIONS MANAGER	\$50,241	\$66,687	\$83,133				65.5%	\$59,293	\$71,438	\$83,582	0.5%
ASSISTANT FIRE CHIEF	\$56,346	\$66,977	\$77,697			\$63,531	37.9%	\$64,148	\$77,287	\$90,426	14.1%
CITY ENGINEER	\$56,431	\$69,622	\$82,918			\$58,543	46.9%	\$66,613	\$80,257	\$93,901	11.7%
TRANSPORTATION MANAGER	\$58,032	\$71,188	\$84,344				45.3%	\$59,293	\$71,438	\$83,582	-0.9%
DEPUTY CHIEF OF POLICE	\$61,279	\$72,681	\$84,226				37.4%	\$65,269	\$78,637	\$92,005	8.5%
HUMAN RESOURCES DIRECTOR	\$60,827	\$72,831	\$84,945			\$56,366	39.7%	\$59,293	\$71,438	\$83,582	-1.6%
DIRECTOR OF CURRENT PLANNING	\$61,074	\$73,504	\$86,077			\$60,874	40.9%	\$59,293	\$71,438	\$83,582	-3.0%
INFORMATION TECHNOLOGIES MANAGER/IT DIRECTOR	\$61,815	\$74,631	\$87,828				42.1%	\$61,870	\$74,543	\$87,215	-0.7%
PARKS & REC DIRECTOR	\$62,387	\$75,046	\$87,956			\$65,576	41.0%	\$59,283	\$71,438	\$83,582	-5.2%
FIRE CHIEF	\$67,213	\$81,368	\$95,654			\$84,554	42.3%	\$70,155	\$84,524	\$98,893	3.3%
FINANCE DIRECTOR	\$66,172	\$81,884	\$97,697			\$80,445	47.6%	\$77,820	\$93,759	\$109,698	10.9%
POLICE CHIEF	\$67,918	\$82,292	\$97,094			\$87,632	43.0%	\$70,155	\$84,524	\$98,893	1.8%
WATER/WASTEWATER DIRECTOR	\$68,326	\$82,584	\$96,841				41.7%	\$7,701	\$86,387	\$101,072	4.2%
CITY ATTORNEY	\$68,469	\$87,921	\$107,373			\$79,033	56.8%	\$72,934	\$87,872	\$102,810	-4.4%
Survey Averages	\$36,742	\$46,084	\$55,523			\$66,473	54.72%	\$40,072	\$49,081	\$57,125	42.56%
							8.31%		6.11%	2.80%	

Salary Survey Detail Results

Salary Survey Results for City of Fayetteville

ACCOUNT CLERK - RECEIVABLE

Descrip

The incumbent is responsible for performing all aspects of accounts receivable including collection, pension checks and account balancing. Enters all payroll changes including benefits, new employees, pay changes and checks payroll hours for accuracy after being entered by payroll clerk. Balances various general ledger accounts in accordance with responsibilities. Reviews check and purchase order batches for accuracy.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	BILLING & POSTING CLERK	Good	\$17,500	\$25,850	\$34,200	95.4%	☐		
City of Lee's Summit	Cash Receipts Clerk	Good	\$19,549	\$24,404	\$29,260	49.7%	☐		
City of St. Joseph	Account Technician	Good	\$20,118	\$24,363	\$28,608	42.2%	☐		
City of Manhattan	Finance Clerk	Good	\$21,748	\$25,993	\$30,237	39.0%	☐		
City of Columbia	Accounting Assistant	Good	\$22,698	\$26,753	\$30,808	35.7%	☐		
City of Edmond	Fiscal Specialist	Good	\$25,112	\$31,108	\$37,103	47.7%	☐		
City of North Little Rock	Accounting Clerk Senior	Good	\$25,500	\$31,699	\$37,898	48.6%	☐		
City of Blue Springs	Account Technician - Accounts Receivable	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
State of Arkansas	Accounting Services Rep I	Good	\$27,629	\$40,225	\$52,820	91.2%	☐		
City of Little Rock	Accounting Specialist	Good	\$28,849	\$36,062	\$43,274	50.0%	☐		
City of Florissant	Accounting Clerk	Good	\$29,265	\$31,287	\$33,309	13.8%	☐		
NOARK	Accounting Clerk III	Good	\$30,401	\$38,204	\$46,006	51.3%	☐		
Average			\$24,492	\$30,655	\$36,818	50.3%			

City of Fayetteville

	\$26,236	\$31,609	\$36,983	41.0%
\$ Difference	\$1,744	\$954	\$165	
% Difference	6.6%	3.0%	0.4%	

Salary Survey Results for City of Fayetteville

ACCOUNT CLERK/PAYROLL

Descript

The incumbent is responsible for processing the payroll for all City of Fayetteville employees and all procedures directly related to the said process in a timely and accurate manner.

Quals

Associate's degree (A.A.) from two year college or technical school and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	PAYROLL & TIMEKEEPING CLERK								
City of Joplin	Payroll Clerk	Good	\$17,800	\$27,050	\$36,300	103.9%	☐		
University of Arkansas	Payroll Officer	Good	\$19,467	\$22,826	\$26,185	34.5%	☐		
City of St. Joseph	Payroll Technician	Good	\$21,446	\$31,232	\$41,017	91.3%	☐		
City of North Little Rock	Payroll Accounting Clerk	Good	\$22,291	\$26,994	\$31,698	42.2%	☐		
City of Blue Springs	Account Technician - Payroll	Good	\$25,500	\$31,699	\$37,898	48.6%	☐		
State of Arkansas	Payroll Services Specialist	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
City of Stillwater	Payroll Technician	Good	\$25,897	\$37,738	\$49,578	91.4%	☐		
City of Lee's Summit	Payroll Specialist	Good	\$26,455	\$32,104	\$37,752	42.7%	☐		
City of Saint Charles	Payroll Technician	Good	\$26,468	\$33,525	\$40,581	53.3%	☐		
City of Little Rock	Payroll Specialist	Good	\$27,332	\$30,943	\$34,554	26.4%	☐		
City of Manhattan	Payroll Specialist	Good	\$28,849	\$36,062	\$43,274	50.0%	☐		
City of Jonesboro	Payroll and Accounting Specialist	Good	\$28,991	\$34,700	\$40,410	39.4%	☐		
NOARK	Payroll Clerk	Good	\$29,795	\$36,660	\$44,667	49.9%	☐		
		Good	\$30,029	\$36,952	\$43,874	46.1%	☐		
Average			\$25,418	\$32,171	\$39,006	53.5%			

City of Fayetteville

\$ Difference \$30,191 \$36,375 \$42,558 41.0%
 % Difference \$4,773 \$4,204 \$3,552 8.3%

Salary Survey Results for City of Fayetteville

ACCOUNTING CLERK

Descrip

The incumbent is responsible for basic data entry and related practices in the maintenance of financial records. Data input for check requests, journal entries, tracking of cash disbursements, receipting in large sums of money. Handles telephone and reception duties for the Accounting Division. Responsible for basic clerical duties. Assist with for distributing mail for the division.

Quals

High school diploma plus specialized training and 1-6 months of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Accounting Clerk	Good	\$15,982	\$18,736	\$21,490	34.5%	☐		
City of Springfield	Accounting Clerk I	Good	\$16,271	\$19,674	\$23,077	41.8%	☐		
O*NET	BOOKKEEPING, ACCOUNTING AUDITING CLERK	Good	\$17,700	\$26,850	\$36,000	103.4%	☐		
City of St. Joseph	Clerk	Good	\$19,112	\$23,145	\$27,177	42.2%	☐		
City of Edmond	Accounting Clerk	Good	\$19,510	\$24,167	\$28,825	47.7%	☐		
City of Lee's Summit	Accounting Clerk	Good	\$20,779	\$26,059	\$31,339	50.8%	☐		
State of Arkansas	Accounting Technician II	Good	\$21,446	\$31,232	\$41,017	91.3%	☐		
City of Little Rock	Accounting Clerk I	Good	\$22,091	\$26,301	\$30,510	38.1%	☐		
City of Saint Charles	Accounting Clerk	Good	\$22,703	\$25,701	\$28,699	26.4%	☐		
City of North Little Rock	Accounting Clerk III	Good	\$23,236	\$28,906	\$34,576	48.8%	☐		
City of Manhattan	Finance Technician	Good	\$23,945	\$28,645	\$33,345	39.3%	☐		
NOARK	Accounting Clerk I	Good	\$26,094	\$31,607	\$37,120	42.3%	☐		
City of Stillwater	Accounting Technician	Good	\$26,455	\$32,104	\$37,752	42.7%	☐		
City of Jonesboro	Place Matching Title Here	Poor	\$26,993	\$33,710	\$41,073	52.2%	☐		
Average			\$21,594	\$26,917	\$32,286	49.5%			

City of Fayetteville

\$ Difference \$23,599 \$28,433 \$33,266 41.0%
 % Difference \$2,005 \$1,516 \$980 2.9%

Salary Survey Results for City of Fayetteville

ACCOUNTING MANAGER

Descrip

The incumbent is responsible for providing management, coordination and supervision of accounting, payroll, pension, investing and debt activities of the City. Responsible for producing the comprehensive annual financial report for the City and overseeing the external audit.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and seven years of related experience and/or training; or equivalent combination of education and experience and a minimum of three years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Accounting Manager	Good	\$34,210	\$41,428	\$48,645	42.2%	☒		
City of Blue Springs	Accounting Manager	Good	\$36,036	\$45,045	\$54,053	50.0%	☒		
City of Joplin	Accounting Manager	Good	\$36,996	\$44,637	\$52,277	41.3%	☒		
City of Columbia	Treasurer	Good	\$46,925	\$55,488	\$64,051	36.5%	☒		
City of Springfield	Accounting Manager	Good	\$48,417	\$56,893	\$65,370	35.0%	☐		
City of Edmond	Controller	Good	\$50,113	\$62,076	\$74,039	47.7%	☒		
City of Saint Charles	Accounting Manager	Good	\$50,985	\$55,938	\$60,891	19.4%	☒		
City of Bentonville	Accounting Manager	Good	\$53,247	\$71,886	\$90,526	70.0%	☐		
City of Jonesboro	Place Matching Title Here	Good	\$59,486	\$74,289	\$90,515	52.2%	☒		
NOARK	Accounting Manager	Good	\$64,869	\$79,742	\$94,615	45.9%	☐		
Average			\$48,128	\$58,742	\$69,498	44.4%			

City of Fayetteville

\$ Difference \$59,293 \$71,438 \$83,582 41.0%
 % Difference \$11,165 \$12,696 \$14,084 16.9%

Salary Survey Results for City of Fayetteville

ADMINISTRATIVE ASSISTANT- MAYOR'S OFFICE

Descrip

The incumbent is responsible for providing administrative support and assistance to department directors and Mayor. Extends good public relations with citizens and other organizations. Assists with research for large projects from various sources and develop reports and recommendations. Requires the use of tact, initiative and independent judgment in screening calls, dealing with difficult citizen complaints, requests for assistance, information or service to the public. Provides calendar maintenance, meeting organization, document and report preparation and record keeping. Work requires coordination, administration and monitoring of specialized and confidential activities, projects and tasks with minimal supervision.

Quals

Associate's degree (A.A.) from two year college or technical school plus three to five years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Mayor's Administrative Assistant	Good					☐		\$36,858
O*NET	EXEC SECRETARY & ADMIN ASST	Good	\$20,600	\$31,600	\$42,600	106.8%	☐		
City of Lee's Summit	Secretary to Mayor	Good	\$22,496	\$28,306	\$34,115	51.7%	☐		
City of Blue Springs	Administrative Secretary	Good	\$23,420	\$29,275	\$35,131	50.0%	☐		
City of Manhattan	Administrative Assistant	Good	\$23,945	\$28,645	\$33,345	39.3%	☐		
University of Arkansas	Administrative Assistant II	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Columbia	Administrative Technician	Good	\$24,924	\$29,444	\$33,965	36.3%	☐		
City of Saint Charles	Secretary II	Good	\$25,018	\$28,322	\$31,626	26.4%	☐		
City of Edmond	Staff Assistant to Mayor and Council	Good	\$25,112	\$31,108	\$37,103	47.7%	☐		
City of St. Joseph	Administrative Assistant to Mayor	Good	\$25,146	\$30,451	\$35,756	42.2%	☐		
State of Arkansas	Administrative Assistant II	Good	\$25,897	\$37,738	\$49,578	91.4%	☐		
City of Stillwater	Administrative Assistant	Good	\$26,455	\$32,104	\$37,752	42.7%	☐		
City of Springfield	Administrative Assistant to the Director	Good	\$28,285	\$33,493	\$38,701	36.8%	☐		
City of Norman	Administrative Technician III	Good	\$29,247	\$34,636	\$40,025	36.9%	☐		
City of Little Rock	Mayoral Assistant	Good	\$31,917	\$39,897	\$47,876	50.0%	☐		
NOARK	Executive Assistant	Good	\$38,077	\$47,750	\$57,422	50.8%	☐		
City of Jonesboro	Operations Director	Good	\$44,231	\$55,238	\$67,303	52.2%	☒		
Average			\$27,431	\$34,584	\$41,803	52.4%			\$36,858

City of Fayetteville

\$ Difference \$26,236 \$31,609 \$36,983 41.0%
% Difference (\$1,195) (\$2,975) (\$4,820) -13.0%
 -4.6% -9.4% -13.0%

Salary Survey Results for City of Fayetteville

ANIMAL SERVICES OFFICER

Descrip

The incumbent is responsible for enforcing the City ordinances pertaining to animals, protecting both animals and the general public. Educates the public in animal welfare and finds suitable homes for homeless animals, performs euthanasia as necessary.

Quals

High school diploma or GED and prefer 7-11 months of animal handling experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	ANIMAL CONTROL WORKER	Good	\$12,800	\$21,550	\$30,300	136.7%	☐		
City of Springfield	Animal Control Officer	Good	\$18,246	\$22,027	\$25,807	41.4%	☐		
City of College Station	Animal Control Officer	Good	\$20,788	\$24,400	\$28,012	34.8%	☐		
City of Columbia	Animal Control Officer	Good	\$21,664	\$25,502	\$29,341	35.4%	☐		
City of Manhattan	Animal Control Officer	Good	\$21,748	\$25,993	\$30,237	39.0%	☐		
City of St. Joseph	Animal Control Officer	Good	\$22,457	\$27,195	\$31,932	42.2%	☐		
City of Edmond	Animal Welfare Officer	Good	\$22,926	\$28,399	\$33,872	47.7%	☐		
City of Little Rock	Animal Services Officer	Good	\$23,337	\$28,225	\$33,113	41.9%	☐		
City of Blue Springs	Animal Control Officer	Good	\$23,420	\$29,275	\$35,131	50.0%	☐		
City of Stillwater	Animal Control Officer	Good	\$23,518	\$28,530	\$33,541	42.6%	☐		
City of Joplin	Animal Warden II	Good	\$23,722	\$27,812	\$31,902	34.5%	☐		
City of Lee's Summit	Animal Control Officer	Good	\$24,385	\$30,785	\$37,184	52.5%	☐		
City of Jonesboro	Animal Control Officer	Good	\$24,454	\$30,540	\$37,210	52.2%	☐		
City of North Little Rock	Animal Control Officer	Good	\$26,491	\$33,038	\$39,585	49.4%	☐		
City of Saint Charles	Humane Officer	Good	\$31,064	\$33,545	\$36,025	16.0%	☐		
City of Norman	Animal Welfare Officer	Good	\$32,135	\$38,057	\$43,979	36.9%	☐		
Average			\$23,322	\$28,429	\$33,573	44.0%			

City of Fayetteville

\$ Difference \$27,954 \$33,679 \$39,405 **41.0%**
% Difference 16.6% 15.6% 14.8%

Salary Survey Results for City of Fayetteville

ASSISTANT FIRE CHIEF

Describe

The incumbent is responsible for the initiation, implementation, coordination and supervision of fire suppression, emergency medical services, rescue, safety and pre-emergency planning for the protection of life and property from fires and other disasters. This position involves administrative work in the direction of the activities of the department.

Quals

High school diploma or general education degree (GED) plus completion of at least ten (10) years of continuous service with the Fayetteville Fire Department immediately preceding the date of the written promotional examination and has successfully attained and held the rank of Battalion Chief with the Fayetteville Fire Department for two (2) years immediately preceding the date of the written promotional examination, (six years of general experience and four years of management experience). Fire Management, Incident Command, Inspection/Investigation, Firefighter and EMT-A Certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Assistant Chief - Fire	Identical					☒		\$63,531
City of Joplin	Deputy Fire Chief	Good	\$40,839	\$49,271	\$57,703	41.3%	☒		
City of Bentonville	Assistant Fire Chief	Good	\$48,174	\$61,731	\$75,289	56.3%	☐		
City of Jonesboro	Assistant Fire Chief	Good	\$48,823	\$60,973	\$74,289	52.2%	☒		
City of Manhattan	Asst. Director of Fire-Emergency/Tech Services	Identical	\$49,255	\$58,982	\$68,708	39.5%	☒		
City of Columbia	Assistant Fire Chief	Identical	\$49,267	\$58,259	\$67,250	36.5%	☒		
City of Springfield	Assistant Fire Chief	Good	\$49,566	\$56,507	\$63,448	28.0%	☐		
City of Lee's Summit	Assistant Fire Chief 2	Good	\$55,552	\$65,556	\$75,559	36.0%	☒		
City of Edmond	Assistant Fire Chief	Identical	\$57,577	\$71,322	\$85,068	47.7%	☒		
City of Saint Charles	Deputy Fire Chief	Good	\$64,467	\$70,732	\$76,998	19.4%	☒		
City of Stillwater	Assistant Fire Chief	Identical	\$64,660	\$66,632	\$68,604	6.1%	☒		
City of College Station	Assistant Fire Chief	Identical	\$64,918	\$81,102	\$97,286	49.9%	☒		
City of Little Rock	Assistant Fire Chief	Identical	\$69,122	\$86,403	\$103,683	50.0%	☒		
City of Norman	Deputy Fire Chief	Good	\$70,276	\$83,226	\$96,176	36.9%	☒		
Average			\$56,346	\$66,977	\$77,697	37.9%			\$63,531

City of Fayetteville

\$ Difference	\$64,148	\$77,287	\$90,426	41.0%
% Difference	\$7,802	\$10,310	\$12,729	14.1%

Salary Survey Results for City of Fayetteville

BATTALION CHIEF

Descrip

The incumbent is responsible for supervising all emergency and non-emergency operations (calls) in a 24 hour period. Responsible for maintaining readiness and staffing for fire department personnel and enforcement of City and Department policies and procedures. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

High school diploma or general education degree (GED) plus completion of at least seven (7) years of continuous service with the Fayetteville Fire Department immediately preceding the date of the written promotional examination and has successfully attained and held the rank of Fire Captain with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination, (six years of general experience and one year of management experience). Firefighter I & II and EMT-A.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Battalion Chief	Identic					☐		\$62,218
City of Joplin	District Fire Chief	Good	\$36,996	\$44,636	\$52,275	41.3%	☐		
City of Manhattan	Fire Battalion Chief	Good	\$39,563	\$48,525	\$57,487	45.3%	☒		
City of Bentonville	Battalion Chief	Good	\$40,476	\$51,653	\$62,830	55.2%	☐		
City of St. Joseph	Battalion Chief	Identic	\$43,189	\$48,120	\$53,051	22.8%	☐		
City of Jonesboro	Battalion Chief	Fair	\$44,231	\$55,238	\$67,303	52.2%	☒		
City of Columbia	Fire Division Chief	Good	\$44,693	\$52,845	\$60,996	36.5%	☒		
City of Lee's Summit	Battalion Chief	Good	\$46,261	\$57,436	\$68,611	48.3%	☐		
City of Springfield	Battalion Chief	Good	\$47,486	\$58,136	\$68,786	44.9%	☐		
City of College Station	Battalion Chief	No Ma	\$52,410	\$64,202	\$75,994	45.0%	☐		
City of Saint Charles	Fire Captain	Good	\$54,249	\$57,029	\$59,809	10.3%	☐		
City of Stillwater	Battalion Chief	Good	\$58,094	\$59,863	\$61,632	6.1%	☐		
City of Little Rock	Battalion Chief	Good	\$62,201	\$69,698	\$77,194	24.1%	☐		
Average			\$47,487	\$55,615	\$63,831	34.4%			\$62,218

City of Fayetteville

\$ Difference
% Difference

Salary Survey Results for City of Fayetteville

BENEFITS COORDINATOR

Describe

The incumbent is responsible for maintaining enrollment and premium records for all group insurance products. Calculates and submit requests to process premium payments in a timely manner. Responsible for group products which also includes employee customer service for benefit changes, coverage questions and claim problems. This position tracks COBRA qualifying events and ensures compliance with necessary notification procedures. Input required data into electronic enrollment systems for benefits enrollments and changes. Research and resolve benefit deduction problems. Review benefit plan enrollment and change paperwork; submit same to plan providers. Code deduction and benefit amounts related to enrollment, coverage changes or adjustments for entry into the payroll system. Follow established accounts receivable procedures for payment of COBRA/retiree insurance premiums. Provide census data as needed to evaluate group plans.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Saint Charles	Human Resources Clerk	Good	\$22,703	\$25,701	\$28,699	26.4%	☐		
State of Arkansas	Personnel Officer II	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
O*NET	COMP.BENEFITS & JOB ANALYSIS	Good	\$24,400	\$40,850	\$57,300	134.8%	☐		
City of Columbia	Human Resources Technician	Good	\$24,924	\$29,444	\$33,965	36.3%	☐		
City of North Little Rock	Personnel Assistant	Good	\$25,500	\$31,699	\$37,898	48.6%	☐		
City of Blue Springs	Human Resources Assistant	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
City of Lee's Summit	Human Resources Assistant	Good	\$26,468	\$33,525	\$40,581	53.3%	☐		
City of Jonesboro	Human Resources Technician	Good	\$26,993	\$33,710	\$41,073	52.2%	☐		
City of Little Rock	Human Resources Generalist	Good	\$28,849	\$36,062	\$43,274	50.0%	☐		
City of Manhattan	Human Resource Technician (Employment/Benefits)	Fair	\$30,435	\$36,412	\$42,389	39.3%	☐		
NOARK	Benefits / Insurance Clerk	Good	\$36,902	\$45,945	\$54,987	49.0%	☐		
City of Norman	Benefits Specialist	Good	\$40,635	\$48,123	\$55,610	36.9%	☐		
Average			\$28,122	\$35,727	\$43,385	54.3%			

City of Fayetteville

\$ Difference	\$26,236	\$31,609	\$36,983	41.0%
% Difference	(\$1,886)	(\$4,118)	(\$6,402)	-17.3%
	-7.2%	-13.0%		

Salary Survey Results for City of Fayetteville

BILLING AND COLLECTIONS MANAGER

Descrip The incumbent is responsible for the management and coordination of the Billing and Collections Division which involves review of water and sewer rates to comply with bond indentures, management of three year operations reports, rate studies, oversight of contracts for services with outside City governments or water districts and notifications required by ordinance, state statute/regulation or federal statute/regulation.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	City Collector	Poor	\$32,888	\$41,073	\$50,043	52.2%	☒		
City of Blue Springs	Revenue Collections Manager	Fair	\$36,036	\$45,045	\$54,053	50.0%	☐		
City of Saint Charles	Collections Supervisor	Good	\$38,732	\$42,496	\$46,260	19.4%	☒		
City of Bentonville	Billing and Collections Manager	Good	\$42,267	\$57,066	\$71,865	70.0%	☐		
City of Columbia	Manager - Rates/Fiscal Planning	Good	\$42,556	\$50,324	\$58,092	36.5%	☒		
City of Edmond	Utility Customer Services Manager	Good	\$50,113	\$62,076	\$74,039	47.7%	☒		
Average			\$40,432	\$49,680	\$59,059	46.1%			

City of Fayetteville

	\$51,233	\$61,726	\$72,220	41.0%
\$ Difference	\$10,801	\$12,046	\$13,161	
% Difference	21.1%	19.5%	18.2%	

Salary Survey Results for City of Fayetteville

BUDGET MANAGER

Descrip

The incumbent has a primary responsibility for the preparation and administration of the City's annual budget and the City's annual update of the five year capital improvement program in compliance with budget and financial policies established by the Mayor and City Council in accordance with applicable state law. This position also has the responsibility for advising the Finance & Internal Services Director, Mayor and City Council on the financial stability for all City funds and to recommend corrective actions as needed.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and seven years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	FINANCIAL MANAGER	Good	\$35,900	\$74,500	\$113,100	215.0%	☐		
City of Columbia	Budget Officer	Good	\$42,556	\$50,324	\$58,092	36.5%	☒		
City of Jonesboro	City Accountant	Fair	\$48,823	\$60,973	\$74,289	52.2%	☒		
City of Little Rock	City Controller	Good	\$54,903	\$68,629	\$82,355	50.0%	☒		
Average			\$45,545	\$63,606	\$81,959	80.0%			

City of Fayetteville

\$ Difference \$59,293 \$71,438 \$83,582 41.0%
 % Difference \$13,748 \$7,832 \$1,623 1.9%

Salary Survey Results for City of Fayetteville

BUILDING MAINTENANCE WORKER V

Descrip

The incumbent is responsible for providing labor and expertise to maintain and operate City's buildings and facilities, including but is not limited to the repair, installation, periodic and preventative maintenance, and inspection and management of equipment throughout the building.

Quals

High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	MAINTENANCE & REPAIR WORKER	Good	\$16,300	\$29,400	\$42,500	160.7%	☐		
City of St. Joseph	Building Maintenance Technician	Good	\$19,120	\$23,154	\$27,188	42.2%	☐		
City of Manhattan	Maintenance Worker II	Good	\$22,836	\$27,299	\$31,762	39.1%	☐		
City of Stillwater	Building Maintenance Worker	Good	\$23,518	\$28,530	\$33,541	42.6%	☐		
City of Lee's Summit	Maintenance Worker I	Good	\$23,854	\$25,936	\$28,017	17.5%	☐		
State of Arkansas	Skilled Trades Worker	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of North Little Rock	Building Maintenance Technician	Good	\$24,341	\$30,818	\$37,296	53.2%	☐		
City of Jonesboro	Building Maintenance Technician	Good	\$24,454	\$30,540	\$37,210	52.2%	☐		
City of Joplin	Building Maintenance Mechanic	Good	\$24,923	\$29,219	\$33,516	34.5%	☐		
City of Edmond	Facility Maintenance Technician	Good	\$25,112	\$31,108	\$37,103	47.7%	☐		
City of Blue Springs	Maintenance Worker	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
City of Little Rock	Building Maintenance Mechanic	Good	\$26,999	\$32,824	\$38,649	43.1%	☐		
City of College Station	Facilities Maintenance Technician	Good	\$27,500	\$33,022	\$38,543	40.2%	☐		
City of Norman	Maintenance Worker II	Good	\$28,333	\$33,555	\$38,776	36.9%	☐		
City of Saint Charles	Building Maintenance Mechanic	Good	\$34,340	\$37,082	\$39,824	16.0%	☐		
Average			\$24,753	\$30,649	\$36,584	47.8%			

City of Fayetteville

\$ Difference	\$25,317	\$30,503	\$35,688	41.0%
% Difference	\$564	(\$146)	(\$896)	-2.5%

Salary Survey Results for City of Fayetteville

CAD DRAFTER

Descrip

The incumbent is responsible for implementing and maintaining digital GIS location maps of water/sewer systems and related database. The incumbent is also involved in the drafting and preparation of construction plans for water/sewer, streets and drainage improvements, exhibits, misc. maps and other documents as required.

Quals

Associate's degree (A.A.) from two year college or technical school and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	ARCHITECTURAL & CIVIL DRAFTERS	Good	\$22,800	\$38,050	\$53,300	133.8%	☐		
City of St. Joseph	Engineering Technician	Good	\$23,464	\$28,414	\$33,365	42.2%	☐		
State of Arkansas	Engineering Technician	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Lee's Summit	GIS Technician	Good	\$24,385	\$30,785	\$37,184	52.5%	☐		
City of Manhattan	Engineering Technician II	Good	\$26,379	\$31,534	\$36,689	39.1%	☐		
City of Columbia	Engineering Aide II	Good	\$27,445	\$32,449	\$37,453	36.5%	☐		
City of Joplin	Engineering Technician	Good	\$27,509	\$32,254	\$36,998	34.5%	☐		
City of Stillwater	CADD Technician	Good	\$28,920	\$35,092	\$41,265	42.7%	☐		
City of Little Rock	Engineering Specialist	Good	\$30,133	\$37,667	\$45,200	50.0%	☐		
City of Blue Springs	Engineering Technician	Good	\$30,330	\$37,913	\$45,496	50.0%	☐		
City of Springfield	CAD Operations Coordinator	Good	\$30,691	\$36,223	\$41,754	36.0%	☐		
City of Edmond	CAD Technician	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of Jonesboro	Cartographer	Good	\$32,888	\$41,073	\$50,043	52.2%	☐		
NOARK	Drafter	Good	\$33,240	\$43,563	\$53,886	62.1%	☐		
City of Norman	Engineering Technician I	Good	\$36,792	\$43,572	\$50,352	36.9%	☐		
Average			\$28,658	\$36,136	\$43,666	52.4%			

City of Fayetteville

\$ Difference	\$30,191	\$36,375	\$42,558	41.0%
% Difference	5.1%	0.7%	-2.6%	

Salary Survey Results for City of Fayetteville

CITY ATTORNEY

Descrip

The incumbent supervises the City Attorney's Department including the City Attorney Division and the City Prosecutor Division. The City Attorney is the principal legal officer of the City, advises the Mayor and all senior City Staff, the City Council and Planning Commission. The City Attorney serves as the primary litigator for the City with help form the Assistant City Attorney and insurance defense counsel.

Quals

Juris Doctorate and nine years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Licensed to practice law within the State of Arkansas, Admission to the Bar of Arkansas and Admission to practice before the Federal Courts in Arkansas. Licensed to practice law within the State of Arkansas, Admission to the Bar of Arkansas and Admission to practice before the Federal Courts in Arkansas.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	City Attorney	Good					☐		\$79,899
City of Joplin	City Attorney	Good					☒		\$75,019
City of North Little Rock	City Attorney	Good					☒		\$82,180
O*NET	LAWYER	Good					☐		
City of Bentonville	Staff Attorney	Good	\$36,900	\$91,250	\$145,600	294.6%	☐		
City of Springfield	City Attorney	Good	\$57,505	\$77,626	\$97,747	70.0%	☐		
City of Manhattan	City Attorney	Good	\$62,101	\$70,990	\$79,880	28.6%	☐		
City of Columbia	City Attorney	Good	\$63,151	\$70,605	\$78,059	23.6%	☒		
City of Saint Charles	City Counselor	Good	\$72,791	\$86,076	\$99,361	36.5%	☒		
City of Norman	City Attorney	Good	\$75,487	\$87,588	\$99,689	32.1%	☒		
City of Little Rock	City Attorney	Identic	\$84,258	\$99,785	\$115,312	36.9%	☒		
	City Attorney	Identic	\$95,558	\$119,448	\$143,338	50.0%	☒		
Average			\$68,469	\$87,921	\$107,373	56.8%			\$79,033

City of Fayetteville

\$ Difference **\$72,934** **\$87,872** **\$102,810** **41.0%**
% Difference **6.1%** **-0.1%** **-4.4%**

Salary Survey Results for City of Fayetteville

CITY CLERK

Descrip

This is an elected position whose general duties are prescribed by applicable sections of the Arkansas Code & the City of Fayetteville Code or Ordinances. This position maintains compliance with City, County, State and Federal laws and must be able to read and interpret laws. The incumbent is responsible for the supervision of City documents and the archive of City documents.

Quals

Associate's degree (A.A.) from two year college or technical school and four years of related experience and/or training; or equivalent combination of education and experience and a minimum of six years of management experience. Should possess or obtain certification as a Certified Municipal clerk. Certification takes a minimum of three years and is equivalent to two years of college. Must be a registered voter and reside within city limits of the City of Fayetteville.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	City Clerk and Legislative Assistant	Good					☒		\$55,557
City of Jonesboro	City Clerk	Good					☐		\$52,019
City of Joplin	City Clerk	Good					☐		\$43,830
City of North Little Rock	City Clerk	Identic					☒		\$56,613
O*NET	COURT, MUNICIPAL & LICENSE CLERK	Good	\$14,800	\$23,150	\$31,500	112.8%	☐		
City of Blue Springs	Executive Secretary/City Clerk	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
City of Lee's Summit	City Clerk	Identic	\$31,305	\$39,911	\$48,518	55.0%	☐		
City of Little Rock	City Clerk	Identic	\$36,205	\$45,256	\$54,307	50.0%	☒		
City of Columbia	City Clerk	Good	\$36,763	\$43,473	\$50,183	36.5%	☒		
City of Springfield	City Clerk	Good	\$39,635	\$45,508	\$51,380	29.6%	☐		
City of Manhattan	City Treasurer	Good	\$40,568	\$48,602	\$56,637	39.6%	☒		
City of Edmond	City Clerk/Director of Government Relations	Good	\$50,113	\$62,076	\$74,039	47.7%	☒		
City of Saint Charles	City Clerk	Good	\$50,985	\$55,938	\$60,891	19.4%	☒		
City of Norman	City Clerk	Identic	\$67,102	\$79,468	\$91,834	36.9%	☒		
Average			\$39,300	\$47,529	\$55,758	41.9%			\$52,005

City of Fayetteville

\$ Difference (\$605) \$46,621 \$54,546 41.0%
 % Difference -1.6% -1.9% -2.2%

Salary Survey Results for City of Fayetteville

CITY ENGINEER

Descrip

The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and eight years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Professional Engineers License in the state of Arkansas. Valid Drivers License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Chief City Engineer	Good					☒		\$58,543
O*NET	CIVIL ENGINEER	Good	\$39,500	\$62,550	\$85,600	116.7%	☐		
City of St. Joseph	City Engineer	Good	\$41,578	\$50,351	\$59,123	42.2%	☒		
City of Springfield	Principal Engineer	Good	\$48,417	\$56,893	\$65,370	35.0%	☐		
City of Joplin	Engineering Manager	Good	\$49,755	\$59,967	\$70,179	41.0%	☒		
City of Blue Springs	City Engineer	Good	\$50,868	\$63,584	\$76,301	50.0%	☒		
City of Florissant	City Engineer	Good	\$52,766	\$56,234	\$59,701	13.1%	☒		
City of Bentonville	City Engineer	Good	\$53,247	\$71,886	\$90,526	70.0%	☐		
City of Stillwater	City Engineer	Good	\$53,836	\$65,317	\$76,799	42.7%	☒		
City of Manhattan	City Engineer	Good	\$54,202	\$64,948	\$75,693	39.6%	☒		
City of Lee's Summit	City Engineer	Identic	\$56,138	\$71,030	\$85,923	53.1%	☐		
City of Saint Charles	City Engineer	Good	\$61,872	\$67,882	\$73,893	19.4%	☒		
City of Jonesboro	Public Works Director/City Engineer		\$65,661	\$82,002	\$99,911	52.2%	☒		
City of Little Rock	Civil Engineering Manager	Good	\$67,438	\$84,297	\$101,157	50.0%	☒		
NOARK	Civil Engineer III	Good	\$73,893	\$95,847	\$117,800	59.4%	☐		
City of Norman	City Engineer	Good	\$77,302	\$91,548	\$105,793	36.9%	☒		
Average			\$56,431	\$69,622	\$82,918	46.9%			\$58,543

City of Fayetteville

\$ Difference \$66,613 \$80,257 \$93,901 41.0%
% Difference \$10,182 \$10,635 \$10,983 11.7%

Salary Survey Results for City of Fayetteville

CODE COMPLIANCE OFFICER

Descrip

The incumbent is responsible for performing a variety of duties involved in the enforcement of municipal codes, ordinances and regulations.

Quals

High school diploma or GED and 12-18 months of related experience and/or training; or equivalent combination of education and experience. Certification from International Code Council in one or more of the following; Property Maintenance & Housing Inspector, Zoning & Planning. Must possess a valid Arkansas Drivers License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Code Enforcement Inspector	Good	\$21,490	\$25,196	\$28,903	34.5%	☐		
City of St. Joseph	Housing Code Coordinator	Good	\$22,291	\$26,994	\$31,698	42.2%	☐		
City of Blue Springs	Codes Inspector	Good	\$23,420	\$29,275	\$35,131	50.0%	☐		
O*NET	CONSTRUCTION & BUILDING INSP.	Good	\$25,000	\$36,450	\$47,900	91.6%	☐		
City of College Station	Code Enforcement Officer	Good	\$26,221	\$32,806	\$39,390	50.2%	☐		
City of Manhattan	Code Services Officer I	Good	\$26,379	\$31,534	\$36,689	39.1%	☐		
City of Lee's Summit	Neighborhood Services Officer - Codes	Good	\$26,468	\$33,525	\$40,581	53.3%	☐		
City of Little Rock	Code Enforcement Officer	Good	\$26,470	\$33,087	\$39,704	50.0%	☐		
City of North Little Rock	Code Enforcement Officer	Good	\$26,491	\$33,038	\$39,585	49.4%	☐		
City of Jonesboro	Code Enforcement Officer	Good	\$26,993	\$33,710	\$41,073	52.2%	☐		
City of Edmond	Code Inspector	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of Norman	Code Compliance Inspector	Good	\$32,135	\$37,868	\$43,601	35.7%	☐		
City of Springfield	Code Compliance Investigator	Good	\$33,619	\$39,590	\$45,562	35.5%	☐		
City of Florissant	Code Enforcement Officer	Good	\$34,645	\$38,397	\$42,149	21.7%	☐		
Average			\$27,313	\$33,541	\$39,816	45.8%			

City of Fayetteville

\$ Difference (\$218) **\$32,644** **\$38,194** **41.0%**
% Difference -0.8% **-2.7%** **-4.2%**

Salary Survey Results for City of Fayetteville

CUSTODIAN

Descrip

The incumbent is responsible for maintaining a clean and healthful environment for employees and citizens of the City. Incumbent cleans floors, wash walls and glass, and removes garbage.

Quals

High school diploma or GED and 19-23 months of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	JANITOR	Good	\$12,100	\$17,650	\$23,200	91.7%	☐		
State of Arkansas	Custodial Worker I	Good	\$13,399	\$18,979	\$24,559	83.3%	☐		
University of Arkansas	Custodial Worker	Good	\$13,399	\$18,979	\$24,559	83.3%	☐		
City of Springfield	Custodian	Good	\$14,852	\$17,609	\$20,365	37.1%	☐		
City of Columbia	Custodian	Identic	\$17,194	\$20,149	\$23,105	34.4%	☐		
City of Manhattan	Custodian	Identic	\$18,008	\$21,501	\$24,993	38.8%	☐		
NOARK	Janitor / Custodian	Good	\$18,360	\$21,787	\$25,214	37.3%	☐		
City of Little Rock	Laborer	Good	\$18,450	\$21,789	\$25,128	36.2%	☐		
City of St. Joseph	Custodian	Identic	\$19,120	\$23,154	\$27,188	42.2%	☐		
City of Stillwater	Custodian	Good	\$19,123	\$23,190	\$27,257	42.5%	☐		
City of Edmond	Custodian	Identic	\$19,510	\$24,167	\$28,825	47.7%	☐		
City of Jonesboro	Building Service Worker	Good	\$20,071	\$25,066	\$30,540	52.2%	☐		
City of North Little Rock	Custodian	Identic	\$20,373	\$25,197	\$30,022	47.4%	☐		
City of Lee's Summit	Custodian	Good	\$20,779	\$26,059	\$31,339	50.8%	☐		
City of Florissant	Custodian I	Identic	\$24,836	\$26,749	\$28,661	15.4%	☐		
City of Norman	Custodial Coordinator	Fair	\$28,333	\$33,555	\$38,776	36.9%	☐		
Average			\$18,619	\$22,849	\$27,108	45.6%			

City of Fayetteville

\$ Difference \$19,624 \$23,644 \$27,663 41.0%
 \$ Difference \$1,005 \$795 \$555
 % Difference 5.1% 3.4% 2.0%

Salary Survey Results for City of Fayetteville

CUSTOMER SERVICE REPRESENTATIVE

Descrip

The incumbent is responsible for answering phones, assists caller with questions and direct caller to proper department if unable to answer their questions. Receive deposits and process, set up new service, transfer water service to new addresses or disconnect service. Take impact fees for new construction and perform filing functions.

Quals

High school diploma or GED, and related experience and/or training preferred. experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	CUSTOMER SERVICE REPRESENTATIVE	Good	\$16,600	\$27,700	\$38,800	133.7%	☐		
City of St. Joseph	Customer Services Representative	Good	\$19,112	\$23,145	\$27,177	42.2%	☐		
City of Blue Springs	Customer Service Clerk	Good	\$19,713	\$24,641	\$29,569	50.0%	☐		
City of Columbia	Customer Representative	Good	\$19,750	\$23,194	\$26,637	34.9%	☐		
City of Manhattan	Customer Service Representative I	Good	\$19,789	\$23,628	\$27,467	38.8%	☐		
City of Edmond	Customer Service Representative I	Good	\$21,075	\$26,106	\$31,137	47.7%	☐		
City of Little Rock	Accounting Clerk I	Good	\$22,091	\$26,301	\$30,510	38.1%	☐		
City of Lee's Summit	Customer Service Representative	Good	\$22,496	\$28,306	\$34,115	51.7%	☐		
City of Saint Charles	Utility Billing Technician	Good	\$22,703	\$25,701	\$28,699	26.4%	☐		
City of Stillwater	Customer Service Representative	Good	\$23,518	\$28,530	\$33,541	42.6%	☐		
City of North Little Rock	Customer Service Clerk	Good	\$24,726	\$30,062	\$35,397	43.2%	☐		
City of Norman	Customer Service Representative I	Good	\$25,217	\$29,864	\$34,512	36.9%	☐		
Average			\$21,399	\$26,431	\$31,464	47.0%			

City of Fayetteville

\$ Difference **\$20,962** **\$25,256** **\$29,550** **41.0%**
% Difference **(\$437)** **(\$1,175)** **(\$1,914)**
% Difference **-2.1%** **-4.7%** **-6.5%**

Salary Survey Results for City of Fayetteville

DATABASE ADMINISTRATOR

Descrip

The incumbent performs a variety of highly complex professional work in the analysis, design, implementation, maintenance, problem resolution, and technical optimization of system databases and database management software in client-server, and Internet/Intranet environments, and perform other technical tasks relative to the administration of City databases. The incumbent provides direct support for the design, customization, development, and implementation of database application software from multiple sources, both in-house and vendor-provided. Responsible for development, administration, maintenance and security of the City's data.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Database Administrator	Good	\$30,691	\$36,223	\$41,754	36.0%	☐		
O*NET	DATABASE ADMINISTRATOR	Good	\$30,800	\$52,700	\$74,600	142.2%	☐		
City of St. Joseph	Network Administrator	Good	\$31,248	\$37,841	\$44,434	42.2%	☐		
City of Blue Springs	Database Manager	Good	\$36,036	\$45,045	\$54,053	50.0%	☒		
City of Lee's Summit	Network Manager	Good	\$40,658	\$52,343	\$64,028	57.5%	☐		
City of Stillwater	IT Network Administrator	Good	\$42,497	\$51,545	\$60,593	42.6%	☐		
City of Columbia	Database Administrator	Good	\$42,556	\$50,324	\$58,092	36.5%	☒		
City of Manhattan	Information Systems Manager	Good	\$42,587	\$50,996	\$59,406	39.5%	☒		
City of Joplin	Systems Administrator	Good	\$42,909	\$51,767	\$60,625	41.3%	☒		
City of North Little Rock	Information Systems Specialist Senior	Good	\$47,121	\$52,895	\$58,668	24.5%	☐		
City of Little Rock	Information Technology Operations Manager	Good	\$52,251	\$65,314	\$78,378	50.0%	☒		
City of Jonesboro	Director of Info Systems	Fair	\$53,891	\$67,303	\$82,002	52.2%	☒		
NOARK	Database Administrator	Good	\$73,847	\$82,279	\$90,711	22.8%	☐		
Average			\$43,622	\$53,583	\$63,642	45.9%			

City of Fayetteville

	\$46,646	\$56,199	\$65,753	41.0%
\$ Difference	\$3,024	\$2,616	\$2,111	
% Difference	6.5%	4.7%	3.2%	

Salary Survey Results for City of Fayetteville

DEPUTY CHIEF OF POLICE

Descrip

The incumbent in this position is responsible for the department's operations group which includes all patrol and detective officers or the department's administration group which includes all the department's administrative functions, records management, communications and animal services. The purpose of the Deputy Chief's position is to manage all services for the City's police department and to assist the Police Chief with comprehensive administration and direction of all police services, operations and activities. Responsible for providing sound leadership and direction to personnel under the incumbent's authority and may also assist in the preparation, coordination and administration of the department's budget. Work is performed with considerable independence in accordance with accepted police practices and regulations under the director of the Police Chief. Assumes the duties of the Chief of Police in his absence and perform related functions in that capacity.

Quals

High School graduation or passed the General Education Development (GED) with at least ten (10) years continuous experience as a Fayetteville Police Officer immediately preceding the date of the promotional exam, five (5) years of which have been in the capacity of a Lieutenant and/or Captain immediately preceding the date of the promotional exam, (minimum of five years of general experience and seven years of management experience). Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License; basic law enforcement certificate and must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Assistant Police Chief	Good	\$42,909	\$51,767	\$60,625	41.3%	☒		
City of Jonesboro	Assistant Chief of Police	Good	\$53,891	\$67,303	\$82,002	52.2%	☒		
City of Lee's Summit	Police Major 2	Good	\$55,552	\$65,556	\$75,559	36.0%	☒		
City of Edmond	Police Major	Good	\$57,577	\$71,322	\$85,068	47.7%	☒		
City of Saint Charles	Major	Good	\$64,467	\$70,732	\$76,998	19.4%	☒		
City of College Station	Assistant Police Chief	Identic	\$64,918	\$81,102	\$97,286	49.9%	☒		
City of Florissant	Major	Good	\$68,412	\$71,258	\$74,104	8.3%	☒		
City of Norman	Police Major	Good	\$70,276	\$83,226	\$96,176	36.9%	☒		
City of Little Rock	Assistant Police Chief	Identic	\$73,508	\$91,861	\$110,214	49.9%	☒		
Average			\$61,279	\$72,681	\$84,226	37.4%			

City of Fayetteville

\$ Difference \$65,269 \$78,637 \$92,005 41.0%
 % Difference 3.990 \$5,956 \$7,779
 % Difference 6.1% 7.6% 8.5%

Salary Survey Results for City of Fayetteville

DEPUTY CITY PROSECUTOR

Descrip

The incumbent is responsible for seeking resolutions of all state law misdemeanor violations and city ordinances violations through mediation, plea bargain negotiations, and/or trial advocacy. Conducts investigations through issuance of Prosecutor subpoenas.

Quals

Juris Doctorate and related experience preferred. Arkansas Bar License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Assistant City Attorney	Good	\$0	\$0	\$0		☒		\$65,650
City of Springfield	Assistant City Attorney I	Good	\$30,691	\$36,223	\$41,754	36.0%	☐		
City of Joplin	Assistant City Attorney (Prosecutor)	Good	\$33,516	\$39,296	\$45,077	34.5%	☒		
O*NET	LAWYER	Good	\$36,900	\$91,250	\$145,600	294.6%	☐		
City of St. Joseph	Assistant City Attorney	Good	\$37,451	\$45,352	\$53,253	42.2%	☒		
State of Arkansas	Attorney	Fair	\$37,840	\$55,091	\$72,342	91.2%	☒		
City of Little Rock	Assistant City Attorney	Good	\$40,489	\$50,611	\$60,733	50.0%	☒		
City of Manhattan	City Prosecutor	Good	\$40,568	\$48,602	\$56,637	39.6%	☒		
City of Lee's Summit	Assistant City Prosecutor	Good	\$44,474	\$57,441	\$70,408	58.3%	☒		
City of Norman	Assistant City Attorney I	Good	\$50,715	\$60,061	\$69,407	36.9%	☒		
City of Saint Charles	Assistant City Attorney	Good	\$61,872	\$67,882	\$73,893	19.4%	☒		
Average			\$37,683	\$50,164	\$62,646	66.2%			\$65,650

City of Fayetteville

\$ Difference \$44,068 \$53,094 \$62,121 41.0%
% Difference \$6,385 \$2,930 (\$525) -0.8%
 14.5% 5.5%

Salary Survey Results for City of Fayetteville

DEPUTY COURT CLERK

Descrip

The incumbent is responsible for providing clerical work that involves a responsibility for money, accuracy in data entry, filing, scheduling trial dates, maintaining records, preparing orders and arraignment reports, handling extensive public contact in a pleasant manner.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Notary Public.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Court Services Representative	Good	\$19,112	\$23,145	\$27,177	42.2%	☐		
City of Joplin	Court Clerk	Good	\$19,467	\$22,826	\$26,185	34.5%	☐		
City of Blue Springs	Deputy Court Clerk	Good	\$19,713	\$24,641	\$29,569	50.0%	☐		
City of Manhattan	Court Clerk II	Good	\$21,748	\$25,993	\$30,237	39.0%	☐		
City of Lee's Summit	Deputy Court Clerk	Good	\$22,495	\$28,305	\$34,115	51.7%	☐		
NOARK	General Clerk I	Good	\$22,763	\$28,492	\$34,220	50.3%	☐		
City of Stillwater	Court Records Clerk	Good	\$23,518	\$28,530	\$33,541	42.6%	☐		
City of Saint Charles	Municipal Court Clerk	Good	\$25,018	\$28,322	\$31,626	26.4%	☐		
City of Edmond	Judicial Assistant	Good	\$25,112	\$31,108	\$37,103	47.7%	☐		
City of Little Rock	Court Clerk	Good	\$25,186	\$31,482	\$37,778	50.0%	☐		
City of Norman	Deputy Court Clerk I	Good	\$28,333	\$33,555	\$38,776	36.9%	☐		
Average			\$22,951	\$27,854	\$32,757	42.7%			

City of Fayetteville

\$	Difference	\$648	\$28,433	\$33,266	41.0%
%	Difference	2.7%	2.0%	1.5%	

Salary Survey Results for City of Fayetteville

DIRECTOR OF CURRENT PLANNING

Descrip

The incumbent is responsible for administering and advising city officials on planning/zoning & development matters. Responsible for daily operations of current planning division, supervises professional planners and support personnel. Manage the activities of various Boards and Committees of the City.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; including three years of management experience. AICP Certificate preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Director - Community Planning	Good					☒		\$60,874
City of Joplin	Planning/Community Development Manager	Good	\$42,909	\$51,767	\$60,625	41.3%	☒		
City of Saint Charles	Planning Manager	Good	\$48,532	\$53,249	\$57,965	19.4%	☒		
City of Manhattan	Director of Community Development	Good	\$56,914	\$68,184	\$79,453	39.6%	☒		
City of Edmond	Director of Planning and Zoning	Good	\$57,577	\$71,322	\$85,068	47.7%	☒		
City of Lee's Summit	Director of Planning	Good	\$59,452	\$75,967	\$92,481	55.6%	☒		
City of Jonesboro	Director of Planning	Good	\$59,486	\$74,289	\$90,515	52.2%	☐		
City of Columbia	Director of Planning and Development	Good	\$66,947	\$78,532	\$90,118	34.6%	☒		
City of Stillwater	Development Services Director	Good	\$68,815	\$78,721	\$88,626	28.8%	☒		
City of Norman	Current Planning Manager	Good	\$70,276	\$83,226	\$96,176	36.9%	☒		
City of Little Rock	Director of Planning	Good	\$79,828	\$99,786	\$119,743	50.0%	☒		
Average			\$61,074	\$73,504	\$86,077	40.9%			\$60,874

City of Fayetteville

\$59,293 \$71,438 \$83,582 41.0%
 \$ Difference (\$1,781) (\$2,066) (\$2,495)
 % Difference -3.0% -2.9% -3.0%

Salary Survey Results for City of Fayetteville

DISPATCHER

Descript

The incumbent is responsible for operating a communications console and related equipment to dispatch police, fire personnel and after hour city on-call staff in response to request for assistance in emergency situations in accordance with established departmental procedures and policies. Responsibilities include monitoring public safety radio frequencies and responding appropriately to 911 emergency calls. Dispatchers are expected to exercise judgment and to develop an understanding of law enforcement/police protection services as well as fire protection services and the geographic layout of the city. This position is responsible for performing job duties in an accurate manner in order to protect the life and property of the citizens of the City.

Quals

High school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience. ACIC Level I and II and NIMS Certification's.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	POLICE, FIRE & AMBULANCE DISPATCHER	Good	\$15,100	\$22,050	\$29,000	92.1%	☐		
University of Arkansas	Dispatch Operator	Good	\$17,736	\$25,853	\$33,969	91.5%	☐		
State of Arkansas	Telecommunications Operator	Good	\$20,140	\$29,345	\$38,549	91.4%	☐		
City of St. Joseph	Communications Operator	Identic	\$21,176	\$25,644	\$30,112	42.2%	☐		
City of Manhattan	Communications Specialist	Good	\$21,748	\$25,993	\$30,237	39.0%	☐		
City of Springfield	911 Telecommunicator	Good	\$21,802	\$25,825	\$29,848	36.9%	☐		
City of Little Rock	Dispatcher	Good	\$22,091	\$26,301	\$30,510	38.1%	☐		
City of Joplin	Public Safety Communications Operator	Good	\$22,579	\$26,473	\$30,368	34.5%	☐		
City of Columbia	Communications Operator I	Good	\$22,698	\$26,753	\$30,808	35.7%	☐		
City of Stillwater	Police Dispatcher I	Good	\$24,216	\$29,383	\$34,549	42.7%	☐		
City of Edmond	Communication Specialist I	Good	\$25,112	\$31,108	\$37,103	47.7%	☐		
City of College Station	Communications Operator	Good	\$25,220	\$30,238	\$35,256	39.8%	☐		
City of Blue Springs	Dispatcher	Identic	\$25,529	\$31,911	\$38,293	50.0%	☐		
City of Jonesboro	Communications Operator	Good	\$25,692	\$32,086	\$39,094	52.2%	☐		
City of Lee's Summit	Communications Specialist	Good	\$26,468	\$33,525	\$40,581	53.3%	☐		
City of North Little Rock	Public Safety Dispatcher	Identic	\$26,491	\$33,896	\$41,300	55.9%	☐		
City of Norman	Communications Officer	Good	\$30,033	\$35,568	\$41,104	36.9%	☐		
City of Florissant	Dispatcher	Good	\$31,625	\$34,719	\$37,812	19.6%	☐		
NOARK	Transport Dispatcher	Good	\$37,530	\$49,896	\$62,261	65.9%	☐		
Average			\$24,368	\$30,345	\$36,355	49.2%			

City of Fayetteville

\$ Difference \$26,176 \$31,538 \$36,899 41.0%
 % Difference \$1,808 \$1,193 \$544 1.5%
 % Difference 6.9% 3.8%

Salary Survey Results for City of Fayetteville

DISTRICT JUDGE

Descrip

The District Judge presides over arraignments and trials in the District Court. District Court hears civil cases up to \$5,000 and misdemeanor criminal charges including traffic violations. The Judge oversees the operations of the Court and all assigned personnel.

Quals

District Judges must be licensed attorneys of the state of Arkansas for at least four years immediately preceding date of assuming office. Shall reside in the geographical area at the time of election and during their period of service.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bentonville	District Judge	Good					☐		\$63,000
City of Joplin	Municipal Court Judge	Fair					☒		\$76,545
City of North Little Rock	District Court Judge	Good					☒		\$82,180
O*NET	MAGISTRATE, JUDGE	Good	\$14,200	\$43,650	\$73,100	414.8%	☐		
Average			\$14,200	\$43,650	\$73,100	414.8%			\$73,908

City of Fayetteville

\$ Difference \$72,934 \$87,872 \$102,810 41.0%
% Difference 58.734 44.222 29.710
 80.5% 50.3% 28.9%

Salary Survey Results for City of Fayetteville

DRIVER - SOLID WASTE

Descrip The incumbent is responsible for operating department vehicles in the day to day collection of garbage, refuse, recyclables and solid waste on assigned city routes.

Quals High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Commercial Driver's License, Class B.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Equipment Operator I	Good	\$21,362	\$25,869	\$30,375	42.2%	☐		
City of College Station	Equipment Operator	Good	\$23,209	\$27,333	\$31,456	35.5%	☐		
City of Little Rock	Solid Waste Equipment Operator III	Good	\$23,337	\$28,225	\$33,113	41.9%	☐		
City of Stillwater	Sanitation Equipment Operator	Good	\$24,216	\$29,383	\$34,549	42.7%	☐		
City of Joplin	Heavy Equipment Operator	Good	\$24,923	\$29,219	\$33,516	34.5%	☐		
City of Columbia	Equipment Operator III	Good	\$24,924	\$29,444	\$33,965	36.3%	☐		
City of North Little Rock	Truck Driver/Collector	Good	\$25,361	\$32,220	\$39,079	54.1%	☐		
City of Jonesboro	Sanitation Equipment Operator II	Good	\$25,692	\$32,086	\$39,094	52.2%	☐		
City of Edmond	Heavy Equipment Operator	Good	\$27,699	\$34,312	\$40,924	47.7%	☐		
NOARK	Local CDL Driver	Good	\$31,208	\$34,977	\$38,745	24.2%	☐		
City of Norman	Heavy Equipment Operator		\$32,135	\$38,057	\$43,979	36.9%	☐		
City of Saint Charles	Equipment Operator	Good	\$34,390	\$37,136	\$39,882	16.0%	☐		
Average			\$26,538	\$31,522	\$36,556	37.8%			

City of Fayetteville

\$ Difference	\$26,176	\$31,538	\$36,899	41.0%
% Difference	(\$362)	\$16	\$343	
% Difference	-1.4%	0.1%	0.9%	

Salary Survey Results for City of Fayetteville

DRIVER/OPERATOR/FIREFIGHTER

Descrip

The incumbent is responsible for driving and operating emergency and other equipment in a safe and effective manner. Maintains all equipment in good working order. Ensures all safety rules and regulations are followed. Fills in as company officer in the absence of the Captain.

Quals

High school diploma or general education degree (GED) plus completion of three (3) years of continuous service at the rank of Fire Fighter, with the Fayetteville Fire Department, preceding the date of the written promotional examination. Firefighter I, Firefighter II, EMT-A and completion of Driver/Operator exam and practical.

	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin		Fire Driver/Engineer	Good	\$27,510	\$32,253	\$36,996	34.5%	☐		
City of Springfield		Fire Equipment Operator	Good	\$28,806	\$41,610	\$49,858	73.1%	☐		
City of Columbia		Fire Engineer	Good	\$31,761	\$37,555	\$43,349	36.5%	☐		
City of Lee's Summit		Engineer	Good	\$32,579	\$37,870	\$43,162	32.5%	☐		
City of Jonesboro		Driver Engineer	Good	\$32,888	\$41,073	\$50,043	52.2%	☐		
City of Manhattan		Driver	Good	\$33,079	\$36,085	\$39,091	18.2%	☐		
City of Saint Charles		Firefighter/Engineer	Good	\$40,167	\$46,562	\$52,956	31.8%	☐		
City of College Station		Apparatus Operator	Good	\$41,752	\$48,435	\$55,118	32.0%	☐		
City of Little Rock		Fire Apparatus Engineer	Good	\$49,104	\$49,967	\$50,830	3.5%	☐		
Average				\$35,294	\$41,268	\$46,823	32.7%			

City of Fayetteville

\$ Difference	\$38,614	\$41,054	\$43,494	12.6%
% Difference	8.6%	-0.5%	-7.7%	

Salary Survey Results for City of Fayetteville

EQUIPMENT MECHANIC II

Descrip

The position is a journeyman level mechanic position requiring training and experience in a variety of automotive, utility, and construction equipment. The position requires performance of diagnostic procedures, regular maintenance and major repair and rebuild.

Quals

High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Class B Commercial Driver's License and maintain licensure for the duration of employment in this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Auto Mechanic	Good	\$22,457	\$27,195	\$31,932	42.2%	☐		
State of Arkansas	Auto/Diesel Mechanic	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Lee's Summit	Mechanic	Good	\$24,292	\$30,413	\$36,534	50.4%	☐		
City of Springfield	Plant Maintenance Mechanic II	Good	\$24,675	\$28,788	\$32,901	33.3%	☐		
City of Joplin	Automotive Mechanic	Good	\$24,923	\$29,219	\$33,516	34.5%	☐		
City of Columbia	Vehicle Mechanic II	Good	\$27,445	\$32,449	\$37,453	36.5%	☐		
NOARK	Mechanic II	Good	\$27,546	\$34,714	\$41,882	52.0%	☐		
City of Blue Springs	Mechanic	Good	\$27,825	\$34,783	\$41,740	50.0%	☐		
City of Jonesboro	Mechanic II	Good	\$28,359	\$35,417	\$43,152	52.2%	☐		
City of Stillwater	Fleet Maintenance Lead Mechanic	Good	\$28,920	\$35,092	\$41,265	42.7%	☐		
City of Little Rock	Automotive Technician II	Good	\$29,699	\$36,107	\$42,514	43.2%	☐		
City of Edmond	Mechanic II	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of Saint Charles	Garage Worker	Good	\$32,398	\$34,984	\$37,571	16.0%	☐		
City of Norman	Mechanic II	Good	\$34,384	\$40,721	\$47,058	36.9%	☐		
Average			\$27,701	\$33,809	\$39,966	44.3%			

City of Fayetteville

\$ Difference	\$27,954	\$33,679	\$39,405	41.0%
% Difference	\$253	(\$130)	(\$561)	-1.4%

Salary Survey Results for City of Fayetteville

EXECUTIVE SECRETARY

Descript

The incumbent performs administrative, professional and communication work in the management of the day-to-day operations and activities of the Mayor and his office. Promotes good public relations with citizens and other governmental and private sector entities. Schedules and coordinates the activities of the Mayor and his office and is responsible for the specialized and confidential administrative tasks related to the office of the Mayor. Oversees and administers functions of the Mayor's office staff and ensures that the Mayor is kept fully informed on all matters requiring attention. Work requires the use of considerable tact and independent judgment.

Quals

AA degree and four years of related experience and/or training; or equivalent combination of education and experience. Management experience preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Secretary II	Good	\$18,903	\$27,545	\$36,187	91.4%	☐		
O*NET	EXECUTIVE SEC & ADMIN ASST	Good	\$20,600	\$31,600	\$42,600	106.8%	☐		
City of St. Joseph	Executive Secretary	Good	\$21,176	\$25,644	\$30,112	42.2%	☐		
City of Springfield	Executive Secretary	Good	\$21,802	\$25,825	\$29,848	36.9%	☐		
City of Lee's Summit	Administrative Secretary	Good	\$24,385	\$30,785	\$37,184	52.5%	☐		
City of Joplin	Executive Assistant/Secretary to the City Manager	Good	\$24,923	\$29,219	\$33,516	34.5%	☐		
City of Little Rock	Secretary - Executive	Good	\$25,186	\$31,482	\$37,778	50.0%	☐		
City of North Little Rock	Executive Secretary	Good	\$25,500	\$31,699	\$37,898	48.6%	☐		
City of Blue Springs	Executive Secretary/City Clerk	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
City of Jonesboro	Mayor's Secretary	Good	\$26,993	\$33,710	\$41,073	52.2%	☐		
City of Columbia	Secretary to City Manager	Good	\$27,445	\$32,449	\$37,453	36.5%	☐		
NOARK	Administrative Assistant	Good	\$27,724	\$34,567	\$41,409	49.4%	☐		
City of Florissant	Administrative Assistant	Good	\$28,331	\$30,317	\$32,303	14.0%	☐		
State of Arkansas	Executive Secretary	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
City of Saint Charles	Executive Secretary	Good	\$29,646	\$33,563	\$37,479	26.4%	☐		
City of Manhattan	Executive Secretary	Good	\$30,435	\$36,412	\$42,389	39.3%	☐		
City of Stillwater	City Manager's Executive Assistant	Good	\$30,687	\$37,229	\$43,771	42.6%	☐		
City of Edmond	Administrative Assistant	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of Norman	Administrative Technician IV	Good	\$33,172	\$39,285	\$45,398	36.9%	☐		
Average			\$26,452	\$32,853	\$39,287	48.5%			

City of Fayetteville

	\$30,191	\$36,375	\$42,558	41.0%
\$ Difference	\$3,739	\$3,522	\$3,271	
% Difference	12.4%	9.7%	7.7%	

Salary Survey Results for City of Fayetteville

FINANCE DIRECTOR

Descrip

The incumbent is responsible and accountable for compliance with all applicable federal and state laws and regulations, local ordinance, bond indentures, and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These responsibilities are administered through direct management of the City of Fayetteville accounting, budgeting, debt administration, treasury, procurement, capital planning, information technology, centralized utility billing & collection and administrative management of trust pension assets under control of independent pension boards of trustees.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of education and experience including five years of management experience. The following is preferred; CPA, CPFO, CGFM, CFA, CIA or CPM.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Director of Finance	Identic					☒		\$76,336
City of North Little Rock	Director - Finance and Budget	Good					☒		\$84,554
City of Joplin	Finance Director	Good	\$52,277	\$62,984	\$73,691	41.0%	☒		
City of Bentonville	Director of Finance / Administrator	Good	\$57,505	\$77,626	\$97,747	70.0%	☐		
City of Lee's Summit	Finance Director	Identic	\$59,452	\$75,967	\$92,481	55.6%	☒		
City of Jonesboro	Finance Director	Good	\$59,486	\$74,289	\$90,515	52.2%	☒		
City of Manhattan	Director of Finance	Good	\$59,723	\$71,567	\$83,411	39.7%	☒		
City of Blue Springs	Director of Finance	Identic	\$60,436	\$75,545	\$90,654	50.0%	☒		
City of Springfield	Director of Finance	Good	\$62,101	\$70,990	\$79,880	28.6%	☐		
City of Edmond	Director of Finance	Identic	\$66,596	\$82,495	\$98,393	47.7%	☒		
City of Stillwater	Finance Director	Good	\$68,815	\$78,721	\$88,626	28.8%	☒		
City of Saint Charles	Finance Director	Identic	\$72,266	\$79,287	\$86,309	19.4%	☒		
City of Columbia	Director of Finance	Identic	\$72,791	\$86,076	\$99,361	36.5%	☒		
NOARK	Financial Administrator	Good	\$72,859	\$113,390	\$153,920	111.3%	☐		
City of Norman	Director of Finance	Good	\$78,896	\$93,435	\$107,974	36.9%	☒		
City of Little Rock	Director of Finance	Identic	\$83,201	\$104,001	\$124,802	50.0%	☒		
Average			\$66,172	\$81,884	\$97,697	47.6%			\$80,445

City of Fayetteville

\$77,820 \$93,759 \$109,698 41.0%

\$ Difference \$11,648 \$11,875 \$12,001

% Difference 15.0% 12.7% 10.9%

Salary Survey Results for City of Fayetteville

FINANCIAL ANALYST

Descrip

The incumbent is responsible for providing financial analysis for the Water and Sewer Department to ensure the accuracy of billing and collections procedures. Accounts Payable for departmental purchases for billing and collections for water & sewer. Assists with rate studies, prepares initial budget for three departments, meets with department heads for final budget approval. Monitors budgets throughout the FY.

Quals

Bachelor's degree (B.A. or B.S.) in Accounting or Finance from four year college or university two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs	Revenue Collections Supervisor	Good	\$30,330	\$37,913	\$45,496	50.0%	☐		
City of Springfield	Financial Analyst	Good	\$30,691	\$36,223	\$41,754	36.0%	☐		
City of Edmond	Financial Services Coordinator	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of Lee's Summit	Financial Analyst	Good	\$31,305	\$39,911	\$48,518	55.0%	☐		
State of Arkansas	Financial Analyst II	Fair	\$31,339	\$45,674	\$60,009	91.5%	☒		
O*NET	FINANCIAL ANALYST	Good	\$32,400	\$66,700	\$101,000	211.7%	☐		
City of St. Joseph	Revenue Manager	Good	\$34,210	\$41,428	\$48,645	42.2%	☒		
City of Columbia	Senior Rate Analyst	Good	\$35,016	\$41,404	\$47,793	36.5%	☒		
City of Little Rock	Budget Analyst	Good	\$36,205	\$45,256	\$54,307	50.0%	☐		
City of Saint Charles	Finance Specialist	Good	\$36,281	\$39,807	\$43,333	19.4%	☒		
City of North Little Rock	Finance Officer - Electric	Good	\$37,297	\$47,798	\$58,299	56.3%	☒		
City of Norman	Budget Analyst	Good	\$46,958	\$55,612	\$64,266	36.9%	☒		
NOARK	Financial Analyst	Good	\$71,554	\$93,076	\$114,597	60.2%	☐		
Average			\$37,258	\$48,378	\$59,498	59.7%			

City of Fayetteville

\$ Difference **\$38,695** **\$46,621** **\$54,546** **41.0%**
 (\$1,437) (\$1,757) (\$4,952)
% Difference 3.7% -3.8% -9.1%

Salary Survey Results for City of Fayetteville

FIRE CAPTAIN

Descrip

The incumbent is responsible for providing supervision over engine or truck company personnel and operations in emergency and non-emergency occurrences during a 24 hour shift. Supervise personnel and activities during emergency and non-emergency situations. The Captain develops personnel through training, education and on the job training. This position is responsible for performing job duties in an accurate manner in order to protect the life and property of the citizens of the City.

Quals

High school diploma or general education degree (GED) plus completion of five (5) years of continuous service with the Fayetteville Fire Department and has successfully attained and held the rank of Driver/Operator with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination. Firefighter I & II and EMT-A.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Fire Captain	Good	\$33,517	\$39,297	\$45,077	34.5%	☐		
City of St. Joseph	Fire Captain	Identical	\$36,132	\$39,234	\$42,337	17.2%	☐		
City of Jonesboro	Fire Captain	Good	\$38,140	\$47,632	\$58,035	52.2%	☐		
City of Springfield	Fire Captain	Good	\$38,355	\$47,455	\$56,555	47.5%	☐		
City of Lee's Summit	Fire Captain	Good	\$38,722	\$46,402	\$54,081	39.7%	☐		
City of Columbia	Fire Battalion Chief	Good	\$40,531	\$47,928	\$55,325	36.5%	☒		
City of North Little Rock	Fire Captain	Good	\$48,411	\$51,298	\$54,186	11.9%	☐		
City of Stillwater	Fire Captain	Good	\$52,141	\$53,742	\$55,342	6.1%	☐		
City of Little Rock	Fire Captain	Good	\$53,531	\$55,783	\$58,035	8.4%	☐		
Average			\$42,164	\$47,641	\$53,219	26.2%			

City of Fayetteville

\$45,212 **\$47,836** **\$50,459** **11.6%**
\$ Difference **\$3,048** **\$194** **(\$2,760)**
% Difference **6.7%** **0.4%** **-5.5%**

Salary Survey Results for City of Fayetteville

FIRE CHIEF

Descrip

The incumbent is responsible for the total administrative management, operation and organization for the Fire and Emergency Service department for the City of Fayetteville. Ensures that codes are enforced, firefighters are trained and that the community emergency response needs are provided for. The incumbent manages a 100+ employee fire department in an efficient and effective manner for the safety of the City. In conjunction with the two assistant chief officers, the incumbent supervising and coordinating the activities of the fire department including employee training and development, fire suppression, rescue, EMS, investigations, equipment, HAZMAT response, development and maintenance of a disaster response plan and for compliance with departmental policies and procedures. In addition, the incumbent, in conjunction with the administration officer, develops the department's annual operating budget, capital requirements, purchasing, internal control and long range planning, goals and objectives. Assignments also include the planning, supervision and execution of a comprehensive citywide fire prevention program. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and eleven plus years of related experience and/or training; or equivalent combination of education and experience and a minimum of nine years of management experience. Firefighter, Fire Management, Fire Executive Management and Incident Command Certificates.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Fire Chief	Identic					☒		\$84,554
City of Joplin	Fire Chief	Identic	\$54,925	\$66,150	\$77,374	40.9%	☒		
City of Bentonville	Fire Chief	Good	\$55,856	\$71,260	\$86,664	55.2%	☐		
City of Manhattan	Director of Fire Services	Identic	\$59,723	\$71,567	\$83,411	39.7%	☒		
City of Springfield	Fire Chief	Good	\$62,101	\$70,990	\$79,880	28.6%	☐		
City of Lee's Summit	Fire Chief	Identic	\$63,774	\$81,202	\$98,630	54.7%	☒		
City of Jonesboro	Fire Chief	Good	\$65,661	\$82,002	\$99,911	52.2%	☒		
City of Edmond	Fire Chief	Identic	\$66,596	\$82,495	\$98,393	47.7%	☒		
City of Stillwater	Fire Chief	Identic	\$68,815	\$78,721	\$88,626	28.8%	☒		
City of Saint Charles	Fire Chief	Identic	\$72,266	\$79,287	\$86,309	19.4%	☒		
City of College Station	Fire Chief	Identic	\$74,746	\$95,310	\$115,874	55.0%	☒		
City of Norman	Fire Chief	Identic	\$78,896	\$93,435	\$107,974	36.9%	☒		
City of Little Rock	Fire Chief	Identic	\$83,201	\$104,001	\$124,802	50.0%	☒		
Average			\$67,213	\$81,368	\$95,654	42.3%			\$84,554

City of Fayetteville

	\$70,155	\$84,524	\$98,893	41.0%
\$ Difference	\$2,942	\$3,156	\$3,239	
% Difference	4.2%	3.7%	3.3%	

Salary Survey Results for City of Fayetteville

FIREFIGHTER

Describe

The purpose of this position is to have available on a 24 hour basis a person specifically trained to respond to emergency situations involving fire, medical emergencies, hazardous materials or special rescues, and to provide support for fire prevention efforts.

Quals

High school diploma or general education degree (GED) plus must possess an Arkansas EMT certificate. Firefighter I, Firefighter II, EMT-A, Class D Drivers License, CPR, and technical rescue training certificates.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Firefighter	Identic	\$24,264	\$29,384	\$34,504	42.2%	☐		
City of Joplin	Firefighter/EMT	Identic	\$26,183	\$30,699	\$35,215	34.5%	☐		
City of Columbia	Firefighter	Good	\$27,445	\$32,449	\$37,453	36.5%	☐		
City of Manhattan	Firefighter	Good	\$27,732	\$29,630	\$31,528	13.7%	☐		
City of Stillwater	Firefighter I	Good	\$27,966	\$29,791	\$31,616	13.1%	☐		
City of Jonesboro	Firefighter	Good	\$28,359	\$35,417	\$43,152	52.2%	☐		
City of North Little Rock	Firefighter	Identic	\$28,734	\$36,004	\$43,275	50.6%	☐		
City of Bentonville	Firefighter	Good	\$29,195	\$36,501	\$43,807	50.0%	☐		
City of Lee's Summit	Firefighter	Identic	\$29,942	\$35,041	\$40,140	34.1%	☐		
City of Springfield	Firefighter	Good	\$31,075	\$38,917	\$46,758	50.5%	☐		
City of Little Rock	Firefighter	Identic	\$31,681	\$39,179	\$46,678	47.3%	☐		
City of College Station	Firefighter	Good	\$32,989	\$42,372	\$51,756	56.9%	☐		
City of Norman	Firefighter	Good	\$37,472	\$44,378	\$51,284	36.9%	☐		
City of Saint Charles	Firefighter	Identic	\$38,255	\$44,345	\$50,435	31.8%	☐		
Average			\$30,092	\$36,008	\$41,971	39.5%			

City of Fayetteville

\$ Difference \$30,809 \$33,983 \$37,157 20.6%
% Difference 2.3% -6.0% -13.0%

Salary Survey Results for City of Fayetteville

FLEET OPERATIONS SUPERINTENDENT

Descrip

The incumbent is responsible for overall management of the entire consolidated municipal vehicle fleet. This position is the head for the department and is responsible for all personnel and supervision. Responsible for department budget.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience and a minimum of four years of management experience. Must possess a Class B Commercial Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Fleet Administrator	Good	\$33,619	\$39,590	\$45,562	35.5%	☐		
City of Joplin	Vehicle Maintenance Supervisor	Good	\$36,998	\$44,638	\$52,277	41.3%	☒		
City of Florissant	Equipment Maintenance Supervisor	Good	\$40,283	\$41,774	\$43,266	7.4%	☐		
City of Stillwater	Fleet Maintenance Superintendent	Good	\$41,265	\$50,046	\$58,826	42.6%	☐		
City of Saint Charles	Shop Supervisor	Good	\$46,082	\$50,561	\$55,039	19.4%	☒		
City of Little Rock	Fleet Maintenance Manager	Good	\$47,502	\$59,377	\$71,252	50.0%	☒		
City of Edmond	Fleet Maintenance Superintendent	Good	\$50,113	\$62,076	\$74,039	47.7%	☒		
City of Norman	Public Works Superintendent	Good	\$63,887	\$75,661	\$87,434	36.9%	☒		
Average			\$44,969	\$52,965	\$60,962	35.6%			

City of Fayetteville

\$ Difference \$51,233 \$61,726 \$72,220 41.0%
% Difference \$6,264 \$8,761 \$11,258
 12.2% 14.2% 15.6%

Salary Survey Results for City of Fayetteville

FLEET OPERATIONS SUPERVISOR

Descrip

The incumbent is responsible to supervise personnel, maintains communication with outside vendors, and act as liaison with other divisions concerning outside repairs and repairs in our facility. Ensure Fleet Superintendent is informed of all necessary department activities. Reports to the Fleet Operations Superintendent.

Quals

Associate's degree (A.A.) from two year college or technical school and three years of related experience and/or training; or equivalent combination of education and experience including two years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Chief Master Mechanic	Good	\$27,240	\$32,987	\$38,734	42.2%	☐		
City of Lee's Summit	Maintenance Shop Supervisor - Fleet	Good	\$31,305	\$39,911	\$48,518	55.0%	☐		
City of Columbia	Vehicle Maintenance Supervisor I	Good	\$31,761	\$37,555	\$43,349	36.5%	☐		
City of College Station	Shop Foreman	Good	\$32,953	\$39,567	\$46,181	40.1%	☐		
City of North Little Rock	Vehicle General Foreman	Good	\$33,530	\$42,673	\$51,815	54.5%	☐		
City of Edmond	Shop Supervisor	Good	\$34,402	\$42,615	\$50,827	47.7%	☐		
City of Norman	Public Works Supervisor	Good	\$46,958	\$55,612	\$64,266	36.9%	☒		
City of Little Rock	Fleet Maintenance Manager	Good	\$47,502	\$59,377	\$71,252	50.0%	☐		
Average			\$35,706	\$43,787	\$51,868	45.3%			

City of Fayetteville

	\$34,792	\$41,918	\$49,043	41.0%
\$ Difference	(\$914)	(\$1,869)	(\$2,825)	
% Difference	-2.6%	-4.5%	-5.8%	

Salary Survey Results for City of Fayetteville

FLEET SUPPORT MANAGER

Descrip

The incumbent is responsible for planning, developing and managing fleet annual budgets and quarterly annual reports. Reviews and approve payroll, inventory orders. Responsible for repair parts storeroom and inventory. Responsible for Fleet Management Software. Assists in planning for future fiscal needs, coordinates between Fleet and City Budget and Accounting Offices. Reports to Fleet Operations Superintendent.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Columbia	Vehicle Maintenance Supervisor II	Good	\$33,345	\$39,432	\$45,519	36.5%	☐		
City of Lee's Summit	Fleet Manager	Good	\$37,217	\$47,758	\$58,299	56.6%	☐		
City of Little Rock	Fleet Acquisition and Utilization Manager	Good	\$47,502	\$59,377	\$71,252	50.0%	☐		
NOARK	Fleet Manager	Good	\$55,864	\$74,379	\$92,893	66.3%	☐		
Average			\$43,482	\$55,236	\$66,991	54.1%			

City of Fayetteville

	\$38,695	\$46,621	\$54,546	41.0%
\$ Difference	(\$4,787)	(\$8,615)	(\$12,445)	
% Difference	-12.4%	-18.5%	-22.8%	

Salary Survey Results for City of Fayetteville

GIS COORDINATOR/GIS SUPERVISOR

Describe

The incumbent is responsible for supervising the coordination, development, implementation, operation and maintenance of the City's GIS. Acts as the City's representative to external agencies regarding department GIS. Consults with department heads and designated staff from all City departments regarding department GIS needs and requirements and ensures development and maintenance of the city's base maps and associated layers. Reports to IT Manager. Supervises and directs the work of employees and hires GIS Technology employees.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience with one year of management experience preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	CARTOGRAPHERS	Good	\$22,700	\$44,300	\$65,900	190.3%	☐		
City of Lee's Summit	Senior GIS Analyst	Good	\$34,111	\$43,631	\$53,150	55.8%	☐		
City of Manhattan	GIS Coordinator	Good	\$35,146	\$42,052	\$48,958	39.3%	☒		
City of Springfield	GIS Coordinator	Good	\$37,713	\$44,430	\$51,146	35.6%	☐		
City of Little Rock	GIS Analyst, Senior	Good	\$39,825	\$49,782	\$59,738	50.0%	☐		
City of Stillwater	GIS Administrator	Good	\$42,497	\$51,545	\$60,593	42.6%	☐		
City of Edmond	GIS Database Specialist	Good	\$43,910	\$54,392	\$64,875	47.7%	☐		
City of Norman	GIS Services Manager	Good	\$63,887	\$75,661	\$87,434	36.9%	☒		
Average			\$39,974	\$50,724	\$61,474	53.8%			

City of Fayetteville

\$ Difference **\$46,646** **\$56,199** **\$65,753** **41.0%**
% Difference **14.3%** **9.7%** **6.5%**

Salary Survey Results for City of Fayetteville

GIS TECHNICIAN

Descrip

The incumbent is responsible to assist with the development and maintenance of the Geographic Information System (GIS) for the City. Responsibilities include assisting in the development and maintenance of the GIS, which includes data conversions, data entry, geographic records research, map composition, creating and updating geographic data sets including pavement center-line data, address location system and land records system.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	GIS Technician	Good	\$18,246	\$22,027	\$25,807	41.4%	☐		
O*NET	CARTOGRAPHERS	Fair	\$22,700	\$44,300	\$65,900	190.3%	☐		
City of Lee's Summit	GIS Technician	Good	\$24,385	\$30,785	\$37,184	52.5%	☐		
City of Manhattan	GIS Technician	Good	\$26,379	\$31,534	\$36,689	39.1%	☐		
City of College Station	GIS Technician	Good	\$27,500	\$33,800	\$40,099	45.8%	☐		
City of Blue Springs	Technician - GIS	Good	\$27,825	\$34,783	\$41,740	50.0%	☐		
City of St. Joseph	Senior Engineering Technician	Good	\$28,201	\$34,151	\$40,101	42.2%	☐		
City of North Little Rock	GIS Specialist	Good	\$28,474	\$35,763	\$43,051	51.2%	☐		
City of Joplin	GIS Data Base Operator	Good	\$28,903	\$33,887	\$38,872	34.5%	☐		
City of Stillwater	GIS Technician	Good	\$28,920	\$35,092	\$41,265	42.7%	☐		
City of Saint Charles	GIS Assistant	Good	\$29,646	\$33,563	\$37,479	26.4%	☐		
City of Jonesboro	GIS	Good	\$32,888	\$41,073	\$50,043	52.2%	☐		
City of Edmond	GIS Analyst	Good	\$34,402	\$42,615	\$50,827	47.7%	☐		
City of Little Rock	GIS Analyst	Good	\$35,109	\$43,886	\$52,663	50.0%	☒		
City of Norman	GIS Analyst I	Good	\$40,635	\$48,123	\$55,610	36.9%	☐		
Average			\$28,948	\$36,359	\$43,822	51.4%			

City of Fayetteville

\$ Difference \$33,073 \$39,848 \$46,622 41.0%
% Difference 4.125 8.8% 6.0%

Salary Survey Results for City of Fayetteville

GROUNDSKEEPER

Descrip

This job consists of physical labor and semi-skilled work including operation of small trucks and equipment in construction, maintenance, and repair work of City public works and park facilities. Work involves performance of physical tasks requiring some skills or special knowledge acquired through experience. Work may also include operation of specialized power equipment as a regular part of assigned duties. Other heavier equipment may be occasionally operated on a training, relief, or temporary basis. Work is usually performed under close supervision.

Quals

1-6 months of related experience and/or training; Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	LANDSCAPING & GROUNDSKEEPING	Good	\$12,700	\$19,100	\$25,500	100.8%	☐		
City of Edmond	Maintenance Worker I	Good	\$17,077	\$21,154	\$25,231	47.7%	☐		
City of Stillwater	Maintenance Worker I	Good	\$18,034	\$21,854	\$25,675	42.4%	☐		
City of College Station	Groundsworker	Good	\$18,386	\$21,594	\$24,803	34.9%	☐		
City of Little Rock	Laborer	Good	\$18,450	\$21,789	\$25,128	36.2%	☐		
City of Manhattan	Maintenance Worker I	Good	\$18,879	\$22,570	\$26,261	39.1%	☐		
City of St. Joseph	Laborer	Good	\$19,120	\$23,154	\$27,188	42.2%	☐		
City of Joplin	Laborer I	Good	\$19,467	\$22,826	\$26,185	34.5%	☐		
City of Jonesboro	Parks Maintenance Worker	Good	\$21,087	\$26,334	\$32,086	52.2%	☐		
City of North Little Rock	Parks Maintenance Worker	Good	\$21,364	\$26,803	\$32,243	50.9%	☐		
City of Columbia	Groundskeeper I	Good	\$21,664	\$25,502	\$29,341	35.4%	☐		
Average			\$18,748	\$22,971	\$27,240	45.3%			

City of Fayetteville

\$ Difference

% Difference

Salary Survey Results for City of Fayetteville

HORTICULTURIST

Descrip

The incumbent is responsible for overseeing all horticultural tasks including garden design, installation, maintenance, planning and ordering supplies, as well as greenhouse operations. Coordinate and organize volunteers and adopt-a-park groups.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience and/or training; or equivalent combination of education and experience including one year of management experience. Must possess a valid Arkansas Driver's License. Arkansas State Pesticide Applicators License, International Society of Arboriculture Certification preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	FARM, RANCH, AGRICULTURAL MANAGER	Good	\$24,700	\$45,800	\$66,900	170.9%	☐		
City of St. Joseph	Horticulturist	Identic	\$24,883	\$30,133	\$35,383	42.2%	☐		
City of Manhattan	Horticulturist	Good	\$25,112	\$30,040	\$34,968	39.2%	☐		
City of College Station	Horticulture Crew Leader	Fair	\$25,217	\$30,237	\$35,256	39.8%	☐		
City of Blue Springs	Landscape Technician	Good	\$27,825	\$34,783	\$41,740	50.0%	☐		
City of Columbia	Horticulturist	Good	\$28,800	\$34,059	\$39,318	36.5%	☐		
City of Norman	Forester	Good	\$35,492	\$42,033	\$48,575	36.9%	☐		
City of Little Rock	Horticulturist	Good	\$36,205	\$45,256	\$54,307	50.0%	☒		
Average			\$28,529	\$36,542	\$44,556	56.2%			

City of Fayetteville

\$34,792
\$ Difference \$6,263
% Difference 18.0%

\$49,043
\$ Difference \$4,487
% Difference 9.1%

41.0%
12.8%

Salary Survey Results for City of Fayetteville

HUMAN RESOURCES ADMINISTRATOR

Descrip

The incumbent is responsible for administering recruitment and staffing of all City positions. Provides guidance to both employees and supervisors regarding policy and legal issues related to Human Resources. Maintains the job classification system and compensation data. Reports to HR Director.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience and/or training; or equivalent combination of education and experience and a minimum of 7-11 months of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Assistant Personnel Director	Good	\$33,530	\$42,673	\$51,815	54.5%	☒		
City of Manhattan	Human Resources Specialist	Good	\$36,887	\$44,149	\$51,412	39.4%	☒		
City of Springfield	Risk Management Administrator	Good	\$37,713	\$44,430	\$51,146	35.6%	☐		
City of Stillwater	Human Resources Generalist	Good	\$37,752	\$45,794	\$53,836	42.6%	☐		
O*NET	HR MANAGER	Good	\$39,800	\$70,950	\$102,100	156.5%	☐		
City of Edmond	Employment and Benefits Manager	Good	\$43,910	\$54,392	\$64,875	47.7%	☒		
City of Bentonville	Human Resources Manager	Good	\$45,649	\$61,627	\$77,605	70.0%	☐		
City of Saint Charles	Senior Human Resources Specialist	Good	\$46,082	\$50,561	\$55,039	19.4%	☒		
City of Little Rock	Employee Services Manager	Good	\$47,502	\$59,377	\$71,252	50.0%	☒		
NOARK	Human Resources Manager	Good	\$62,053	\$78,627	\$95,201	53.4%	☐		
Average			\$43,088	\$55,258	\$67,428	56.5%			

City of Fayetteville

\$ Difference	\$44,068	\$53,094	\$62,121	41.0%
% Difference	\$980	(\$2,164)	(\$5,307)	-8.5%

Salary Survey Results for City of Fayetteville

HUMAN RESOURCES DIRECTOR

Descrip

The incumbent is responsible for planning, organizes and directs the Human Resource program to ensure compliance with all applicable federal, state and local regulations. Ensures the City's Human Resources policies, practices and programs support the City's overall goals and mission. Reports to Operations Director.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and seven years of related experience and/or training; or equivalent combination of education and experience and a minimum of four years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Director of Human Resources	Good					☒		\$56,118
City of North Little Rock	Director - Personnel	Good					☒		\$56,613
City of Joplin	Human Resources Director	Good	\$47,359	\$57,099	\$66,839	41.1%	☒		
City of Blue Springs	Director of Human Resources	Good	\$50,868	\$63,584	\$76,301	50.0%	☒		
City of Springfield	Director of Human Resources	Good	\$55,582	\$63,583	\$71,584	28.8%	☐		
City of Lee's Summit	Human Resources Manager	Good	\$56,138	\$71,030	\$85,923	53.1%	☒		
City of Manhattan	Director of Human Resources	Good	\$56,914	\$68,184	\$79,453	39.6%	☒		
City of Edmond	Director of Human Resources	Good	\$57,577	\$71,322	\$85,068	47.7%	☒		
City of Stillwater	Human Resources Director	Good	\$59,432	\$67,773	\$76,114	28.1%	☒		
City of Jonesboro	Human Resources Director	Good	\$59,486	\$74,289	\$90,515	52.2%	☒		
City of Columbia	Director of Human Resources	Good	\$59,882	\$70,811	\$81,741	36.5%	☒		
City of Saint Charles	Human Resources Director	Good	\$64,467	\$70,732	\$76,998	19.4%	☒		
NOARK	Human Resources Director	Good	\$69,403	\$81,199	\$92,994	34.0%	☐		
City of Norman	Director of Human Resources	Good	\$73,813	\$87,415	\$101,017	36.9%	☒		
City of Little Rock	Director of Human Resources	Identic	\$79,828	\$99,786	\$119,743	50.0%	☒		
Average			\$60,827	\$72,831	\$84,945	39.7%			\$56,366

City of Fayetteville

\$ Difference \$59,293 \$71,438 \$83,582
% Difference (\$1,534) (\$1,393) (\$1,363)
 -2.6% -2.0% -1.6%

Salary Survey Results for City of Fayetteville

INFORMATION TECHNOLOGIES MANAGER/IT DIRECTOR

Descrip

The IT Manager provides oversight for IT functions consistent with best practices for cities of comparable size and complexity. The IT Manager is responsible to provide administrative and technical management in developing, organizing, also managing the City's information technology infrastructure. This position is the head of the Information Technology Division within the Finance Department. Reports to the Finance Department. Responsible for budget.

Quals

Bachelor's degree (B.A. or B.S.) and seven years of related experience and/or training; or equivalent combination of education and experience including four years of management experience. Supervises 18-20 personnel.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Director of Information Systems	Good	\$49,755	\$59,967	\$70,179	41.0%	☒		
City of Saint Charles	Information Technology Director	Good	\$53,435	\$58,626	\$63,817	19.4%	☒		
City of Jonesboro	Info Systems Director	Good	\$53,891	\$65,661	\$82,002	52.2%	☒		
City of Blue Springs	Manager - Information Services	Good	\$55,445	\$69,307	\$83,169	50.0%	☒		
City of Lee's Summit	Chief Technology Officer	Good	\$56,138	\$71,030	\$85,923	53.1%	☒		
City of Stillwater	Information Services Director	Good	\$59,432	\$67,773	\$76,114	28.1%	☒		
City of Columbia	Director of Information Services	Good	\$59,882	\$70,811	\$81,741	36.5%	☒		
City of Springfield	Director of Information Technology	Good	\$62,101	\$70,990	\$79,880	28.6%	☐		
City of Edmond	Director of Management Information Services	Good	\$66,596	\$82,495	\$98,393	47.7%	☒		
City of Norman	Information Systems Manager	Good	\$70,276	\$83,226	\$96,176	36.9%	☒		
NOARK	Operations Manager (IS)	Good	\$74,998	\$95,898	\$116,797	55.7%	☐		
City of Little Rock	Director of Information Technology	Good	\$79,828	\$99,786	\$119,743	50.0%	☒		
Average			\$61,815	\$74,631	\$87,828	42.1%			

City of Fayetteville

\$ Difference	\$55	(\$88)	\$87,215	41.0%
% Difference	0.1%	-0.1%	-0.7%	

Salary Survey Results for City of Fayetteville

INSPECTOR/COMMERCIAL & RESIDENTIAL

Descrip

The position is highly technical and is responsible for inspecting residential and commercial buildings for conformance to building, energy, accessibility, electrical, mechanical, natural gas, and plumbing code requirements. Position reviews permit applications, drawings, and specifications for code and ordinance violations; confirms compliance through inspections; approves remedies and authorizes permits to be issued.

Quals

High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Drivers License. Ability to obtain ICC certification as a Combination Inspector within three years of employment; Arkansas State Plumbing inspector license within one year and Arkansas State Mechanical inspector license within one year of employment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Inspector (Electrical, Building, Plumbing, Mechanical)	Good	\$23,464	\$28,414	\$33,365	42.2%	☐		
O*NET	CONSTRUCTION & BUILDING INSPECTOR	Good	\$25,000	\$36,450	\$47,900	91.6%	☐		
State of Arkansas	Construction Inspector	Good	\$25,897	\$37,738	\$49,578	91.4%	☐		
City of Springfield	Housing and Zoning Inspector	Good	\$26,256	\$31,024	\$35,791	36.3%	☐		
City of Little Rock	Inspector (Plumbing, Building, Electrical, Gas, Mechanical)	Good	\$26,470	\$33,087	\$39,704	50.0%	☐		
City of North Little Rock	Chief Inspector (Building, electrical, plumbing & gas)	Good	\$28,474	\$35,763	\$43,051	51.2%	☐		
City of Lee's Summit	Building Inspector	Good	\$28,766	\$36,555	\$44,344	54.2%	☐		
City of Jonesboro	Inspector	Good	\$29,795	\$36,302	\$45,337	52.2%	☐		
City of Columbia	Senior Building Inspector	Good	\$30,245	\$35,764	\$41,283	36.5%	☐		
City of Saint Charles	Housing Inspector	Good	\$34,276	\$38,804	\$43,333	26.4%	☐		
City of Edmond	Building Inspector	Good	\$34,402	\$42,615	\$50,827	47.7%	☐		
City of Florissant	Building, Street, and Housing Inspector	Good	\$36,512	\$38,974	\$41,435	13.5%	☐		
City of Norman	Building Inspector	Good	\$43,480	\$51,493	\$59,505	36.9%	☐		
Average			\$30,234	\$37,152	\$44,266	46.4%			

City of Fayetteville

\$ Difference \$34,566 \$41,645 \$48,725 41.0 %
 % Difference 12.5% 10.8% 9.2%

Salary Survey Results for City of Fayetteville

INSPECTOR/RESIDENTIAL

Descrip

This technical position is responsible for inspecting residential dwelling units for conformance to building, energy, accessibility, mechanical, electrical, natural gas, and plumbing code requirements. Position requires competence in enforcement of State Laws, City Ordinances, and adopted Codes, by recognizing unsafe and unhealthy violations and approving remedies recognized by the codes.

Quals

High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Drivers License. Ability to obtain ICC Residential Combination Inspector certification within three years of employment; and Arkansas State Plumbing and Mechanical inspector licenses within one year of employment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	CONSTRUCTION & BUILDING INSPECTOR	Fair	\$25,000	\$36,450	\$47,900	91.6%	☐		
State of Arkansas	Construction Inspector	Good	\$25,897	\$37,738	\$49,578	91.4%	☐		
City of Manhattan	Housing Inspector	Good	\$26,379	\$31,534	\$36,689	39.1%	☐		
City of Lee's Summit	Inspector	Good	\$26,468	\$33,525	\$40,581	53.3%	☐		
City of Columbia	Building Inspector	Good	\$27,445	\$32,449	\$37,453	36.5%	☐		
City of Blue Springs	Building Inspector	Good	\$27,825	\$34,783	\$41,740	50.0%	☐		
City of Springfield	Residential Construction and Zoning Inspector	Good	\$28,285	\$33,493	\$38,701	36.8%	☐		
City of North Little Rock	Chief Building Inspector	Good	\$28,474	\$35,763	\$43,051	51.2%	☐		
City of Joplin	Building Inspector	Good	\$28,903	\$33,887	\$38,872	34.5%	☐		
City of Stillwater	Building Inspector	Good	\$29,783	\$36,140	\$42,497	42.7%	☐		
City of Jonesboro	Inspector	Good	\$29,795	\$36,302	\$45,337	52.2%	☐		
City of College Station	Combination Inspector	Good	\$29,921	\$35,955	\$41,988	40.3%	☐		
City of Norman	Construction Inspector	Good	\$42,124	\$49,887	\$57,649	36.9%	☐		
Average			\$28,946	\$35,993	\$43,233	49.4%			

City of Fayetteville

\$ Difference \$31,050 \$37,410 \$43,769 41.0%
% Difference 6.8% 3.8% 1.2%

Salary Survey Results for City of Fayetteville

LAND AGENT I

Descrip

The incumbent is responsible to acquire easements and right of way for the City of Fayetteville to accommodate projects for water, sewer, street and drainage. Meets with property owners to negotiate easement purchases, arranges closing, prepares deeds, reviews plats, and writes legal descriptions of property. Reports to Land Agent II.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Notary Public.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	PROPERTY, REAL ESTATE MGR	Good	\$15,900	\$31,550	\$47,200	196.9%	☐		
City of Springfield	Land Development Inspector	Good	\$26,256	\$31,024	\$35,791	36.3%	☐		
City of Lee's Summit	Right of Way Agent	Good	\$31,305	\$39,911	\$48,518	55.0%	☐		
Average			\$24,487	\$34,162	\$43,836	79.0%			

City of Fayetteville

\$ Difference \$33,932 \$40,883 \$47,833 41.0%
 % Difference 27.8% 16.4% 8.4%

Salary Survey Results for City of Fayetteville

LEAD COURT CLERK

Descrip

Assists in courtroom during arraignments and sentencing and occasionally fills in when Chief Clerk is not available. Prepares paperwork for court arraignments, data entry (final dispositions, payments, etc.) maintains time sheets for division, solving problems, and any duties necessary to keep court operating smoothly. Reports to Chief Clerk.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Notary Public.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Court Clerk	Good					☐		\$42,224
O*NET	MUNICIPAL & LICENSE CLERK	Good	\$14,800	\$23,150	\$31,500	112.8%	☐		
City of St. Joseph	Senior Court Services Representative	Good	\$21,176	\$25,644	\$30,112	42.2%	☐		
City of Joplin	Senior Court Clerk	Good	\$21,490	\$25,196	\$28,903	34.5%	☐		
City of Blue Springs	Municipal Court Administrator	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
NOARK	General Clerk II	Good	\$25,861	\$31,406	\$36,951	42.9%	☐		
City of Lee's Summit	Court Services Officer	Good	\$26,468	\$33,525	\$40,581	53.3%	☐		
State of Arkansas	Court Reporter	Fair	\$27,629	\$40,225	\$52,820	91.2%	☐		
City of Stillwater	Deputy Court Clerk	Good	\$28,079	\$34,066	\$40,053	42.6%	☐		
City of Little Rock	Chief Court Clerk	Good	\$31,917	\$39,897	\$47,876	50.0%	☒		
City of Norman	Deputy Court Clerk II	Good	\$32,135	\$38,057	\$43,979	36.9%	☐		
Average			\$25,508	\$32,308	\$39,107	53.3%			\$42,224

City of Fayetteville

\$ Difference	\$30,191	\$36,375	\$42,558	41.0%
% Difference	\$4,683	\$4,067	\$3,451	8.1%
	15.5%	11.2%		

Salary Survey Results for City of Fayetteville

LEAD DISPATCHER

Descrip

The incumbent must be able to make decisions and work independently on multiple tasks assigned. Provides direct supervision for a shift of five dispatchers. Must have a good understanding of the technical aspect of the dispatch center and be able to troubleshoot equipment problems arising during the shift. Deals directly with police and fire supervisors and addresses issues with these supervisors as necessary. Major responsibilities include scheduling, involvement in the hiring process, evaluations, disciplinary action for employees and some purchasing responsibilities along with other assigned duties.

Quals

High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience and a minimum of 1-6 months of management experience. The incumbent must be licensed to operate the ACIC Level II, NIMS Certified Training Officer.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Communications Coordinator	Good	\$22,291	\$26,994	\$31,698	42.2%	☐		
State of Arkansas	Telecommunications Supervisor	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Springfield	Senior 911 Telecommunicator	Good	\$26,256	\$31,024	\$35,791	36.3%	☐		
City of Stillwater	Police Dispatcher II	Good	\$27,257	\$33,069	\$38,882	42.6%	☐		
City of Lee's Summit	Lead Communications Specialist	Good	\$28,766	\$36,555	\$44,344	54.2%	☐		
City of Little Rock	Communications Shift Supervisor	Good	\$28,849	\$36,062	\$43,274	50.0%	☐		
City of Joplin	Public Safety Communications Supervisor	Good	\$28,903	\$33,887	\$38,872	34.5%	☒		
City of Jonesboro	Shift Leader	Good	\$29,795	\$36,302	\$45,337	52.2%	☐		
City of Blue Springs	Dispatcher Supervisor	Good	\$30,330	\$37,913	\$45,496	50.0%	☐		
City of Edmond	Communications Shift Leader	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of Columbia	Communications Supervisor	Good	\$31,761	\$37,555	\$43,349	36.5%	☐		
City of College Station	Communications Supervisor	Fair	\$36,556	\$43,888	\$51,221	40.1%	☐		
City of Norman	Communications Supervisor	Good	\$37,977	\$44,976	\$51,974	36.9%	☐		
Average			\$29,511	\$36,283	\$43,249	46.6%			

City of Fayetteville

	\$32,768	\$39,480	\$46,191	41.0%
\$ Difference	\$3,257	\$3,197	\$2,942	
% Difference	9.9%	8.1%	6.4%	

Salary Survey Results for City of Fayetteville

MAINTENANCE CREW LEADER

Descrip

The incumbent is responsible for ensuring the city buildings are maintained in an efficient and safe manner. Works with custodian and maintenance workers to ensure all mechanical aspects of the building are in good working condition. Orders supplies and parts as needed.

Quals

High school diploma or GED and four years of related experience and/or training; or equivalent combination of education and experience and a minimum of 12-18 months of management experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Maintenance Technician	Good	\$23,639	\$28,626	\$33,613	42.2%	☐		
O*NET	IST LINE SUPERVISOR/MGR MECH.INSTALLER	Fair	\$25,200	\$45,500	\$65,800	161.1%	☐		
City of College Station	Crew Leader	Good	\$27,500	\$33,022	\$38,543	40.2%	☐		
City of Lee's Summit	Lead Building Maintenance Worker	Good	\$28,766	\$36,555	\$44,344	54.2%	☐		
City of Little Rock	Park Maintenance and Development Foreman	Good	\$28,849	\$36,062	\$43,274	50.0%	☐		
City of Manhattan	Maintenance Crew Leader I	Good	\$28,991	\$34,700	\$40,410	39.4%	☐		
State of Arkansas	Maintenance Systems Supervisor	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
City of Stillwater	Senior Maintenance Worker	Good	\$29,783	\$36,140	\$42,497	42.7%	☐		
City of Edmond	Facility Maintenance Technician II	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of North Little Rock	Maintenance Specialist	Good	\$31,000	\$39,230	\$47,461	53.1%	☐		
City of Norman	Crew Chief	Good	\$36,792	\$43,572	\$50,352	36.9%	☐		
Average			\$29,153	\$37,670	\$46,187	58.4%			

City of Fayetteville

\$ Difference	\$2,756	\$38,445	\$44,980	41.0%
% Difference	8.6%	2.0%	-2.7%	

Salary Survey Results for City of Fayetteville

MAINTENANCE WORKER II

Descrip

This position is responsible for semi-skilled physical labor and operation of light duty equipment in the maintenance and repair of City park facilities. May operate weed eaters, riding mowers, bush hog, and pickup trucks.

Quals

High school diploma or GED and 7-11 months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	Grounds Maintenance Worker	Fair	\$12,300	\$30,500	\$48,700	295.9%	☐		
State of Arkansas	Maintenance Worker II	Good	\$13,399	\$18,979	\$24,559	83.3%	☐		
University of Arkansas	Maintenance Worker I	Good	\$13,399	\$19,244	\$25,089	87.2%	☐		
City of Springfield	Maintenance Worker	Good	\$17,977	\$21,084	\$24,191	34.6%	☐		
City of Stillwater	Maintenance Worker I	Good	\$18,034	\$21,854	\$25,675	42.4%	☐		
City of College Station	Public Service Worker	Good	\$18,386	\$21,585	\$24,783	34.8%	☐		
City of Columbia	Maintenance Assistant I	Good	\$18,855	\$22,117	\$25,379	34.6%	☐		
City of Manhattan	Maintenance Worker I	Good	\$18,879	\$22,570	\$26,261	39.1%	☐		
City of Joplin	Laborer I	Good	\$19,467	\$22,826	\$26,185	34.5%	☐		
City of Little Rock	Parks Maintenance Worker	Good	\$20,892	\$24,792	\$28,693	37.3%	☐		
City of Norman	Maintenance Worker I	Good	\$23,790	\$28,175	\$32,560	36.9%	☐		
NOARK	Maintenance II	Good	\$25,943	\$32,102	\$38,261	47.5%	☐		
Average			\$18,443	\$23,819	\$29,195	58.3%			

City of Fayetteville

\$ Difference \$18,726 \$22,561 \$26,396 41.0%
 % Difference 283 (\$1,258) (\$2,799)
 % Difference 1.5% -5.6% -10.6%

Salary Survey Results for City of Fayetteville

MAINTENANCE WORKER III

Descrip

The incumbent is responsible for performing street repairs and improvements, including preparation of streets prior to overlay of new asphalt. Use of heavy equipment to mill, load and unload, and roll asphalt. Drives Dump Truck.

Quals

High school diploma or GED and 12-18 months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License - Class B CDL.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	Grounds, Maintenance Worker	Fair	\$12,300	\$30,500	\$48,700	295.9%	☐		
University of Arkansas	Maintenance Worker II	Good	\$13,399	\$19,455	\$25,511	90.4%	☐		
City of Springfield	Lead Maintenance Worker	Good	\$18,928	\$22,152	\$25,375	34.1%	☐		
City of Joplin	Laborer II	Good	\$20,460	\$23,985	\$27,509	34.5%	☐		
City of Columbia	Maintenance Assistant II	Good	\$20,684	\$24,316	\$27,948	35.1%	☐		
City of North Little Rock	Maintenance Worker	Good	\$21,358	\$26,801	\$32,243	51.0%	☐		
City of Little Rock	Skilled Laborer	Good	\$22,091	\$26,640	\$31,189	41.2%	☐		
City of Stillwater	Maintenance Worker II	Good	\$22,183	\$26,897	\$31,611	42.5%	☐		
City of Jonesboro	Equipment Operator II	Good	\$25,692	\$31,303	\$39,094	52.2%	☐		
NOARK	Maintenance III	Good	\$35,752	\$42,316	\$48,879	36.7%	☐		
Average			\$21,285	\$27,436	\$33,806	58.8%			

City of Fayetteville

\$ Difference (\$802) \$24,679 \$28,874 41.0%
 % Difference -3.9% -11.2% -17.1%

Salary Survey Results for City of Fayetteville

MAINTENANCE WORKER IV - WATER LICENSE

Descrip

The incumbent is responsible for operating equipment, assists others in finishing tasks, and drive dump trucks in a safe manner. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City. Operates backhoe and similar heavy equipment.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Commercial Driver's License. Area assignment may require tanker endorsement, Confined Space, Trench Safety, Trench Shoring, Arkansas Grade III Water Distribution License. Arkansas Highway Work Zone Traffic Safety, Arkansas Class I Wastewater License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	GROUND, MAINTENANCE WORKER	Fair	\$12,300	\$30,500	\$48,700	295.9%	☐		
City of St. Joseph	Laborer	Good	\$19,120	\$23,154	\$27,188	42.2%	☐		
City of Columbia	Utility Maintenance Mechanic I	Good	\$21,664	\$25,502	\$29,341	35.4%	☐		
City of Manhattan	Water Service Worker II	Good	\$22,836	\$27,299	\$31,762	39.1%	☐		
City of Edmond	Maintenance Worker II	Good	\$25,112	\$31,108	\$37,103	47.7%	☐		
Average			\$20,207	\$27,513	\$34,819	72.3%			

City of Fayetteville

\$ Difference	\$23,540	\$28,361	\$33,182	41.0%
% Difference	\$3,333	\$848	(\$1,637)	-4.9%
	14.2%	3.0%		

Salary Survey Results for City of Fayetteville

MAYOR

Descrip

The incumbent of this position performs management and administrative work in all activities and programs of the City. The work involves responsibility for planning and developing programs, policies and activities, as approved by and adopted by the City Board of Directors. The incumbent must exercise extensive management skills at the executive level and represent the City to public in administrative and operational areas.

Quals

Master's degree in Public Administration, Business Administration or a related field plus extensive experience in municipal administration as a chief administrator or assistant in a position; or any equivalent combination of experience and training.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Bentonville	Mayor	Good					☐		\$97,185
City of Jonesboro	Mayor	Good					☒		\$92,212
City of North Little Rock	Mayor	Good	\$0	\$0	\$0		☒		\$91,919
O*NET	CHIEF EXECUTIVE	Fair	\$60,100	\$102,850	\$145,600	142.3%	☐		
Average			\$30,050	\$51,425	\$72,800	142.3%			\$93,772

City of Fayetteville

\$ Difference \$88,488 \$106,612 \$124,736 41.0%
 \$58,438 \$55,187 \$51,936
 % Difference 66.0% 51.8% 41.6%

Salary Survey Results for City of Fayetteville

METER READER

Descrip

The incumbent is responsible for reading water meters in a timely, accurate and efficient manner. Job involves operation of a motor vehicle and hand held computer. Assists with turn-ons and turnoffs and performs minor meter maintenance as needed.

Quals

High school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	METER READER, UTILITIES	Good	\$13,200	\$25,600	\$38,000	187.9%	☐		
City of Blue Springs	Meter Reader	Identic	\$19,713	\$24,641	\$29,569	50.0%	☐		
City of Manhattan	Meter Reader	Good	\$19,789	\$23,628	\$27,467	38.8%	☐		
City of Columbia	Meter Reader	Identic	\$20,684	\$24,316	\$27,948	35.1%	☐		
City of Lee's Summit	Meter Reader	Good	\$20,779	\$26,059	\$31,339	50.8%	☐		
City of Little Rock	Meter Reader	Good	\$22,091	\$26,640	\$31,189	41.2%	☐		
City of Stillwater	Meter Reader	Identic	\$22,183	\$26,897	\$31,611	42.5%	☐		
City of Edmond	Meter Reader	Identic	\$22,926	\$28,399	\$33,872	47.7%	☐		
City of Norman	Meter Reader	Identic	\$23,790	\$28,175	\$32,560	36.9%	☐		
City of Saint Charles	Meter Reader	Good	\$28,134	\$30,381	\$32,627	16.0%	☐		
City of North Little Rock	Meter Reader (Electric)	Fair	\$28,736	\$35,436	\$42,136	46.6%	☐		
Average			\$22,002	\$27,288	\$32,574	48.0%			

City of Fayetteville

\$ Difference \$20,483 \$24,679 \$28,874 **41.0%**
% Difference (\$1,519) (\$2,609) (\$3,700)
 -7.4% -10.6% -12.8%

Salary Survey Results for City of Fayetteville

NETWORK ENGINEER

Descrip

The incumbent is responsible for performing technical and analytical work in the development of Information Technology systems to meet the information needs of all City Divisions. Design, implement, maintain and troubleshoot all network infrastructures to further help departments more efficiently utilize information technology resources. Reports to the IT Manager.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience. Novell Certified Network Administrator, Cisco Certified Network Administrator, Microsoft Certified Professional. Valid Arkansas Drivers' License is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Lee's Summit	Network Administrator	Good	\$34,111	\$43,631	\$53,150	55.8%	☐		
City of St. Joseph	Network Services Manager	Good	\$34,210	\$41,428	\$48,645	42.2%	☒		
O*NET	SOFTWARE COMPUTER ENGINEER	Good	\$35,300	\$65,000	\$94,700	168.3%	☐		
City of Blue Springs	Network Manager	Good	\$39,280	\$49,099	\$58,919	50.0%	☐		
State of Arkansas	Computer Applications Manager	Good	\$40,277	\$58,653	\$77,029	91.2%	☒		
City of College Station	Network Systems Analyst	Good	\$41,182	\$50,424	\$59,666	44.9%	☐		
City of Manhattan	Information Systems Manager	Good	\$42,587	\$50,997	\$59,407	39.5%	☒		
City of Edmond	Computer/Network Specialist	Good	\$43,910	\$54,392	\$64,875	47.7%	☐		
City of Little Rock	Network Analyst	Good	\$44,538	\$55,672	\$66,807	50.0%	☒		
City of North Little Rock	Data Processing Manager	Good	\$46,859	\$60,748	\$74,638	59.3%	☒		
City of Norman	Network Administrator	Good	\$46,958	\$55,612	\$64,266	36.9%	☒		
City of Saint Charles	Management Information Coordinator	Good	\$48,532	\$53,249	\$57,965	19.4%	☒		
NOARK	Network Engineer	Good	\$51,532	\$66,322	\$81,111	57.4%	☐		
Average			\$42,252	\$54,248	\$66,244	56.8%			

City of Fayetteville

\$ Difference (\$15,606)
% Difference -58.6%
\$ Difference (\$491)
% Difference -0.7%

Salary Survey Results for City of Fayetteville

OFFICE MANAGER

Descrip

The incumbent is responsible for providing clerical, administrative and secretarial support by assisting the department manager and other personnel by planning and organizing the day to day operations of the office. Supervises, plans and directs the work of office clerical staff. Organizes the day to day operation of the office. Participates in hiring and displaying two clerical staff.

Quals

High school diploma or GED plus specialized training and two years of related experience and/or training; or equivalent combination of education and experience and a minimum of 12-18 months of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Receptionist	Good	\$15,651	\$22,783	\$29,915	91.1%	☐		
City of Little Rock	Office Assistant III	Good	\$22,255	\$27,819	\$33,383	50.0%	☐		
City of St. Joseph	Administrative Aide	Good	\$25,452	\$30,822	\$36,192	42.2%	☐		
City of Lee's Summit	Administrative Specialist	Good	\$26,468	\$33,525	\$40,581	53.3%	☐		
City of Jonesboro	Office Manager	Good	\$26,993	\$32,888	\$41,073	52.2%	☐		
State of Arkansas	Office Manager	Good	\$27,629	\$40,225	\$52,820	91.2%	☒		
City of Stillwater	Electric Office Manager	Good	\$28,079	\$34,066	\$40,053	42.6%	☐		
City of Edmond	Administrative Supervisor	Good	\$30,764	\$38,109	\$45,454	47.7%	☐		
City of Norman	Administrative Technician IV	Good	\$33,172	\$39,285	\$45,398	36.9%	☐		
O*NET	ADMIN SERVICES MANAGER	Good	\$33,500	\$64,900	\$96,300	187.5%	☐		
City of North Little Rock	Office Manager (Police Dept.)	Good	\$33,530	\$42,673	\$51,815	54.5%	☐		
NOARK	Office Manager	Good	\$34,816	\$44,889	\$54,961	57.9%	☐		
Average			\$28,192	\$37,665	\$47,329	67.9%			

City of Fayetteville

\$ Difference	\$30,191	\$36,375	\$42,558	41.0%
% Difference	\$1,999	(\$1,290)	(\$4,771)	-11.2%

Salary Survey Results for City of Fayetteville

PARKING ENFORCEMENT OFFICER

Descrip The incumbent is responsible for issuing parking citations. May perform work or maintenance on parking meters. May assist with cleaning parking areas.

Quals High school diploma or GED and 12-18 months of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Parking Control Officer	Good	\$14,698	\$21,391	\$28,083	91.1%	☐		
City of St. Joseph	Parking Control Technician	Good	\$17,370	\$21,034	\$24,699	42.2%	☐		
City of Joplin	Parking Monitor	Good	\$19,467	\$22,826	\$26,185	34.5%	☐		
City of Stillwater	Parking Control Officer	Good	\$19,698	\$23,888	\$28,079	42.5%	☐		
City of Columbia	Parking Enforcement Officer	Identical	\$19,750	\$23,194	\$26,637	34.9%	☐		
City of Manhattan	Parking Control Officer	Good	\$19,789	\$23,628	\$27,467	38.8%	☐		
City of Little Rock	Parking Enforcement Technician	Good	\$20,594	\$25,743	\$30,892	50.0%	☐		
City of College Station	Parking Enforcement Officer	Good	\$20,788	\$24,400	\$28,012	34.8%	☐		
City of Lee's Summit	Parking Control Officer	Good	\$22,496	\$28,306	\$34,115	51.7%	☐		
City of Norman	Parking Service Officer	Good	\$23,790	\$28,175	\$32,560	36.9%	☐		
Average			\$19,844	\$24,258	\$28,673	44.5%			

City of Fayetteville

\$ Difference \$22,681 \$27,326 \$31,971 **41.0%**
% Difference 12.5% 11.2% 10.3%

Salary Survey Results for City of Fayetteville

PARKS & REC DIRECTOR

Descrip

The incumbent is responsible for overseeing a comprehensive parks and recreation program that meets the needs of the citizens. Executive position in charge of the Parks and Recreation Department.

Quals

Bachelors Degree (B.A. or B.S.) or university program certificate and five years of related experience and/or training; or equivalent combination of education and experience including four years of management experience. Must possess a valid Arkansas Driver's License. Certified Parks and Recreation Professional as designated by National Recreation and Parks Association preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Director of Parks and Recreation	Good					☒		\$61,755
City of North Little Rock	Director - Parks and Recreation	Good					☒		\$69,396
City of Bentonville	Parks Director	Good	\$49,302	\$66,553	\$83,804	70.0%	☐		
City of Joplin	Parks and Recreation Director	Good	\$54,925	\$66,150	\$77,374	40.9%	☒		
City of Edmond	Director of Parks and Recreation	Identic	\$57,577	\$71,322	\$85,068	47.7%	☒		
City of Jonesboro	Director of Parks	Good	\$59,486	\$73,490	\$90,515	52.2%	☒		
City of Manhattan	Director of Parks and Recreation	Good	\$59,723	\$71,567	\$83,411	39.7%	☒		
City of Blue Springs	Director of Parks and Recreation	Good	\$60,436	\$75,545	\$90,654	50.0%	☒		
City of Stillwater	Parks, Events, and Recreation Director	Good	\$61,516	\$69,858	\$78,199	27.1%	☒		
City of Springfield	Director of Parks and Recreation	Good	\$62,101	\$70,990	\$79,880	28.6%	☐		
City of Columbia	Director of Parks and Recreation	Good	\$62,874	\$74,354	\$85,834	36.5%	☒		
City of Saint Charles	Parks Director	Good	\$67,068	\$73,519	\$79,971	19.2%	☒		
City of Norman	Director of Parks and Recreation	Good	\$73,813	\$87,415	\$101,017	36.9%	☒		
City of Little Rock	Director of Parks and Recreation	Good	\$79,828	\$99,786	\$119,743	50.0%	☒		
Average			\$62,387	\$75,046	\$87,956	41.0%			\$65,576

City of Fayetteville

	\$59,283	\$71,438	\$83,582	41.0%
\$ Difference	(\$3,104)	(\$3,608)	(\$4,374)	
% Difference	-5.2%	-5.1%	-5.2%	

Salary Survey Results for City of Fayetteville

PARKS MAINT SUPERINTENDENT

Descrip

The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes management of programs for turf grass, urban forestry, horticulture, public lands, swimming pool, park facilities, and capital improvements. This position plans, schedules and supervises maintenance employees. Reports to the Director of Parks and Recreation.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience of two years of management experience. National Playground Safety Inspectors Certification preferred. Certified Pool Operator preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Parks Superintendent	Good					☒		
O*NET	1st Line Supervisor, Lawn & Groundskeeping	Good	\$22,800	\$36,600	\$50,400	121.1%	☐		
City of St. Joseph	Superintendent of Parks	Good	\$34,210	\$41,428	\$48,645	42.2%	☒		
City of Blue Springs	Parks Maintenance Superintendent	Good	\$36,036	\$45,045	\$54,053	50.0%	☐		
City of Joplin	Parks Maintenance Supervisor	Good	\$36,996	\$44,636	\$52,275	41.3%	☒		
City of North Little Rock	Parks Maintenance Superintendent	Good	\$37,297	\$47,798	\$58,299	56.3%	☒		
State of Arkansas	Park Superintendent V	Good	\$37,840	\$55,091	\$72,342	91.2%	☒		
City of Jonesboro	Parks Maintenance Superintendent	Good	\$38,140	\$46,470	\$58,035	52.2%	☐		
City of Columbia	Parks Superintendent	Good	\$38,603	\$45,647	\$52,692	36.5%	☒		
City of Lee's Summit	Superintendent of Parks	Good	\$40,658	\$52,343	\$64,028	57.5%	☒		
City of Manhattan	Parks Superintendent	Good	\$42,587	\$50,997	\$59,407	39.5%	☒		
City of Edmond	Parks Superintendent	Good	\$43,910	\$54,392	\$64,875	47.7%	☐		
City of Little Rock	Parks Maintenance Manager	Good	\$47,502	\$59,377	\$71,252	50.0%	☒		
City of Saint Charles	Parks Maintenance Foreman		\$48,532	\$53,201	\$57,870	19.2%	☐		
City of Norman	Parks and Recreation Superintendent	Good	\$59,155	\$70,057	\$80,958	36.9%	☒		
Average			\$40,305	\$50,220	\$60,367	49.8%			

City of Fayetteville

\$ Difference \$44,068 \$53,094 \$62,121 41.0%
 % Difference 8.5% 5.4% 2.8%

Salary Survey Results for City of Fayetteville

PLANNER

Descrip

The incumbent is responsible for reviewing development and zoning applications for compliance with City ordinances and policies. Presents staff recommendations to City government. Facilitates appropriate development in accordance with City regulations and answer the public's questions as needed.

Quals

Bachelor's degree (B.A. or B.S.) in a related field from four year college or university and 12-18 months of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	Urban and Regional Planner	Good	\$20,800	\$39,950	\$59,100	184.1%	☐		
City of Springfield	Assistant City Planner	Good	\$21,802	\$25,825	\$29,848	36.9%	☐		
City of Lee's Summit	Planner	Good	\$31,305	\$39,911	\$48,518	55.0%	☐		
City of Blue Springs	Planner	Good	\$33,060	\$41,326	\$49,591	50.0%	☐		
City of Columbia	Planner	Good	\$33,345	\$39,432	\$45,519	36.5%	☒		
City of Edmond	Planner		\$34,402	\$42,615	\$50,827	47.7%	☐		
City of Manhattan	Planner II	Good	\$35,146	\$42,052	\$48,958	39.3%	☒		
City of Joplin	Municipal Planner	Good	\$35,214	\$42,485	\$49,755	41.3%	☒		
City of North Little Rock	City Planner	Good	\$35,380	\$45,217	\$55,053	55.6%	☒		
City of Little Rock	Planner II	Good	\$36,205	\$45,256	\$54,307	50.0%	☒		
City of Jonesboro	Sr. Planner	Good	\$38,140	\$46,470	\$58,035	52.2%	☐		
City of Saint Charles	Planner	Good	\$38,732	\$42,496	\$46,260	19.4%	☒		
City of Norman	Planner I	Good	\$40,635	\$48,123	\$55,610	36.9%	☐		
Average			\$33,397	\$41,627	\$50,106	50.0%			

City of Fayetteville

\$ Difference	\$38,695	\$46,621	\$54,546	41.0%
% Difference	\$5,298	\$4,994	\$4,440	8.1%
	13.7%	10.7%		

Salary Survey Results for City of Fayetteville

POLICE CAPTAIN

Descrip

Under the direction of the Deputy Chief, the incumbent is responsible for the daily operational functions of the Fayetteville Police Department. Provides day to day operations oversight to various divisions including vehicle, bicycle and motor patrols, detective, narcotics, firearms, and K-9. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.

Quals

High School graduation or passed the General Education Development (GED) with at least eight (8) years continuous experience as a Fayetteville Police Officer, three (3) years of which have been in the capacity of a Lieutenant immediately preceding the date of the promotional exam and two (2) years of continuous experience as a Sergeant, (minimum of five years of general experience and five years of management experience). Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License and hold a current certified police officer certification. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title Here	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Manhattan	Place Matching Title Here		No Ma					☐		
City of St. Joseph	Police Commander		Good	\$42,666	\$48,848	\$55,029	29.0%	☐		
City of Lee's Summit	Police Captain		Good	\$46,261	\$56,085	\$65,909	42.5%	☐		
City of Columbia	Police Captain		Good	\$46,481	\$54,958	\$63,434	36.5%	☒		
City of Blue Springs	Captain		Good	\$46,667	\$58,334	\$70,001	50.0%	☒		
City of Jonesboro	Police Captain		Good	\$48,823	\$59,486	\$74,289	52.2%	☒		
City of Springfield	Police Captain		Good	\$49,899	\$63,856	\$77,813	55.9%	☐		
City of Norman	Place Matching Title Here		Good	\$55,848	\$66,140	\$76,432	36.9%	☐		
City of Little Rock	Police Captain		Good	\$58,612	\$73,266	\$87,919	50.0%	☒		
City of Stillwater	Police Captain		Good	\$60,634	\$64,054	\$67,474	11.3%	☐		
City of Florissant	Police Captain		Good	\$61,494	\$63,984	\$66,473	8.1%	☒		
City of Saint Charles	Police Captain		Good	\$61,872	\$67,882	\$73,893	19.4%	☒		
City of North Little Rock	Police Captain		Good	\$65,015	\$69,632	\$74,249	14.2%	☒		
Average				\$53,689	\$62,210	\$71,076	32.4%			

City of Fayetteville

\$ Difference \$52,474 \$60,315 \$68,156 29.9%
% Difference (\$1,215) (\$1,895) (\$2,920) -4.3%
 -2.3% -3.1% -4.3%

Salary Survey Results for City of Fayetteville

POLICE CHIEF

Descrip

The incumbent is responsible for planning, organizing and directing activities of the Fayetteville Police Department to ensure effective enforcement of laws and ordinances. The Police Chief performs the functions and duties specified and set forth by City ordinance and civil service rules and regulations, as well as conduct responsibilities pursuant to state statutes and other related work as required under the general direction of the Mayor and City Council. Law enforcement procedures, state and federal laws and department policy and procedures govern this position.

Quals

Bachelor's degree (B.A. or B.S.) in Criminal Justice, Political Science, Public Administration or Management and eleven (11) plus years of related general experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced law enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, Police Executive Research Forum, Senior Management Institute, or similar school is desirable. Must possess a valid Arkansas Driver's License; State certification as a commissioned law enforcement officer in the State of Arkansas is required; must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Chief of Police	Identic					☒		\$90,709
City of North Little Rock	Police Chief	Identic					☒		\$84,554
City of Bentonville	Police Chief	Good	\$57,275	\$74,464	\$91,653	60.0%	☐		
City of Joplin	Police Chief	Identic	\$57,703	\$69,472	\$81,241	40.8%	☒		
City of Springfield	Police Chief	Good	\$62,101	\$70,990	\$79,880	28.6%	☐		
City of Lee's Summit	Chief of Police	Identic	\$63,774	\$81,202	\$98,630	54.7%	☒		
City of Jonesboro	Police Chief	Good	\$65,661	\$80,002	\$99,911	52.2%	☒		
City of Blue Springs	Chief of Police	Identic	\$65,874	\$82,343	\$98,812	50.0%	☒		
City of Columbia	Police Chief	Identic	\$66,023	\$78,071	\$90,118	36.5%	☒		
City of Edmond	Police Chief	Identic	\$66,596	\$82,495	\$98,393	47.7%	☒		
City of Stillwater	Police Chief	Identic	\$68,815	\$78,721	\$88,626	28.8%	☒		
City of Saint Charles	Police Chief	Identic	\$72,266	\$79,287	\$86,309	19.4%	☒		
City of College Station	Police Chief	Identic	\$74,746	\$95,310	\$115,874	55.0%	☒		
City of Norman	Police Chief	Identic	\$78,896	\$93,435	\$107,974	36.9%	☒		
City of Little Rock	Chief of Police	Identic	\$83,201	\$104,001	\$124,802	50.0%	☒		
Average			\$67,918	\$82,292	\$97,094	43.0%			\$87,632

City of Fayetteville

\$	Difference	\$2,237	\$84,524	\$98,893	41.0%
%	Difference	3.2%	2.6%	1.8%	

Salary Survey Results for City of Fayetteville

Police Corporal

Descrip

This position is responsible for field level supervision of patrol officers as well as to provide traffic enforcement and enforcement of all state and city laws. Some of the critical functions of this position include enforcing laws, protecting person(s) and property, investigating criminal activity and preparing reports. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances.

Quals

High school graduation of passed the General Education Development (GED) with at lease three (3) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the date of the promotional exam. Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy,. Must possess a valid Arkansas Driver's license and an Intermediate Police Officer Certificate. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment to be used with this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Corporal	Good	\$29,146	\$34,309	\$39,471	35.4%	☐		
City of Joplin	Corporal	Good	\$30,368	\$35,603	\$40,839	34.5%	☐		
City of Springfield	Police Corporal	Good	\$34,341	\$44,491	\$54,642	59.1%	☐		
City of Lee's Summit	Master Police Officer	Good	\$35,493	\$43,499	\$51,506	45.1%	☐		
City of Blue Springs	Corporal	Good	\$36,036	\$45,045	\$54,053	50.0%	☐		

Average

\$33,077 \$40,589 \$48,102 45.4%

City of Fayetteville

\$43,652 \$46,042 \$48,432 11.0%
 \$ Difference \$10,575 \$330
 % Difference 24.2% 11.8% 0.7%

Salary Survey Results for City of Fayetteville

POLICE LIEUTENANT

Descrip	The incumbent is responsible for the supervision and direction of a designated patrol shift for the Fayetteville Police department. Supervises and directs patrol officers, schedules, equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances. May be assigned to lead specialized units involving uniformed and/or non-uniformed personnel.
Quals	High School graduation or passed the General Education Development (GED) with at least seven (7) years continuous experience as a Fayetteville Police Officer, two (2) years of which have been in the capacity of a Sergeant immediately preceding the date of the promotional exam, (minimum of five years of general experience and two years of management experience). Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License and a Certified Law Enforcement Officer Certification. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Police Lieutenant	Good	\$38,872	\$46,898	\$54,925	41.3%	☒		
City of St. Joseph	Police Captain	Good	\$39,301	\$44,995	\$50,689	29.0%	☐		
City of Jonesboro	Police Lieutenant	Good	\$40,253	\$48,823	\$60,973	51.5%	☐		
City of Lee's Summit	Police Sergeant 2	Good	\$42,297	\$49,542	\$56,786	34.3%	☐		
City of Bentonville	Police Lieutenant	Good	\$43,040	\$55,939	\$68,838	59.9%	☐		
City of Springfield	Police Lieutenant	Good	\$44,844	\$57,564	\$70,283	56.7%	☐		
City of Little Rock	Police Lieutenant	Good	\$50,712	\$63,389	\$76,067	50.0%	☐		
City of College Station	Police Lieutenant	Good	\$54,114	\$66,290	\$78,465	45.0%	☐		
City of Florissant	Police Lieutenant	Good	\$55,436	\$57,257	\$59,078	6.6%	☐		
City of North Little Rock	Police Lieutenant	Good	\$55,827	\$59,820	\$63,813	14.3%	☐		
City of Stillwater	Police Lieutenant	Good	\$58,662	\$60,234	\$61,805	5.4%	☐		
City of Saint Charles	Police Lieutenant	Good	\$59,273	\$65,033	\$70,792	19.4%	☒		
Average			\$48,553	\$56,315	\$64,376	32.6%			

City of Fayetteville

\$ Difference	\$46,423	\$53,314	\$60,246	29.8%
% Difference	(\$2,130)	(\$3,001)	(\$4,130)	-6.9%

Salary Survey Results for City of Fayetteville

POLICE OFFICER

Descrip

The Patrol Officer is responsible for the protection of life and property, prevention of crimes, apprehension of criminals and the general enforcement of laws and ordinances. Duties normally consist of routine patrol, preliminary investigation and traffic regulation. Provides a safe environment for citizens and visitors and to answer calls for service ranging from friendly assists to highly stressful and dangerous incidents.

Quals

High school plus specialized training and/or additional college course or technical school; seven to eleven months related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License and an Intermediate Police Officer Certificate. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment to be used with this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Police Officer	Identic	\$26,060	\$31,557	\$37,055	42.2%	☐		
City of Jonesboro	Police Officer	Good	\$28,359	\$34,553	\$43,152	52.2%	☐		
City of Bentonville	Police Officer I	Good	\$28,387	\$35,212	\$42,038	48.1%	☐		
City of Joplin	Police Officer	Identic	\$28,903	\$33,887	\$38,872	34.5%	☐		
City of Lee's Summit	Police Officer I	Good	\$29,942	\$35,041	\$40,140	34.1%	☐		
City of Stillwater	Police Officer	Identic	\$30,009	\$36,767	\$43,524	45.0%	☐		
City of North Little Rock	Police Officer	Identic	\$30,015	\$38,939	\$47,862	59.5%	☐		
City of Columbia	Police Officer	Identic	\$30,245	\$35,764	\$41,283	36.5%	☐		
City of Springfield	Police Officer	Good	\$31,554	\$40,779	\$50,003	58.5%	☐		
City of Blue Springs	Police Officer I	Good	\$33,060	\$41,326	\$49,591	50.0%	☐		
City of Little Rock	Police Officer	Identic	\$34,386	\$42,826	\$51,266	49.1%	☐		
City of College Station	Police Officer	Identic	\$34,666	\$44,882	\$55,098	58.9%	☐		
City of Norman	Police Officer	Identic	\$36,272	\$42,957	\$49,641	36.9%	☐		
City of Saint Charles	Police Officer	Identic	\$38,255	\$46,268	\$54,281	41.9%	☐		
City of Florissant	Police Officer	Good	\$41,362	\$44,977	\$48,592	17.5%	☐		
Average			\$32,098	\$39,049	\$46,160	43.8%			

City of Fayetteville

\$33,607	\$38,630	\$43,652	29.9%
\$ Difference	(\$419)	(\$2,508)	
% Difference	-1.1%	-5.7%	

Salary Survey Results for City of Fayetteville

POLICE SERGEANT

Describe

The primary purpose of this position is to supervise a designated shift of patrol officers. Ensures adequate staffing, identifies training needs, assist with budget requests and needs, monitors officers' activity and prepares performance evaluations. Coordinates response on patrol level and may supervise special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City of Fayetteville. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.

Quals

High School graduation or passed the General Education Development (GED) with at least five (5) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the date of the promotional exam. Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License and hold a basic law enforcement certificate. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System) and to access the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Police Sergeant	Identic	\$32,794	\$37,545	\$42,297	29.0%	☐		
City of Jonesboro	Police Sergeant	Good	\$36,302	\$44,231	\$55,238	52.2%	☐		
City of Joplin	Police Sergeant	Good	\$36,996	\$44,636	\$52,275	41.3%	☐		
City of Bentonville	Police Sergeant	Good	\$37,759	\$46,849	\$55,939	48.1%	☐		
City of Columbia	Police Sergeant	Identic	\$38,603	\$45,647	\$52,692	36.5%	☐		
City of Lee's Summit	Police Sergeant I	Good	\$38,722	\$46,402	\$54,081	39.7%	☐		
City of Blue Springs	Sergeant	Good	\$39,280	\$49,099	\$58,919	50.0%	☐		
City of Springfield	Police Sergeant	Good	\$40,685	\$52,427	\$64,168	57.7%	☐		
City of Stillwater	Police Sergeant	Good	\$42,251	\$49,419	\$56,588	33.9%	☐		
City of Norman	Police Sergeant	Good	\$47,733	\$56,529	\$65,326	36.9%	☐		
City of North Little Rock	Police Sergeant	Good	\$49,107	\$51,873	\$54,639	11.3%	☐		
City of College Station	Police Sergeant	Good	\$49,783	\$57,254	\$64,724	30.0%	☐		
City of Florissant	Police Sergeant	Good	\$49,891	\$51,721	\$53,552	7.3%	☐		
City of Little Rock	Police Sergeant	Good	\$53,873	\$55,742	\$57,611	6.9%	☐		
City of Saint Charles	Police Sergeant	Good	\$54,249	\$57,029	\$59,809	10.2%	☐		
Average			\$43,202	\$49,760	\$56,524	30.8%			

City of Fayetteville

\$ Difference **\$41,418** **\$47,605** **\$53,794** **29.9%**
% Difference **(\$1,784)** **(\$2,155)** **(\$2,730)**
 -4.3% **-4.5%** **-5.1%**

Salary Survey Results for City of Fayetteville

POLICE SUPPORT SPECIALIST

Descrip

The incumbent receives and transcribes reports of crimes from public; data entry of accidents, arrests, tickets and warrants. Works closely with the District Court and Prosecutor's office; preparing court report and keeping officers up to date on trial dates; taking deposit to bank and entering receipts for money taken on fines and bonds; and maintain some court records.

Quals

High school diploma or GED and 1 to 6 months of related experience and/or training; or equivalent combination of education and experience. NCIC Level II certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Police Services Representative	Good	\$18,246	\$22,027	\$25,807	41.4%	☐		
City of St. Joseph	Police Report Specialist	Fair	\$21,176	\$25,644	\$30,112	42.2%	☐		
City of Jonesboro	Records Technician	Fair	\$23,276	\$28,359	\$35,417	52.2%	☐		
City of Bentonville	Telecommunicator	Good	\$25,152	\$30,276	\$35,400	40.7%	☐		
City of Little Rock	Police Liaison	Good	\$28,849	\$36,062	\$43,274	50.0%	☐		

Average

\$23,340 \$28,474 \$34,002 45.7%

City of Fayetteville

\$23,599 \$28,433 \$33,266 41.0%
 \$ Difference \$259 (\$41) (\$736)
 % Difference 1.1% -0.1% -2.2%

Salary Survey Results for City of Fayetteville

PROJECT MANAGER

Descrip

The incumbent is responsible for providing oversight for the gaps in the overall administration of projects; cross-departmental processes; long-term facility and infrastructure improvements and development; and implementing city-wide initiatives. Provides technical advisory services city-wide for implementing projects management development and project progress reporting.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and seven years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Construction Activities Manager	Good	\$24,699	\$29,910	\$35,121	42.2%	☐		
City of Manhattan	Program Coordinator	Good	\$30,435	\$36,412	\$42,389	39.3%	☒		
City of North Little Rock	Project Coordinator	Good	\$35,380	\$45,217	\$55,053	55.6%	☐		
O*NET	Construction Manager	Good	\$36,100	\$61,150	\$86,200	138.8%	☐		
City of Little Rock	Program Monitor	Good	\$36,205	\$45,256	\$54,307	50.0%	☒		
City of Norman	Program Coordinator	Good	\$37,977	\$44,976	\$51,974	36.9%	☐		
City of Jonesboro	Mayor's Project Administrator	Good	\$38,140	\$46,470	\$58,035	52.2%	☒		
NOARK	Project Manager	Good	\$60,944	\$76,419	\$91,893	50.8%	☐		
Average			\$37,485	\$48,226	\$59,371	58.4%			

City of Fayetteville

\$ Difference
% Difference

Salary Survey Results for City of Fayetteville

PROPERTY/EVIDENCE MANAGER

Descrip

The incumbent maintains a secure room for the Police Department's property and evidence storage. Trains and supervises Property Evidence Clerk in the proper manner to receive, store and discharges found property and evidentiary property by completing chain of custody documentation. Sets and monitors quantities for both the Quartermaster and supplies inventory as maintained by the Property Evidence Clerk. Manages cash, narcotics and property seized by the Fourth Judicial District Drug Task Force, processes this cash through the Business Office and via check on the Fourth Judicial District Prosecutor. Not a SWORN position.

Quals

Associate's degree (A.A.) from two year college or technical school three years of related experience and/or training; or equivalent combination of education and experience including one year of management and inventory management experience. Valid Drivers License required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Lee's Summit	Evidence and Property Technician	Good	\$24,386	\$30,785	\$37,184	52.5%	☐		
City of Blue Springs	Property and Evidence Custodian	Good	\$25,529	\$31,911	\$38,293	50.0%	☐		
City of Little Rock	Police Property Room Supervisor	Good	\$28,849	\$36,062	\$43,274	50.0%	☒		
Average			\$26,255	\$32,919	\$39,584	50.8%			

City of Fayetteville

\$ Difference	\$30,191	\$36,375	\$42,558	41.0%
% Difference	\$3,936	\$3,456	\$2,974	7.0%

Salary Survey Results for City of Fayetteville

PROSECUTING ATTORNEY

Descrip

The incumbent is responsible to prosecuting misdemeanors, hot check and traffic violation cases in District and Circuit courts. Manages office of City Prosecutor. Advise various law enforcement agencies on legal questions. Conducts investigations by issuance of subpoenas.

Quals

Juris Doctoral degree (J.D.) or equivalent and seven years of related experience and/or training; or equivalent combination of education and experience including three years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	City Attorney	Good					☒		\$82,180
O*NET	LAWYER	Good	\$36,900	\$91,250	\$145,600	294.6%	☐		
City of St. Joseph	City Prosecutor	Good	\$37,451	\$45,352	\$53,253	42.2%	☒		
City of Marhatten	City Prosecutor	Good	\$40,568	\$48,602	\$56,637	39.6%	☒		
City of Springfield	Assistant City Attorney IV	Good	\$40,569	\$47,788	\$55,007	35.6%	☐		
City of Bentonville	Attorney	Good	\$53,247	\$71,886	\$90,526	70.0%	☐		
City of Little Rock	Deputy City Attorney	Good	\$68,527	\$85,659	\$102,791	50.0%	☒		
Average			\$46,210	\$65,090	\$83,969	81.7%			\$82,180

City of Fayetteville

\$ Difference \$64,036 \$77,152 \$90,268 41.0%
% Difference 17.8% 15.6% 7.0%

Salary Survey Results for City of Fayetteville

PURCHASING CLERK

Descrip

The incumbent is responsible for the issuance of all purchase orders for the City and making changes to existing PO's as requested. This position properly maintains listing for City property and insures all buildings, mobile equipment and vehicles based on intended use. Is responsible for reporting accidents/damage/theft to the proper party and following up accordingly until the matter is resolved.

Quals

High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience. Certified Professional Public Buyer is desired; if incumbent does not have this certification, they must take classes to acquire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Purchasing Assistant	Good	\$16,676	\$24,282	\$31,888	91.2%	☐		
O*NET	Procurement Clerk	Good	\$18,700	\$30,600	\$42,500	127.3%	☐		
City of Lee's Summit	Assistant Procurement Officer	Good	\$20,779	\$26,059	\$31,339	50.8%	☐		
City of Manhattan	Finance Clerk	Good	\$21,748	\$25,993	\$30,237	39.0%	☐		
City of Columbia	Stores Clerk	Good	\$22,698	\$26,753	\$30,808	35.7%	☐		
City of Little Rock	Purchasing Assistant	Good	\$25,186	\$31,482	\$37,778	50.0%	☐		
City of Springfield	Buyer	Good	\$26,256	\$31,024	\$35,791	36.3%	☐		
University of Arkansas	Buyer	Good	\$27,629	\$40,225	\$52,820	91.2%	☐		
Average			\$22,459	\$29,552	\$36,645	63.2%			

City of Fayetteville

\$ Difference	\$23,599	\$28,433	\$33,266	41.0%
% Difference	\$1,140	(\$1,119)	(\$3,379)	-10.2%

Salary Survey Results for City of Fayetteville

PURCHASING MANAGER

Descrip

The incumbent is responsible for planning, organizing, negotiating, directing and managing a wide variety of procurement and administrative activities related to the purchasing and contracting of services, materials equipment and construction projects on a competitive basis while maintaining compliance with all federal, state and local procurement laws. Administers property, casualty and liability insurance including analyzing for areas of risk.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience and including four years of management experience. Certified Public Purchasing Officer or Public Certified Purchasing Manager preferred. CPPO and CPM Certification is acquired by extensive training and testing over a five year period.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Buyer Supervisor	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
City of St. Joseph	Purchasing Agent	Fair	\$31,248	\$37,841	\$44,434	42.2%	☒		
City of Springfield	Purchasing Agent	Good	\$37,713	\$44,430	\$51,146	35.6%	☐		
City of Saint Charles	Purchasing Coordinator	Good	\$38,657	\$42,459	\$46,260	19.7%	☒		
City of Edmond	Purchasing Manager	Good	\$38,735	\$47,982	\$57,229	47.7%	☐		
City of Jonesboro	Purchasing Agent	Good	\$40,071	\$48,823	\$60,973	52.2%	☒		
City of Lee's Summit	Manager of Purchasing	Good	\$40,658	\$52,343	\$64,028	57.5%	☒		
City of Columbia	Purchasing Agent	Good	\$42,556	\$50,324	\$58,092	36.5%	☒		
O*NET	Purchasing Manager	Good	\$43,800	\$70,550	\$97,300	122.1%	☐		
NOARK	Purchasing Agent / Buyer	Good	\$43,930	\$53,649	\$63,368	44.2%	☐		
City of Little Rock	Purchasing Agent	Good	\$47,502	\$59,377	\$71,252	50.0%	☒		
Average			\$39,479	\$50,057	\$60,945	54.4%			

City of Fayetteville

\$51,233	\$61,726	\$72,220	41.0%
\$ Difference	\$11,754	\$11,669	\$11,275
% Difference	22.9%	18.9%	15.6%

Salary Survey Results for City of Fayetteville

PW CREW LEADER - WATER LICENSE

Descrip

The incumbent is responsible for evaluating the condition of the sewer collection system. Makes decisions on repairs needed, replacements, or types of rehab to be used. Generates a flow of work needed on the collection system to eliminate sewer overflows. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City of Fayetteville.

Quals

High school diploma or GED and five years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	1ST LINE SUPERVISOR/MGR OF MECH INSTALLERS	Fair	\$25,200	\$45,500	\$65,800	161.1%	☐		
City of St. Joseph	Senior Work Leader	Good	\$27,240	\$32,987	\$38,734	42.2%	☐		
City of North Little Rock	Crew Leader	Good	\$27,458	\$34,379	\$41,300	50.4%	☐		
City of College Station	Crew Leader	Good	\$27,500	\$33,022	\$38,543	40.2%	☐		
City of Manhattan	Water Service Crew Leader	Good	\$27,606	\$33,058	\$38,510	39.5%	☐		
City of Joplin	Chief Wastewater Plant Mechanic	Good	\$28,903	\$33,887	\$38,872	34.5%	☐		
City of Edmond	Utility Maintenance Supervisor - Water/Wastewater	Good	\$34,402	\$42,615	\$50,827	47.7%	☐		
City of Norman	Crew Chief	Good	\$36,792	\$43,572	\$50,352	36.9%	☐		
Average			\$29,388	\$37,377	\$45,367	54.4%			

City of Fayetteville

\$ Difference	\$28,813	\$34,714	\$40,616	41.0%
% Difference	(\$575)	(\$2,663)	(\$4,751)	-11.7%

Salary Survey Results for City of Fayetteville

RECREATION SUPERINTENDENT

Descrip

The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and Recreation Division. This position works with special interest organizations that provide professional assistance to the Citizens and is responsible for the marketing and promotions of the department.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience and including two years of management experience. Must possess a valid Arkansas Driver's License, Certified Parks & Recreation Professional, CPR Certified.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs	Recreation Superintendent	Good	\$36,036	\$45,045	\$54,053	50.0%	☐		
City of Joplin	Recreation and Events Manager	Good	\$36,996	\$44,636	\$52,275	41.3%	☒		
City of North Little Rock	Recreation Superintendent	Good	\$37,297	\$47,798	\$58,299	56.3%	☒		
City of Springfield	Superintendent of Recreation	Good	\$40,569	\$47,788	\$55,007	35.6%	☐		
City of Lee's Summit	Superintendent of Recreation	Good	\$40,658	\$52,343	\$64,028	57.5%	☒		
City of Manhattan	Recreation Superintendent	Good	\$42,587	\$50,997	\$59,407	39.5%	☒		
City of Jonesboro	Assistant Parks Director	Good	\$44,231	\$53,891	\$67,303	52.2%	☒		
City of Florissant	Superintendent of Recreation	Good	\$46,578	\$49,836	\$53,094	14.0%	☒		
City of Little Rock	Recreation Manager	Good	\$47,502	\$59,377	\$71,252	50.0%	☒		
City of Norman	Parks and Recreation Superintendent	Good	\$59,155	\$70,057	\$80,958	36.9%	☒		
Average			\$43,161	\$52,177	\$61,568	42.6%			

City of Fayetteville

\$ Difference \$44,068 \$53,094 \$62,121
% Difference 2.1% 1.7% 0.9%

Salary Survey Results for City of Fayetteville

SECRETARY

Descrip

The incumbent is responsible for performing varied secretarial duties involving a variety of secretarial and administrative tasks assisting management and supervisory personnel. Work requires the exercise of initiative and independent judgment in screening calls, request for assistance, information, or service to the general public. Coordination of activities performed by others may be required.

Quals

High school diploma or GED plus specialized training and/or additional college courses and 12-18 months of related experience and/or training; or equivalent combination of education and experience. Notary is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Receptionist	Good	\$14,528	\$17,626	\$20,724	42.6%	☐		
University of Arkansas	Secretary I	Good	\$16,676	\$24,282	\$31,888	91.2%	☐		
City of Manhattan	Secretary/Receptionist	Good	\$18,879	\$22,570	\$26,261	39.1%	☐		
City of St. Joseph	Secretary	Good	\$20,118	\$24,363	\$28,608	42.2%	☐		
State of Arkansas	Secretary I	Good	\$20,140	\$29,345	\$38,549	91.4%	☐		
City of Joplin	Legal Secretary	Good	\$20,460	\$23,985	\$27,509	34.5%	☐		
City of Little Rock	Secretary	Good	\$21,096	\$25,151	\$29,207	38.4%	☐		
City of Blue Springs	Secretary	Good	\$21,486	\$26,859	\$32,231	50.0%	☐		
City of North Little Rock	Office Assistant III	Good	\$22,171	\$27,601	\$33,032	49.0%	☐		
City of Stillwater	Administrative Technician	Good	\$22,183	\$26,897	\$31,611	42.5%	☐		
City of Lee's Summit	Secretary	Good	\$22,495	\$28,305	\$34,115	51.7%	☐		
City of Saint Charles	Secretary	Good	\$22,703	\$25,701	\$28,699	26.4%	☐		
City of Edmond	Administrative Specialist I	Good	\$22,926	\$28,399	\$33,872	47.7%	☐		
City of Jonesboro	Secretary	Good	\$24,454	\$29,795	\$37,210	52.2%	☐		
City of Norman	Administrative Technician II	Good	\$26,028	\$30,824	\$35,621	36.9%	☐		
NOARK	Secretary	Good	\$27,278	\$32,869	\$38,460	41.0%	☐		
Average			\$21,476	\$26,536	\$31,725	47.7%			

City of Fayetteville

\$25,317	\$30,503	\$35,688	41.0%
\$ Difference	\$3,841	\$3,967	
% Difference	15.2%	13.0%	11.1%

Salary Survey Results for City of Fayetteville

SENIOR CUSTOMER SERVICE REPRESENTATIVE

Descrip	The incumbent is responsible for overseeing the daily operations of the customer service area. Leads Customer Service Representatives.					
Quals	High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience.					

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	SENIOR CUSTOMER SERVICE REPRESENTATIVE	Good	\$16,600	\$27,700	\$38,800	133.7%	☐		
City of Manhattan	Customer Service Representative II	Good	\$21,748	\$25,993	\$30,237	39.0%	☐		
City of North Little Rock	Customer Service Clerk	Good	\$24,727	\$30,062	\$35,397	43.2%	☐		
City of Stillwater	Customer Service Lead Representative	Good	\$24,935	\$30,256	\$35,576	42.7%	☐		
City of Edmond	Customer Service Representative II	Good	\$25,112	\$31,108	\$37,103	47.7%	☐		
City of Little Rock	Customer Service Specialist	Good	\$25,186	\$31,482	\$37,778	50.0%	☐		
City of Norman	Customer Service Representative II	Good	\$28,333	\$33,555	\$38,776	36.9%	☐		

Average \$23,806 \$30,022 \$36,238 52.2%

City of Fayetteville

\$20,962 \$25,256 \$29,550 41.0%
 \$ Difference (\$2,844) (\$4,766) (\$6,688)
 % Difference -13.6% -18.9% -22.6%

Salary Survey Results for City of Fayetteville

SOLID WASTE OPERATIONS SUPERVISOR

Descrip

The incumbent is responsible for all operations of Solid Waste division and oversight for operation of the commercial and residential recycling routes, compost site, residential yard waste and drop box and Material Recycling Facility.

Quals

High school diploma or GED and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	1ST LINE SUPERVISOR/MGR PRODUCTION WORKERS	Good	\$24,500	\$44,850	\$65,200	166.1%	☐		
City of Lee's Summit	Site Supervisor - Solid Waster	Good	\$28,691	\$34,636	\$40,581	41.4%	☐		
City of Joplin	Recycling Coordinator	Good	\$30,368	\$35,603	\$40,839	34.5%	☒		
City of College Station	Sanitation Foreman	Fair	\$32,953	\$39,567	\$46,181	40.1%	☐		
City of Edmond	Solid Waste Supervisor (Route Collection)	Good	\$34,402	\$42,615	\$50,827	47.7%	☐		
City of Norman	Public Works Supervisor	Good	\$46,958	\$55,612	\$64,266	36.9%	☒		
City of Little Rock	Solid Waste Collection Supervisor	Good	\$47,502	\$59,377	\$71,252	50.0%	☒		
Average			\$35,053	\$44,609	\$54,164	54.5%			

City of Fayetteville

\$ Difference	\$39,554	\$47,656	\$55,757	41.0%
% Difference	\$4,501	\$3,047	\$1,593	2.9%

Salary Survey Results for City of Fayetteville

SR PROGRAMMER/ANALYST

Descrip

The incumbent is responsible for performing programming and technical analysis in the development and implementation of information systems for the City. Resolves problems in providing computerized management information. Job requires close coordination with department heads and staff to identify solutions to better utilize computing services. Help organize and structure the Information Technology systems for best utilization of facilities and equipment.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	COMPUTER PROGRAMMER	Good	\$30,700	\$53,300	\$75,900	147.2%	☐		
University of Arkansas	Systems Programmer III Instructor	Good	\$37,840	\$55,091	\$72,342	91.2%	☐		
City of Jonesboro	Network Administrator	Fair	\$38,140	\$46,470	\$58,035	52.2%	☒		
City of Edmond	Programmer/Analyst II	Good	\$38,735	\$47,982	\$57,229	47.7%	☐		
City of Columbia	Senior Programmer/Analyst	Good	\$40,531	\$47,928	\$55,325	36.5%	☒		
City of Little Rock	Programmer Analyst - Senior	Good	\$52,251	\$65,314	\$78,378	50.0%	☒		
NOARK	Programmer / Analyst - Senior	Good	\$74,292	\$90,006	\$105,720	42.3%	☐		
Average			\$44,641	\$58,013	\$71,847	60.9%			

City of Fayetteville

\$ Difference \$46,646 \$56,199 \$65,753 41.0%
% Difference 4.3% -3.2% -9.3%

Salary Survey Results for City of Fayetteville

STAFF ENGINEER

Descrip

The incumbent is responsible for performing professional engineering work including design of public works facilities, specifications and submittals for compliance with City requirements, and coordination of other engineering tasks. This position is governed by accepted engineering practices, by standards and ordinances and by established criteria.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience. P.E. certification required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	City Engineer	Good					☒		\$51,154
O*NET	ENGINEER	Fair	\$30,700	\$59,850	\$89,000	189.9%	☐		
State of Arkansas	Engineer PE	Fair	\$33,354	\$48,567	\$63,779	91.2%	☒		
City of Joplin	Civil Engineer	Good	\$38,872	\$46,898	\$54,925	41.3%	☒		
City of St. Joseph	City Engineer	Good	\$41,578	\$50,351	\$59,123	42.2%	☒		
City of Florissant	Chief Engineer	Good	\$43,229	\$45,471	\$47,713	10.4%	☒		
City of Lee's Summit	City Traffic Engineer	Good	\$44,474	\$57,441	\$70,408	58.3%	☒		
City of Norman	Staff Engineer	Good	\$46,958	\$55,612	\$64,266	36.9%	☒		
City of Jonesboro	Civil Engineer	Fair	\$48,822	\$59,486	\$74,289	52.2%	☒		
City of Manhattan	Engineer III	Good	\$49,255	\$58,982	\$68,708	39.5%	☒		
City of Columbia	Chief Engineer	Good	\$49,267	\$58,259	\$67,250	36.5%	☒		
City of Stillwater	Engineer	Good	\$49,275	\$59,771	\$70,268	42.6%	☐		
City of Edmond	Senior Civil Engineer	Good	\$50,113	\$62,076	\$74,039	47.7%	☒		
City of Bentonville	City Engineer	Good	\$53,247	\$71,886	\$90,526	70.0%	☐		
City of Little Rock	Civil Engineer III	Good	\$57,476	\$71,845	\$86,214	50.0%	☒		
Average			\$45,473	\$57,607	\$70,036	54.0%			\$51,154

City of Fayetteville

\$ Difference \$53,810 \$64,831 \$75,853
 % Difference 15.5% 11.1% 7.7%

Salary Survey Results for City of Fayetteville

SURVEYOR

Descrip	The incumbent is responsible for projects in all aspects of surveying. Participates in the hiring of survey helpers and assigns duties.									
Quals	High school diploma or GED and eight years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License, Registered Land Surveyor in the State of Arkansas.									

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	SURVEYOR	Good	\$21,000	\$38,050	\$55,100	162.4%	☐		
City of Jonesboro	Survey Tech	Fair	\$26,993	\$32,888	\$41,073	52.2%	☐		
State of Arkansas	Surveyor	Good	\$29,394	\$42,852	\$56,309	91.6%	☒		
City of Joplin	Land Surveyor	Good	\$31,902	\$37,405	\$42,909	34.5%	☒		
City of Springfield	Supervisor of Survey Operations	Good	\$33,619	\$39,590	\$45,562	35.5%	☐		
City of Little Rock	Land Surveyor	Good	\$35,109	\$43,886	\$52,663	50.0%	☐		
City of Columbia	City Land Surveyor	Good	\$36,763	\$43,473	\$50,183	36.5%	☒		
Average			\$30,683	\$39,735	\$49,114	60.1%			

City of Fayetteville

\$ Difference	\$33,706	\$40,610	\$47,514	41.0%
% Difference	\$3,023	\$875	(\$1,600)	-3.4%

Salary Survey Results for City of Fayetteville

SYSTEMS ANALYST

Descrip

The incumbent is responsible for performing technical and analytical work in the development of Information Technology Systems to meet the information needs of all City Divisions. Resolves problems in providing computerized management information. Work requires close coordination with division heads and staff to identify ways to better utilize computer services and to develop systems to specifically fit user needs.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	NETWORK, SYSTEMS, DATA COMM ANALYSTS	Good	\$28,600	\$50,950	\$73,300	156.3%	☐		
University of Arkansas	Systems Analyst I Instructor	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
City of Springfield	Administrative Systems Analyst	Good	\$30,691	\$36,223	\$41,754	36.0%	☐		
City of Lee's Summit	Applications Administrator	Good	\$34,111	\$43,631	\$53,150	55.8%	☐		
State of Arkansas	Systems Analyst III	Good	\$37,840	\$55,091	\$72,342	91.2%	☒		
NOARK	Systems Analyst	Good	\$38,434	\$48,223	\$58,011	50.9%	☐		
City of Jonesboro	Software Engineer	Good	\$40,071	\$48,823	\$60,973	52.2%	☒		
City of College Station	Systems Analyst	Good	\$41,182	\$50,424	\$59,666	44.9%	☐		
City of Stillwater	IT Systems Analyst	Good	\$42,497	\$51,545	\$60,593	42.6%	☐		
City of Columbia	Systems Analyst	Good	\$42,556	\$50,324	\$58,092	36.5%	☒		
City of Saint Charles	Computer Systems Analyst	Good	\$46,082	\$50,561	\$55,039	19.4%	☒		
City of Edmond	Systems Programmer	Good	\$50,113	\$62,076	\$74,039	47.7%	☐		
City of Little Rock	Systems Network Manager	Good	\$52,251	\$65,314	\$78,378	50.0%	☒		
Average			\$39,525	\$50,464	\$61,665	56.0%			

City of Fayetteville

\$ Difference \$1,747 (\$738)
% Difference 4.2% -1.5%

\$ Difference \$58,179 (\$3,486)
% Difference -6.0%

Salary Survey Results for City of Fayetteville

TRAFFIC TECHNICIAN

Descrip

The incumbent is responsible for providing justification, design, fabrication, installation and maintenance of all traffic signs and pavement markings in the city according to the federal manual on uniform traffic control devices.

Quals

High school diploma or GED plus specialized training and/or additional college courses and 12-18 months of related experience and/or training; or equivalent combination of education and experience and a minimum of 12-18 months of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Traffic Technician I	Good	\$18,246	\$22,027	\$25,807	41.4%	☐		
City of Sullwater	Traffic Control Technician	Good	\$24,216	\$29,383	\$34,549	42.7%	☐		
City of Lee's Summit	Traffic Technician	Good	\$24,385	\$30,785	\$37,184	52.5%	☐		
City of Joplin	Traffic Signals Technician	Good	\$24,923	\$29,219	\$33,516	34.5%	☐		
City of College Station	Signs Technician	Good	\$25,217	\$30,237	\$35,256	39.8%	☐		
O*NET	TRAFFIC TECHNICIAN	Good	\$25,800	\$41,150	\$56,500	119.0%	☐		
City of Manhattan	Traffic Technician	Good	\$26,379	\$31,534	\$36,689	39.1%	☐		
City of North Little Rock	Traffic Signal Technician	Good	\$26,951	\$34,482	\$42,014	55.9%	☐		
City of Edmond	Traffic Signs Specialist	Good	\$27,699	\$34,312	\$40,924	47.7%	☐		
City of Norman	Traffic Technician	Good	\$28,333	\$33,555	\$38,776	36.9%	☐		
City of Little Rock	Traffic Systems Specialist	Good	\$31,734	\$39,668	\$47,601	50.0%	☐		
City of Jonesboro	Traffic Control Supervisor	Good	\$32,888	\$40,071	\$50,043	52.2%	☐		
Average			\$26,398	\$33,035	\$39,905	51.2%			

City of Fayetteville

\$ Difference (\$1,081) **\$30,503** **\$35,688** **41.0%**
% Difference -4.3% **-8.3%** **-11.8%**

Salary Survey Results for City of Fayetteville

TRANSPORTATION MANAGER

Descrip

The incumbent is the Executive for the Transportation Division and responsible for all division personnel actions and budget functions. The incumbent is responsible for overseeing the daily operations of the Transportation Division, as related to street improvements, sidewalks, drainage, right-of-way, trails construction, and traffic programs. Reports to the Operations Director.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience including four years of management experience. MUTCD Certifications. Must possess a valid Drivers License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Manhattan	Assistant Director of Public Works	Good	\$49,255	\$58,982	\$68,708	39.5%	☒		
NOARK	Traffic Manager	Good	\$56,160	\$76,440	\$96,720	72.2%	☐		
City of Saint Charles	Streets Superintendent	Good	\$59,273	\$65,033	\$70,792	19.4%	☒		
City of Little Rock	Traffic Manager	Good	\$67,438	\$84,297	\$101,157	50.0%	☐		

Average

\$58,032 \$71,188 \$84,344 45.3%

City of Fayetteville

\$59,293 \$71,438 \$83,582 41.0%
 \$ Difference \$1,261 \$250 (\$762)
 % Difference 2.1% 0.4% -0.9%

Salary Survey Results for City of Fayetteville

TRANSPORTATION SUPERINTENDENT

Descrip

The incumbent assists the Transportation Manager in the day to day operation of the division Street Improvement, Drainage, Traffic, ROW, Sidewalk, and Trail Programs. Reports to the Transportation Manager.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience and including two years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs	Streets Superintendent	Good	\$36,036	\$45,045	\$54,053	50.0%	☐		
City of St. Joseph	Superintendent of Streets	Good	\$37,451	\$45,352	\$53,253	42.2%	☒		
O*NET	TRANSPORTATION, STORAGE & DIST MGR	Good	\$39,900	\$72,650	\$105,400	164.2%	☐		
City of Joplin	Street Maintenance Supervisor	Good	\$40,839	\$49,271	\$57,703	41.3%	☒		
City of Stillwater	Street and Drainage Superintendent	Good	\$41,265	\$50,046	\$58,826	42.6%	☐		
City of Manhattan	Public Works Superintendent	Good	\$44,743	\$53,550	\$62,356	39.4%	☒		
City of Saint Charles	Street Maintenance Supervisor	Good	\$46,082	\$50,561	\$55,039	19.4%	☒		
City of Florissant	Street Superintendent	Good	\$46,578	\$49,836	\$53,094	14.0%	☒		
City of Edmond	Construction and Maintenance Superintendent	Good	\$50,113	\$62,076	\$74,039	47.7%	☐		
City of Little Rock	Traffic Systems Manager	Good	\$57,476	\$71,845	\$86,214	50.0%	☐		
City of Norman	Public Works Superintendent	Good	\$63,887	\$75,661	\$87,434	36.9%	☒		
Average			\$45,852	\$56,899	\$67,947	48.2%			

City of Fayetteville

\$ Difference \$51,233 \$61,726 \$72,220
% Difference 10.5% 7.8% 5.9%

Salary Survey Results for City of Fayetteville

W/S FIELD SUPERINTENDENT

Descrip

The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedule daily and weekly jobs, provides leadership, sets short and long term goals on projects in water and sewer line replacement and repairs. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City. -

Quals

High school diploma or GED and 5 years of related experience and/or training; or equivalent combination of education and experience and a minimum of 3 years of management experience. Must possess a valid Commercial Driver's License with Tanker Endorsement, Arkansas State Water Distribution License Grade IV, Sewer License, Confined Space, Trench Safety, Traffic Safety, Leadership Management School.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Water Use and Resource Specialist	Good	\$31,339	\$45,674	\$60,009	91.5%	☒		
City of Lee's Summit	Facilities Supervisor - Water Utilities	Good	\$34,111	\$43,631	\$53,150	55.8%	☐		
City of Edmond	Utility Line Maintenance Supervisor - Water and Wastewater	Good	\$34,402	\$42,615	\$50,827	47.7%	☐		
City of Saint Charles	Sewer Maintenance Lead	Good	\$34,982	\$37,776	\$40,569	16.0%	☐		
City of Columbia	Water/Wastewater Supervisor	Good	\$35,016	\$41,404	\$47,793	36.5%	☒		
City of Manhattan	Water/Wastewater Supervisor	Good	\$35,146	\$42,052	\$48,958	39.3%	☒		
City of Joplin	Wastewater Supervisor	Good	\$35,214	\$42,485	\$49,755	41.3%	☐		
City of Blue Springs	Utilities Superintendent	Good	\$36,129	\$45,091	\$54,053	49.6%	☐		
City of St. Joseph	Superintendent Sewer Maintenance	Good	\$37,451	\$45,352	\$53,253	42.2%	☒		
City of Bentonville	Assistant Water Department Manager	Good	\$39,137	\$52,829	\$66,522	70.0%	☐		
City of Little Rock	PW Operations Coordinator	Good	\$40,489	\$50,611	\$60,733	50.0%	☐		
City of Norman	Utilities Supervisor	Good	\$46,958	\$55,612	\$64,266	36.9%	☒		
Average			\$36,698	\$45,428	\$54,157	47.6%			

City of Fayetteville

	\$34,566	\$41,645	\$48,725	41.0%
\$ Difference	(\$2,132)	(\$3,783)	(\$5,432)	
% Difference	-6.2%	-9.1%	-11.1%	

Salary Survey Results for City of Fayetteville

WATER & SEWER OPERATIONS MANAGER

Descrip

The incumbent is responsible for operating the division within the budgetary constraints as set by the Mayor and City Council. Leads and manages the division and develops leaders. Works with State and Federal government on water and sewer issues. Responsible for implementing and administering policies and procedures.

Quals

Bachelor's degree (B.A.) from a college or university and 5 years of related experience and/or training; or equivalent combination of education and experience including four years of management experience. State of Arkansas CDL Class A, State of Arkansas Grade 4 Water Distribution License and Grade 4 Water Treatment License, Class III Wastewater License, Backflow License, Trench Safety & Confined Space License

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	GENERAL & OPERATING MANAGER	Fair	\$38,000	\$91,800	\$145,600	283.2%	☐		
City of Springfield	Plant Superintendent	Good	\$40,569	\$47,788	\$55,007	35.6%	☐		
City of Bentonville	Water Department Manager	Good	\$45,649	\$61,627	\$77,605	70.0%	☐		
City of Columbia	Manager of Water Operations	Good	\$46,925	\$55,488	\$64,051	36.5%	☒		
City of Lee's Summit	Assistant Director - Water Operations	Good	\$48,711	\$62,065	\$75,419	54.8%	☒		
City of Stillwater	Water Deputy Director of Operations	Good	\$53,836	\$65,317	\$76,799	42.7%	☐		
City of Manhattan	Deputy Director of Utilities	Good	\$54,202	\$64,948	\$75,693	39.6%	☒		
City of Little Rock	Public Works Operations Manager	Good	\$60,393	\$75,491	\$90,589	50.0%	☐		
City of Norman	Utilities Superintendent	Good	\$63,887	\$75,661	\$87,434	36.9%	☒		
Average			\$50,241	\$66,687	\$83,133	65.5%			

City of Fayetteville

\$	Difference	\$9,052	\$4,751	\$449
%	Difference	15.3%	6.7%	-0.5%

Salary Survey Results for City of Fayetteville

WATER/WASTEWATER DIRECTOR

Descrip

The incumbent is responsible for overseeing all water & wastewater functions including operations, maintenance, capital planning, contracting. Frequent citizen and City Council interaction in a professional manner. Coordinates, with state and federal agencies as required. Reports to the Operations Director.

Quals

Bachelor's degree (B.A. or B.S.) in Engineering from four year college or university and ten years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Professional Engineer, Water Operator and Wastewater Operators Licenses are required.

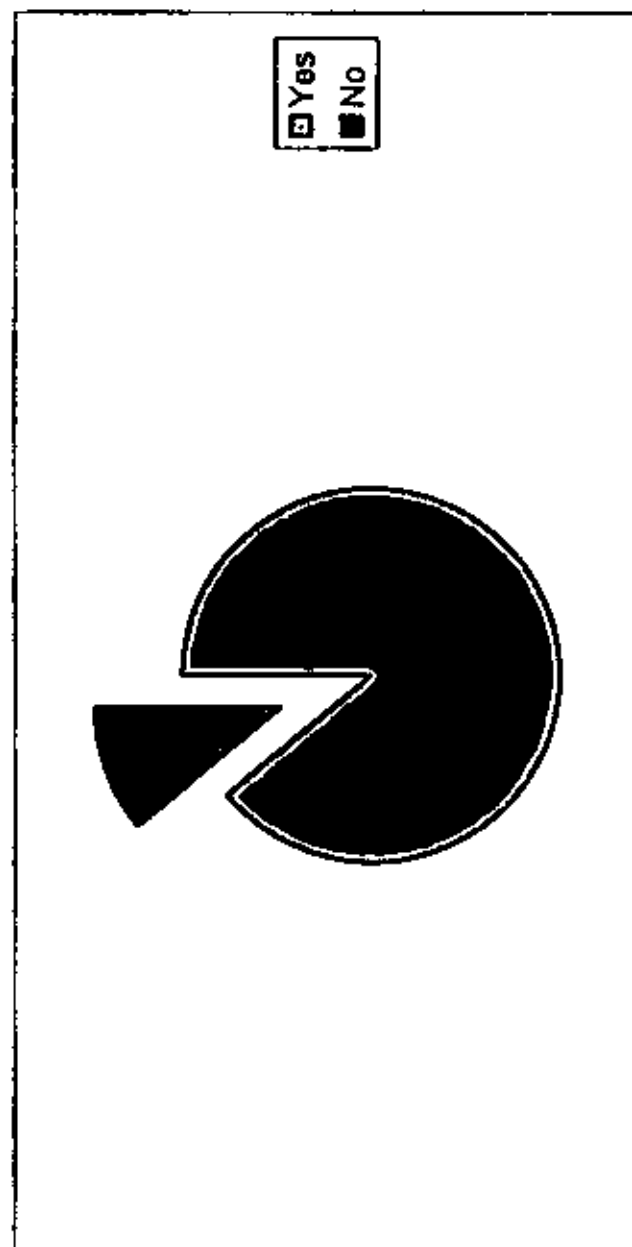
Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Assistant Director of Public Works	Good	\$52,403	\$61,544	\$70,686	34.9%	☐		
City of Lee's Summit	Director - Water Utilities	Good	\$59,452	\$75,967	\$92,481	55.6%	☒		
City of Manhattan	Director of Utilities	Good	\$62,692	\$75,119	\$87,547	39.6%	☒		
City of Joplin	Public Works Director	Good	\$63,655	\$76,613	\$89,571	40.7%	☒		
City of Blue Springs	Director of Public Works	Good	\$65,874	\$82,343	\$98,812	50.0%	☒		
City of Edmond	Director of Public Works	Good	\$66,596	\$82,495	\$98,393	47.7%	☒		
City of Stillwater	Water/Wastewater Utility Director	Good	\$74,063	\$83,938	\$93,813	26.7%	☒		
City of Columbia	Director of Public Works	Good	\$76,431	\$90,382	\$104,333	36.5%	☒		
City of Norman	Director of Utilities	Good	\$78,896	\$93,435	\$107,974	36.9%	☒		
City of Little Rock	Director of Public Works	Good	\$83,201	\$104,001	\$124,802	50.0%	☐		
Average			\$68,326	\$82,584	\$96,841	41.7%			

City of Fayetteville

\$7,701 **\$86,387** **\$101,072** **1212.5%**
\$ Difference (\$60,625) **\$3,803** **\$4,231**
% Difference -787.2% **4.4%** **4.2%**

Do you offer a "cafeteria plan" (section 125 plan) for employees to select benefits suited to their needs/desires?

City of Fayetteville	YES
Yes	18
No	2



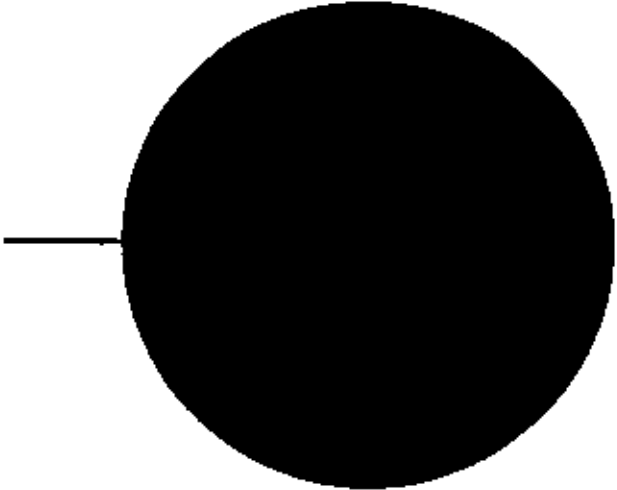
Comments: You are competitive in this area. No change is recommended.

- | | | |
|----|---------------------------|-----|
| 1 | City of Bentonville | NO |
| 2 | City of Blue Springs | YES |
| 3 | City of College Station | YES |
| 4 | City of Columbia | YES |
| 5 | City of Edmond | YES |
| 7 | City of Jonesboro | YES |
| 8 | City of Joplin | YES |
| 9 | City Lee's Summit | YES |
| 10 | City of Little Rock | NO |
| 11 | City of Manhattan | YES |
| 12 | City of Norman | YES |
| 13 | City of North Little Rock | YES |
| 14 | City of Saint Charles | YES |
| 15 | City of Springfield | YES |
| 17 | City of Stillwater | YES |
| 18 | State of Arkansas | YES |
| 19 | University of Arkansas | YES |
| 20 | City Of Fayetteville | YES |

Benefits Survey For The City of Fayetteville

Must employees waive certain insurances in order to receive employer contributions to their account?

City Of Fayetteville	NO
	01
	10



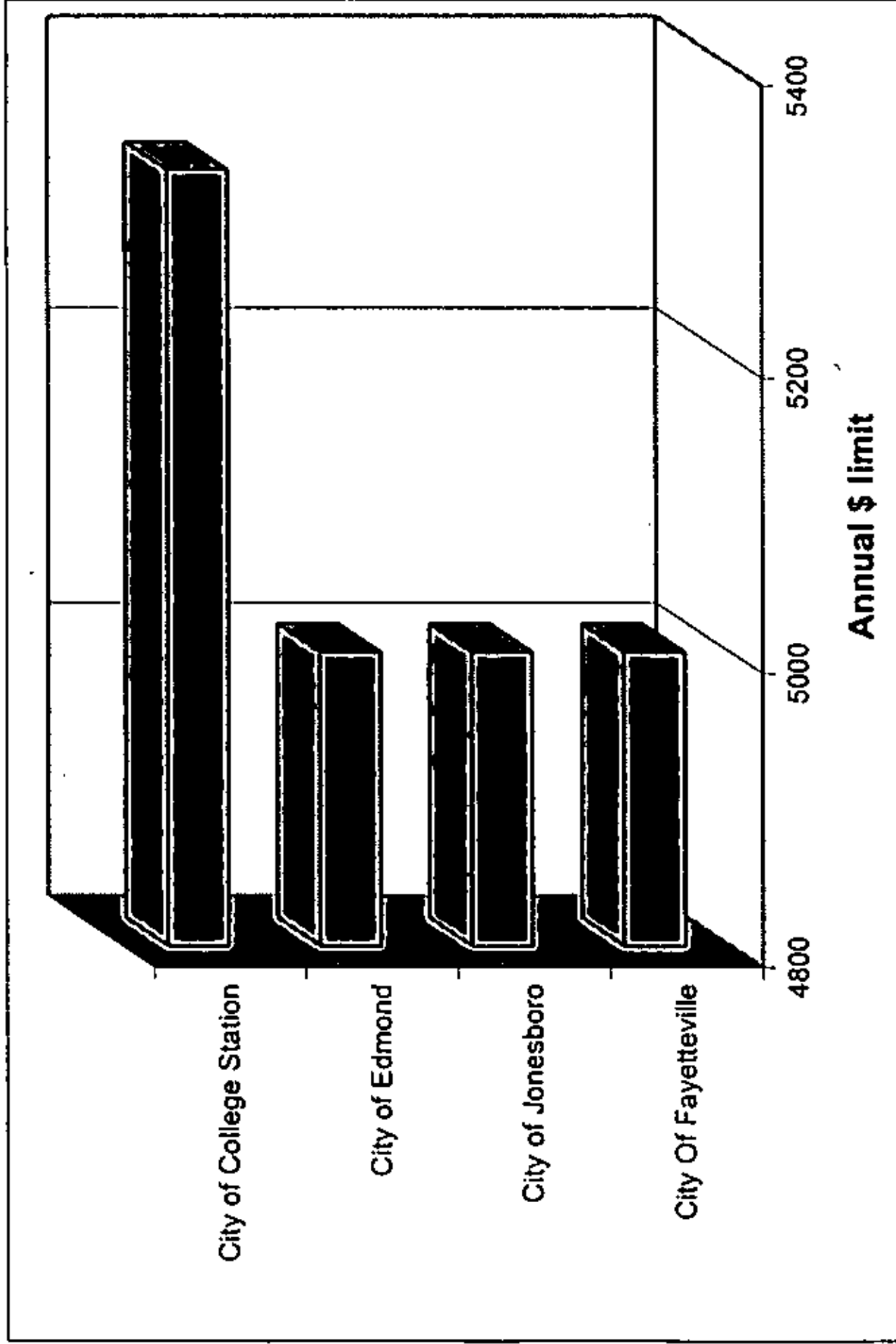
☒ Yes
 ☐ No

Comments: Your policies are consistent with the market area. No change is recommended.

1	City of Bentonville	NO
5	City of Edmond	NO
7	City of Jonesboro	NO
8	City of Joplin	NO
9	City Lee's Summit	NO
11	City of Manhattan	NO
12	City of Norman	NO
13	City of North Little Rock	NO
14	City of Saint Charles	NO
20	City Of Fayetteville	NO

Benefits Survey For The City of Fayetteville

What is the annual dollar limit of employer contributions?



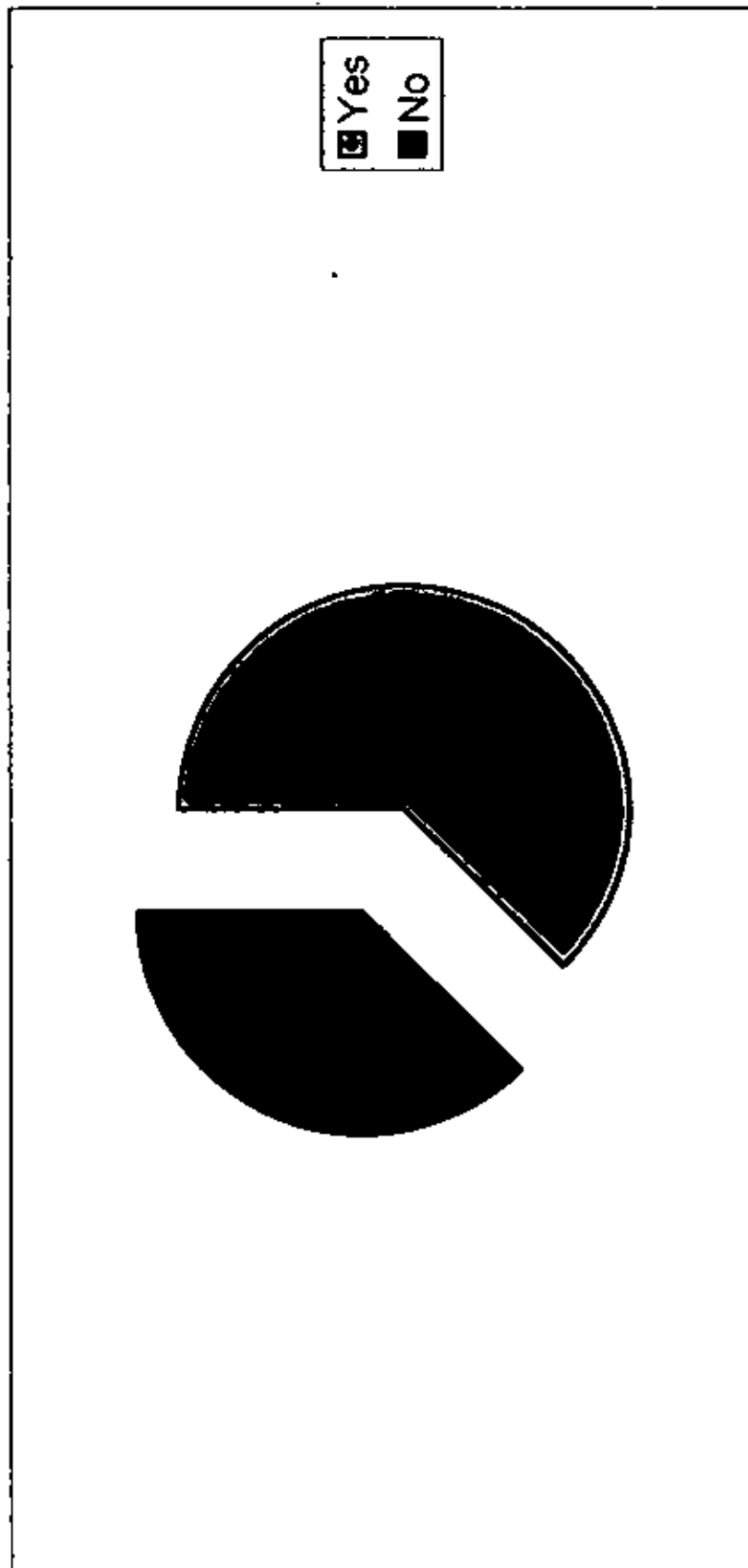
Comments: No change is recommended at this time.

3	City of College Station	5328
5	City of Edmond	5000
7	City of Jonesboro	5000
20	City Of Fayetteville	5000

Benefits Survey For The City of Fayetteville

Do you provide benefits for part-time employees?

City Of Fayetteville	YES
	10
	6



Comments: You are competitive in this area. No change is recommended.

	Comments:
1 City of Bentonville	YES
3 City of College Station	YES
4 City of Columbia	YES
5 City of Edmond	YES
7 City of Jonesboro	NO
8 City of Joplin	YES
9 City Lee's Smmit	YES
10 City of Little Rock	NO
11 City of Manhattan	YES
12 City of Norman	NO
13 City of North Little Rock	NO
14 City of Saint Charles	NO
16 City of St. Joseph	YES
17 City of Stillwater	NO
19 University of Arkansas	YES
20 City Of Fayetteville	YES

approx. 8 regular part time positions part-time permanent

only if the position is budgeted for
Only leave for employees who work 1500 hours in the calenda
Just Vac & med.

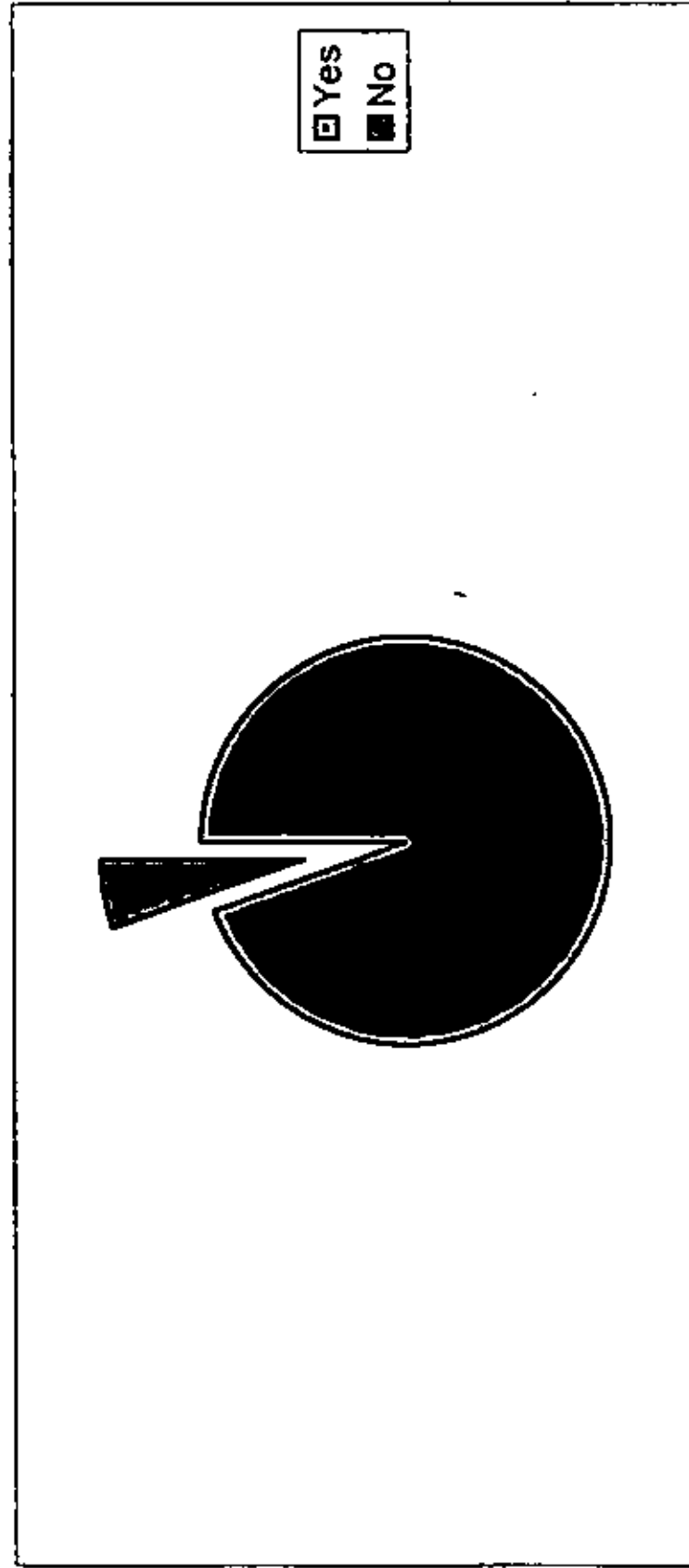
Only after 2 years

Benefits Survey For The City of Fayetteville

Do you have a tuition/educational assistance policy for employees?

City Of Fayetteville	YES
	17
	1

Comments: You are competitive in this area.
No change is recommended.

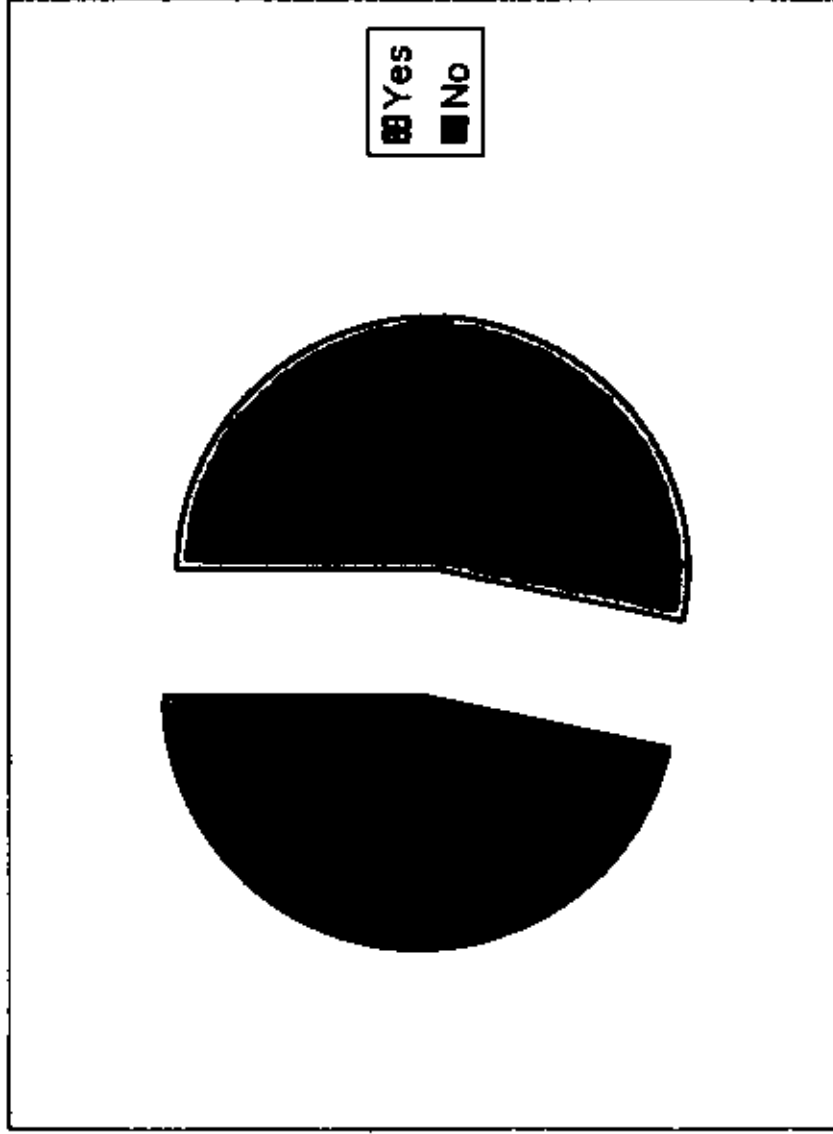


1	City of Bentonville	YES
2	City of Blue Springs	YES
3	City of College Station	YES
4	City of Columbia	YES
5	City of Edmond	YES
7	City of Jonesboro	YES
8	City of Joplin	YES
9	City Lee's Smmit	YES
10	City of Little Rock	YES
11	City of Manhattan	YES
12	City of Norman	YES
13	City of North Little Rock	NO
14	City of Saint Charles	YES
15	City of Springfield	YES
17	City of Stillwater	YES
18	State of Arkansas	YES
19	University of Arkansas	YES
20	City Of Fayetteville	YES

Benefits Survey For The City of Fayetteville

Do you provide education incentive pay for degree attainment for employees?

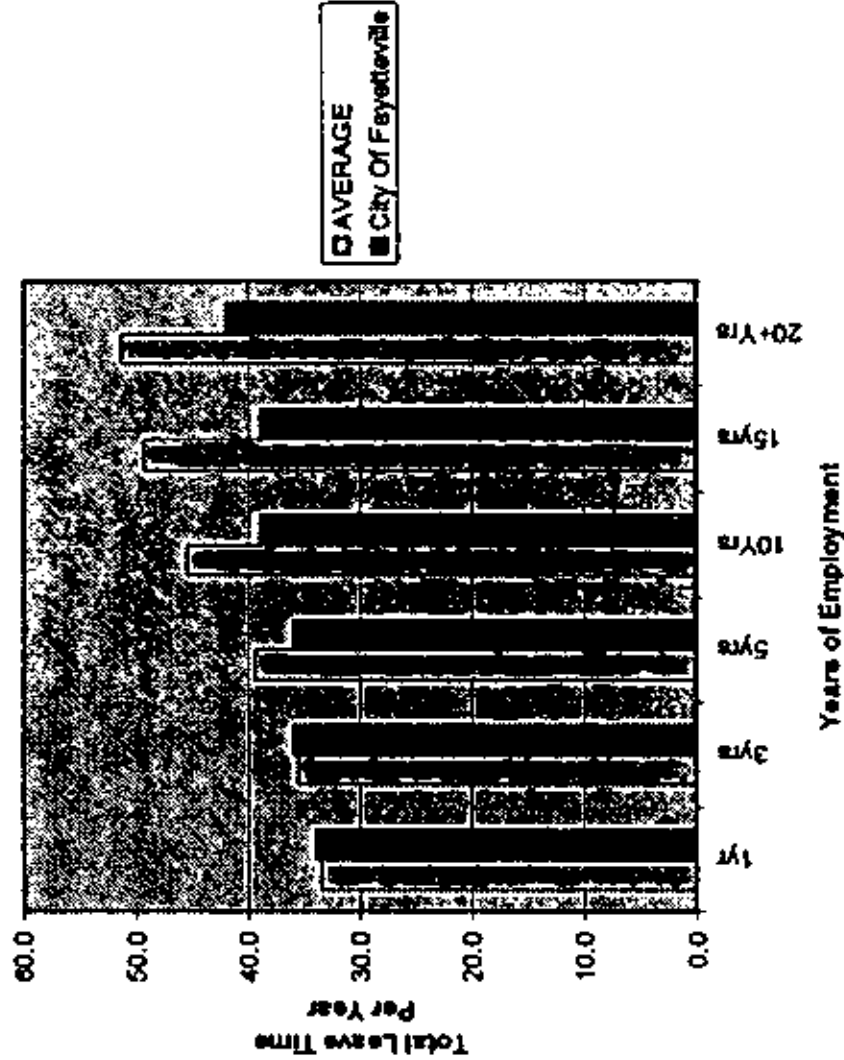
City Of Fayetteville	NO
Yes	8
No	7



Comments: Your policies are consistent with the market area no change is recommended.

1	City of Bentonville	NO
3	City of College Static	NO
4	City of Columbia	NO
5	City of Edmond	YES
7	City of Jonesboro	YES
8	City of Joplin	NO
9	City Lee's Smmit	YES
10	City of Little Rock	YES
11	City of Manhattan	NO
12	City of Norman	YES
13	City of North Little Ri	YES
14	City of Saint Charles	NO
15	City of Springfield	YES
17	City of Stillwater	YES
20	City Of Fayetteville	NO

Comparative Total Annual Leave for Time Merit Employees



		Total Leave Time						Years Of Service
		1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+Yrs	
1	City of Bentonville	47.0	47.0	50.0	52.0	53.0	52.0	
2	City of Blue Springs	31.0	31.0	34.0	34.0	34.0	41.0	
3	City of College Station	33.0	36.0	36.0	34.0	43.0	42.0	
4	City of Columbia	38.0	38.0	40.0	41.0	45.0	48.0	
5	City of Edmond	32.0	32.0	34.0	41.0	44.0	47.0	
6	City of Florence	78.0	31.0	30.0	40.0	51.0	51.0	
7	City of Jonesboro	33.0	33.0	33.0	33.0	33.0	33.0	
8	City of Joplin	32.0	32.0	32.0	37.0	41.0	42.0	
9	City Lee's Summit	35.0	35.0	40.0	40.0	45.0	48.0	
10	City of Little Rock	28.0	32.0	32.0	34.0	34.0	40.0	
11	City of Meriden	34.0	34.0	34.0	38.0	41.0	48.0	
12	City of Merman	38.0	36.0	39.0	42.0	45.0	45.0	
13	City of North Little Rock	41.0	42.0	49.0	49.0	51.0	57.0	
14	City of Saint Charles	32.0	34.0	35.0	36.0	36.0	100.0	
15	City of Springfield	31.0	31.0	31.0	34.0	34.0	41.0	
16	City of St. Joseph	34.0	34.0	34.0	38.0	38.0	44.0	
17	City of Stillwater	32.0	32.0	34.0	37.0	39.0	42.0	
18	State of Arkansas	35.0	35.0	35.0	41.0	44.0	45.0	
19	University of Arkansas	36.0	34.0	39.0	39.0	43.0	42.0	
	AVERAGE:	33.6	35.6	39.4	41.5	46.4	51.3	
20	City of Fayetteville	34.0	36.0	36.0	39.0	39.0	42.0	
	DIFFERENCE	0.4	0.4	0.4	0.6	10.3	0.3	

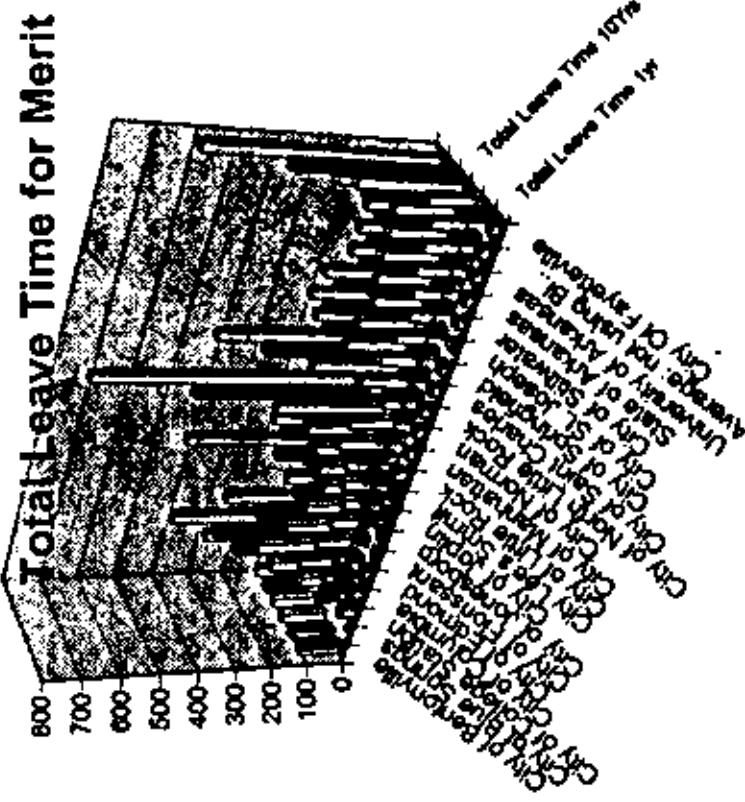
	Years Of Service	Sick Leave						Annual Leave						PTO						Holiday						
		1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+ Yrs	1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+ Yrs	1Yr	3Yrs	5Yrs	10Yrs	11Yrs	20+ Yrs	1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+ Yrs	
1	City of Bentonville	20	20	20	20	20	20	15	15	18	20	20	20	0	0	0	0	0	0	0	12	12	12	12	12	12
2	City of Blue Springs	12	12	12	12	12	12	10	10	15	15	15	20	0	0	0	0	0	0	0	0	0	0	9	9	9
3	City of College Station	12	12	12	12	12	12	10	12	15	15	20	20	0	0	0	0	0	0	0	11	11	11	11	11	11
4	City of Columbia	12	12	12	12	12	12	10	12	15	17.5	20	0	0	0	0	0	0	0	0	10	10	10	10	10	10
5	City of Edmond	12	12	12	12	12	12	10	12	15	18	21	24	0	0	0	0	0	0	0	11	11	11	11	11	11
6	City of Florissant	5	18	15	20	20	20	10	10	10	15	20	20	0	0	0	0	0	0	0	0	11	11	11	11	11
7	City of Jonesboro	12	12	12	12	12	12	6	6	6	6	6	6	0	0	0	0	0	0	0	11	11	11	11	11	11
8	City of Joplin	12	12	12	12	12	12	10	10	10	15	20	20	0	0	0	0	0	0	0	10	10	10	10	10	10
9	City Lea's Summit	12	12	12	12	12	12	10	10	15	15	20	20	2	2	2	2	2	2	2	11	11	11	11	11	11
10	City of Little Rock	0	0	0	0	0	0	0	0	0	0	0	0	0	20	25	25	25	25	25	0	0	0	0	0	0
11	City of Manhattan	12	12	12	12	12	12	12	12	12	16.5	19.5	24	0	0	0	0	0	0	0	10.5	10.5	10.5	10.5	10.5	10.5
12	City of Norman	12	12	12	12	12	12	12	12	12	15	18	21	0	0	0	0	0	0	0	12	12	12	12	12	12
13	City of North Little Rock	20	20	20	20	20	20	10	10	15	15	18	22	0	1	2	3	3	4	11	11	11	11	11	11	11
14	City of Saint Charles	12	36	60	120	150	120	10	10	15	20	20	20	0	0	0	0	0	0	0	10	10	10	10	10	10
15	City of Springfield	12	12	12	12	12	12	10	10	10	10	15	20	0	0	0	0	0	0	0	0	0	0	0	0	0
16	City of St. Joseph	13	12	13	13	13	13	10	10	10	15	15	20	0	0	0	0	0	0	0	0	0	0	0	0	0
17	City of Stillwater	12	12	12	12	12	12	10	10	12	15	17	20	0	0	0	0	0	0	0	10	10	10	10	10	10
18	State of Arkansas	12	12	12	12	12	12	12	12	16	18	21	23.5	0	0	0	0	0	0	0	11	11	11	11	11	11
19	University of Arkansas	12	12	12	12	12	12	12	12	16	18	21	23.5	0	0	0	0	0	0	0	12	12	12	12	12	12
20	University of Arkansas	12	12	12	12	12	12	12	12	16	18	21	23.5	0	0	0	0	0	0	0	12	12	12	12	12	12

Benefits Survey For The City of Fayetteville

How many days of leave earned but not used can be carried over to the next year?

Comments: You are highly competitive in this area. You are to be commended for this benefit. No change is recommended.

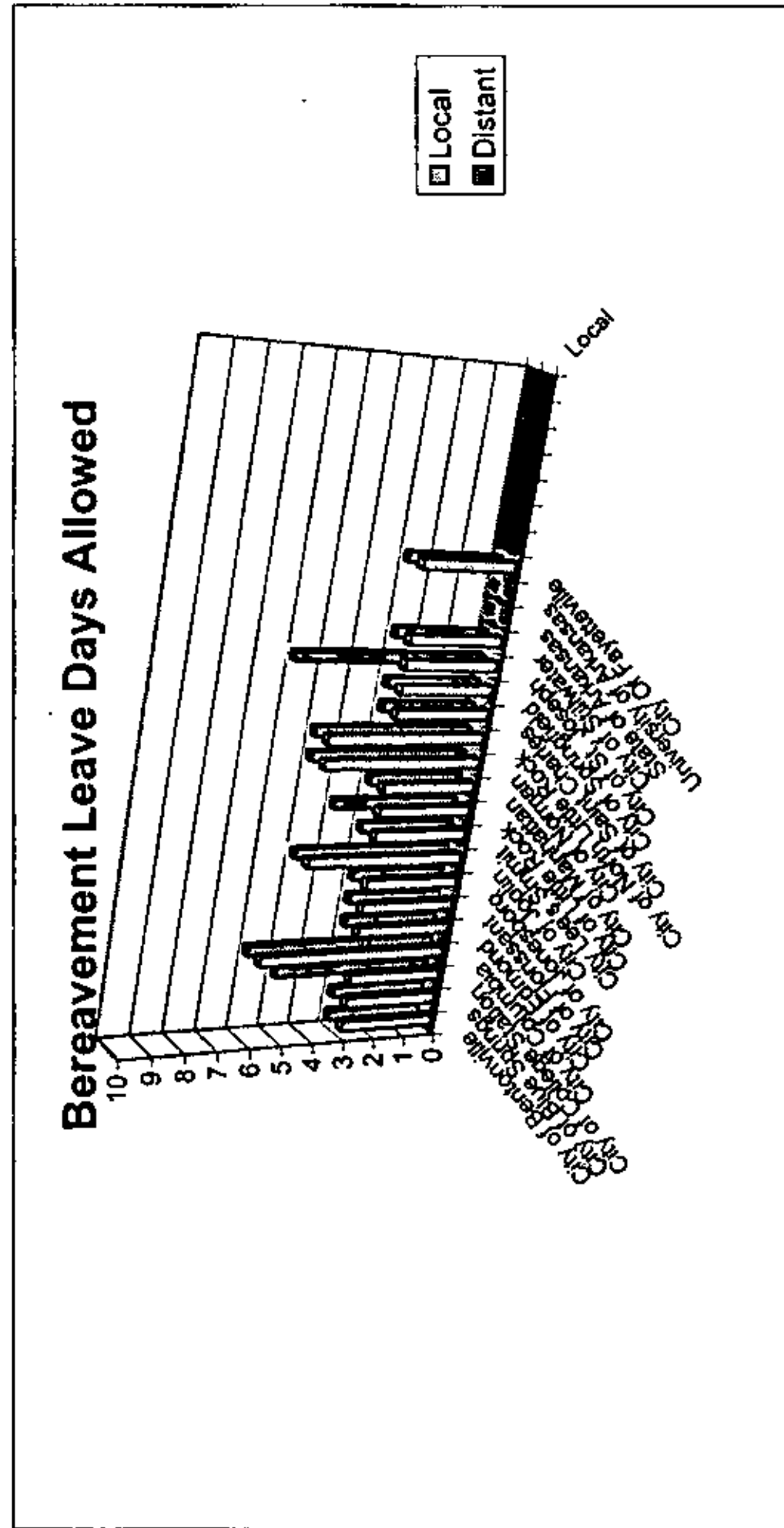
Total Leave Time for Merit Employees



☐ Total Leave Time 1yr
☐ Total Leave Time 3yrs
☐ Total Leave Time 5yrs
☐ Total Leave Time 10Yrs
☐ Total Leave Time 15yrs
☐ Total Leave Time 20+Yrs

Years Of Service:	Sick Leave						Annual Leave						PTO						Holiday						Total Leave Time					
	1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+Yrs	1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+Yrs	1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+Yrs	1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+Yrs	1Yr	3Yrs	5Yrs	10Yrs	15Yrs	20+Yrs
1 City of Bentonville	90	90	90	90	90	90	30	30	30	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	120	120	120	120	120	120
2 City of Blue Springs	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3 City of College Station	12	38	90	120	180	240	30	36	45	45	60	60	0	0	0	0	0	0	0	0	0	0	0	0	42	72	105	165	240	300
4 City of Columbia	18	54	90	180	270	360	10	20	25	30	35	40	0	0	0	0	0	0	0	0	0	0	0	0	31	83	124	218	314	409
5 City of Edmond	12	36	60	120	180	240	10	36	36	36	36	36	0	0	0	0	0	0	0	0	0	0	0	0	22	72	96	156	216	276
6 City of Florissant	6	30	75	120	120	120	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	30	75	120	120	120
7 City of Jonesboro	12	36	60	90	90	90	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	12	36	90	90	90	90
8 City of Joplin	12	36	60	90	180	400	10	20	20	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	22	56	80	120	210	430
9 City Lee's Summit	12	36	60	120	180	180	10	30	30	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	22	66	90	150	210	210
10 City of Little Rock	12	36	60	120	125	125	10	30	30	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	42	108	130	190	195	195
11 City of Manhattan	12	36	60	120	180	240	12	36	60	60	170	300	480	0	0	0	0	0	0	0	0	0	0	0	24	72	120	290	480	720
12 City of Norman	12	12	12	12	12	12	12	32	40	60	60	60	0	0	0	0	0	0	0	0	0	0	0	0	24	44	52	82	72	72
13 City of North Little Rock	20	60	100	200	300	400	10	30	30	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	30	90	130	230	330	430
14 City of Saint Charles	12	36	60	120	150	150	10	30	40	40	40	40	0	0	0	0	0	0	0	0	0	0	0	0	22	66	100	160	190	190
15 City of Springfield	12	36	60	120	180	180	10	20	20	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	22	56	80	150	210	220
16 City of St. Joseph	13	39	65	130	185	200	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	13	39	65	130	195	200
17 City of Stillwater	12	36	60	120	125	125	10	15	17	20	24	25	0	0	0	0	0	0	0	0	0	0	0	0	22	51	77	140	140	150
18 State of Arkansas	12	36	60	120	120	120	12	30	30	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	24	66	90	150	150	150
19 University of Arkansas	12	36	60	120	120	120	12	30	30	30	30	30	0	0	0	0	0	0	0	0	0	0	0	0	24	66	90	150	150	150
20 City Of Fayetteville	12	36	60	120	180	240	10	36	60	150	225	360	0	0	0	0	0	0	0	0	0	0	0	0	29.1	86.17	93.6	155.1	202.3	246.22
																									22	72	120	270	405	800
																									-7.06	5.833	26.4	114.8	202.7	353.78

Benefits Survey For The City of Fayetteville How many days of Bereavement leave do you offer?

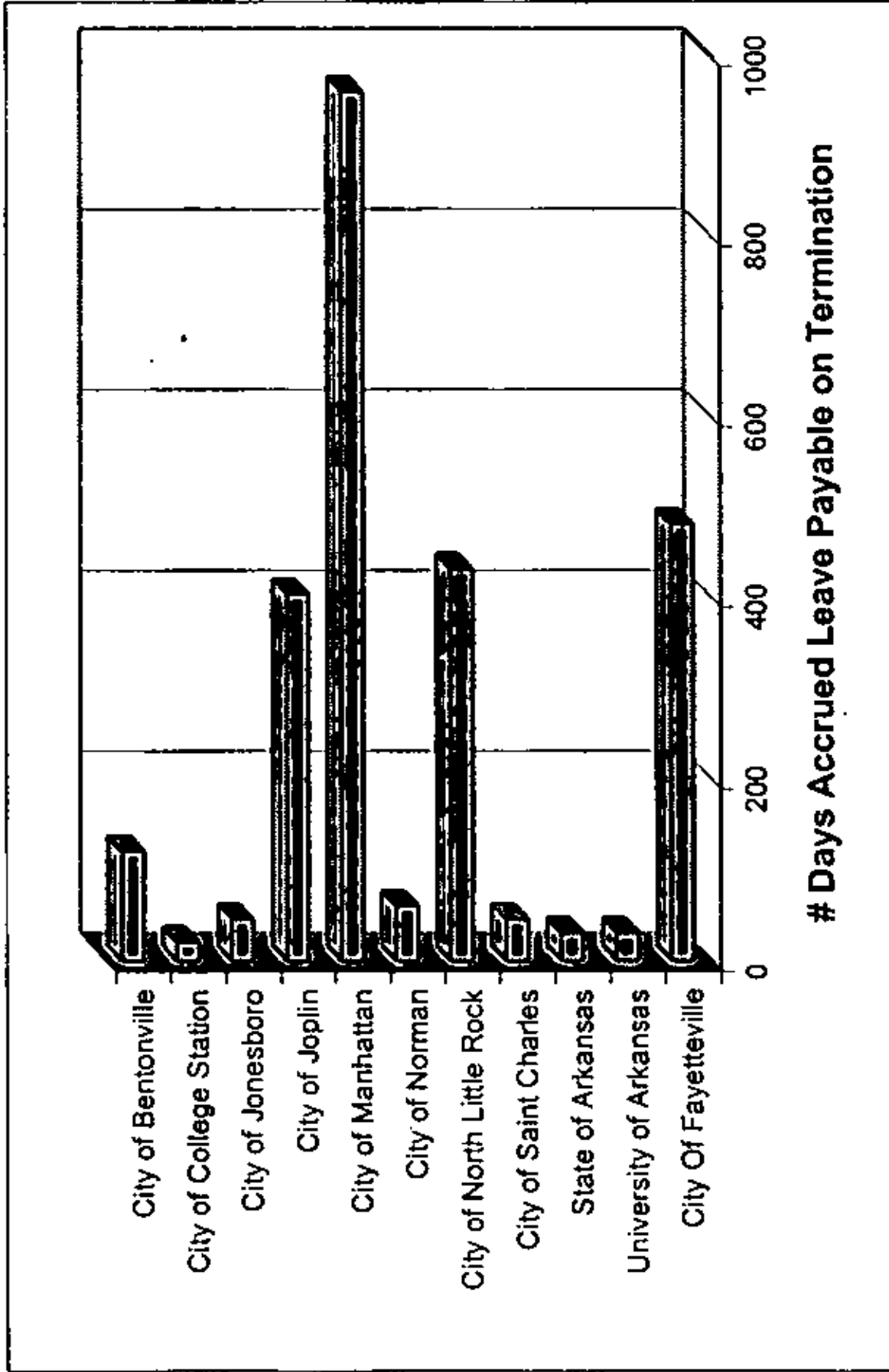


Comments: Your policies are consistent with the market area. No change is recommended.

	Local	Distant	Comments:
1 City of Bentonville	3	3	
2 City of Blue Springs	3	3	
3 City of College Station	3	5	
4 City of Columbia	6	6	Emergency leave to be deducted from sick
5 City of Edmond	3	3	
6 City of Florissant	3	3	
7 City of Jonesboro	3	3	
8 City of Joplin	5	5	
9 City Lee's Summit	3	3	
10 City of Little Rock	3	4	
11 City of Manhattan	3	3	
12 City of Norman	5	5	
13 City of North Little Rock	5	5	
14 City of Saint Charles	3	3	1-3 days depending upon relationship
15 City of Springfield	3	3	
16 City of St. Joseph	3	6	
17 City of Stillwater	3	3	
18 State of Arkansas	0	0	An employee may use sick leave
19 University of Arkansas	0	0	An employee may use sick leave
20 City Of Fayetteville	3	3	

Benefits Survey For The City of Fayetteville

What is the maximum number of accrued leave days allowed to be reimbursed upon termination?



Comments:

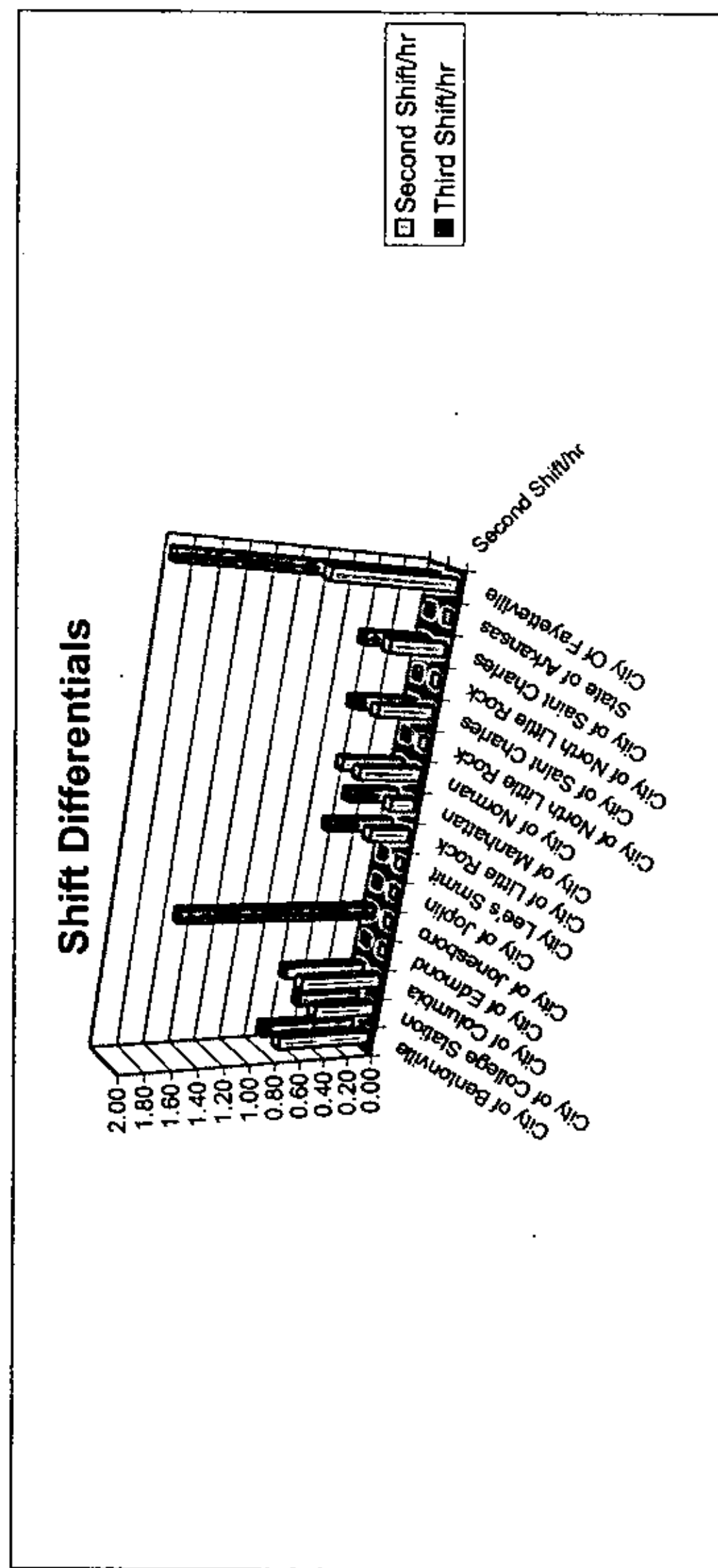
Your policies provide more than twice the average of 214 days. You are highly competitive in this area.

Days

1	City of Bentonville	120
3	City of College Station	20
7	City of Jonesboro	45
8	City of Joplin	402
11	City of Manhattan	960
12	City of Norman	60
13	City of North Little Rock	430
14	City of Saint Charles	45
18	State of Arkansas	30
19	University of Arkansas	30
20	City Of Fayetteville	480

Total days paid represents the maximum accrual possible under the reporting agencies policies.

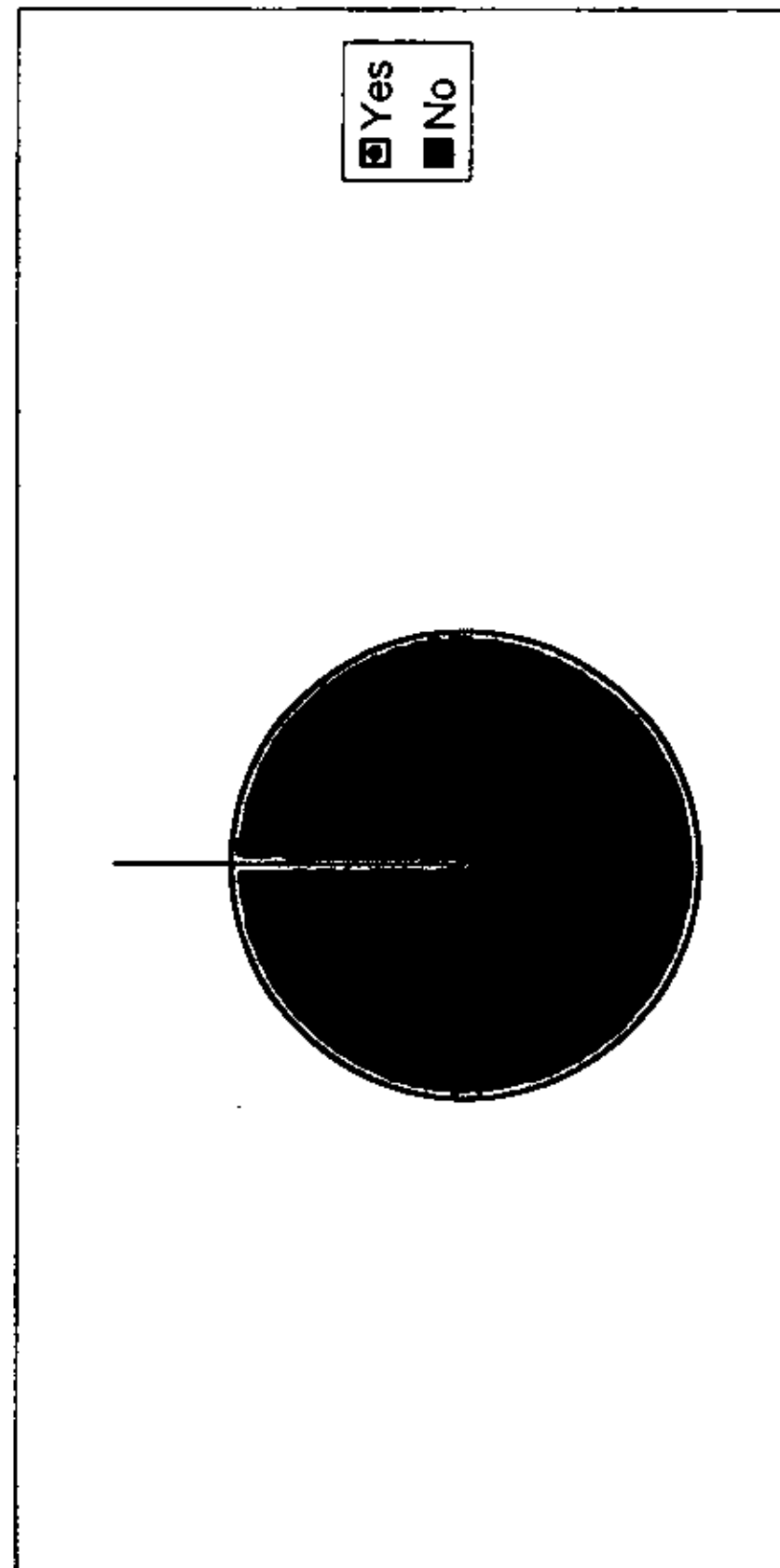
Benefits Survey For The City of Fayetteville What are the shift differentials for employees?



Comments: You are highly competitive in this area. You are to be commended for this benefit. No change is recommended.

	Diff.?	%	Second Shift/hr	Third Shift/hr	
1 City of Bentonville	YES		0.75	0.75	
3 City of College Station	YES		0.5	0.5	
4 City of Columbia	YES		0.65	0.65	
5 City of Edmond	NO		0	0	
7 City of Jonesboro	YES		0	1.56	
8 City of Joplin	NO		0	0	
9 City Lee's Summit	NO		0	0	
10 City of Little Rock	YES		0.32	0.52	not available until 1/1/07
11 City of Manhattan	NO		0.2	0.4	
12 City of Norman	YES		0.5	0.5	
13 City of North Little Rock	NO		0	0	
14 City of Saint Charles	YES		0.45	0.5	
13 City of North Little Rock	NO		0	0	
14 City of Saint Charles	YES		0.45	0.5	
18 State of Arkansas	YES	5.5	0	0	5.50% Only during increment weather
20 City Of Fayetteville	YES		1.00	2.00	

City of Fayetteville	YES
Yes	13
No	0



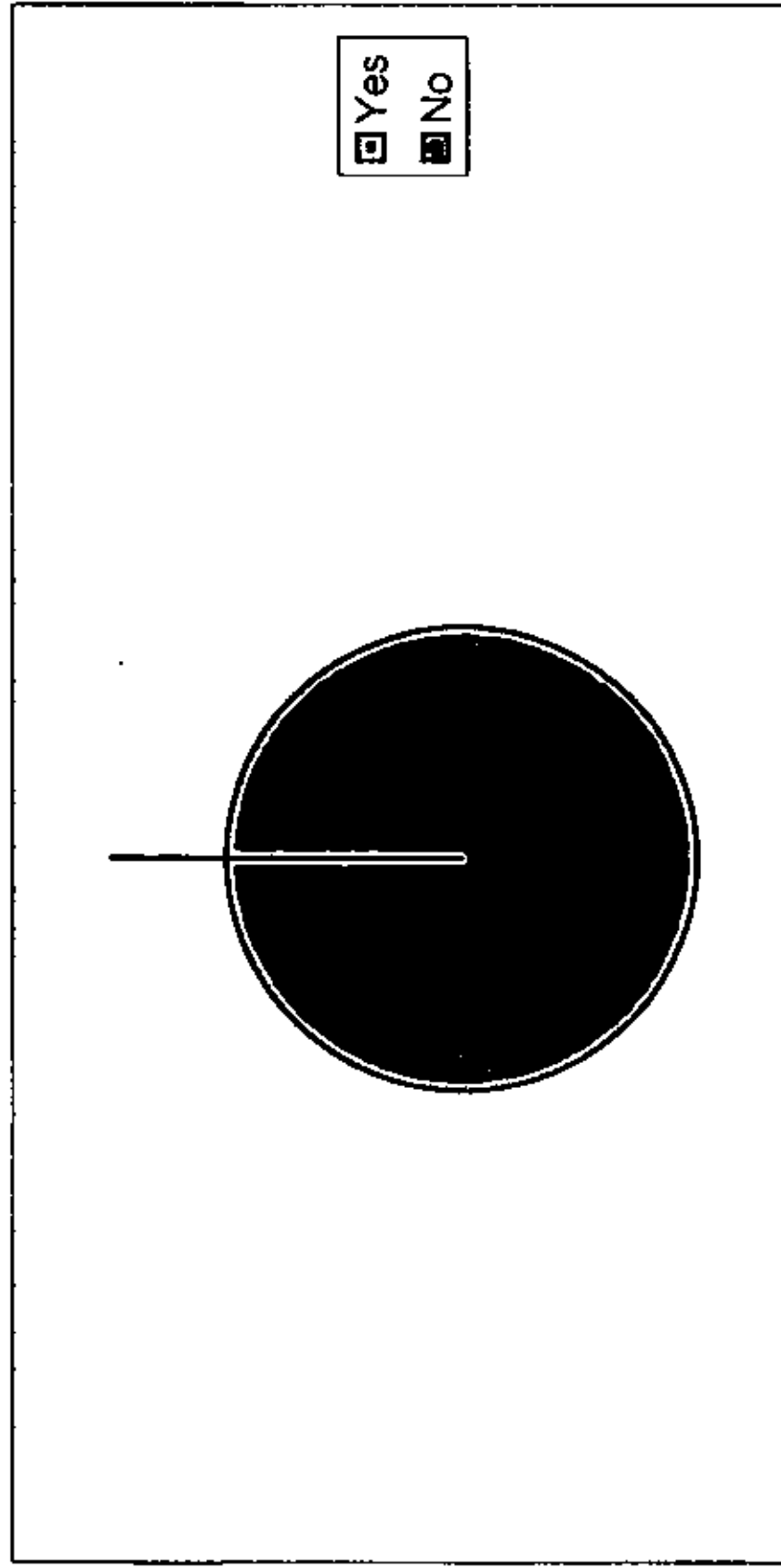
Comments: Your policies are consistent with the market area. No change is recommended.

- | | | |
|----|---------------------------|-----|
| 1 | City of Bentonville | YES |
| 3 | City of College Station | YES |
| 4 | City of Columbia | YES |
| 5 | City of Edmond | YES |
| 7 | City of Jonesboro | YES |
| 8 | City of Joplin | YES |
| 9 | City Lee's Smmit | YES |
| 10 | City of Little Rock | YES |
| 11 | City of Manhattan | YES |
| 12 | City of Norman | YES |
| 13 | City of North Little Rock | YES |
| 14 | City of Saint Charles | YES |
| 20 | City Of Fayetteville | YES |

Benefits Survey For The City of Fayetteville

Does standby status require employees to remain by a specified telephone or carry a pager?

City of Fayetteville	YES
	13
	0

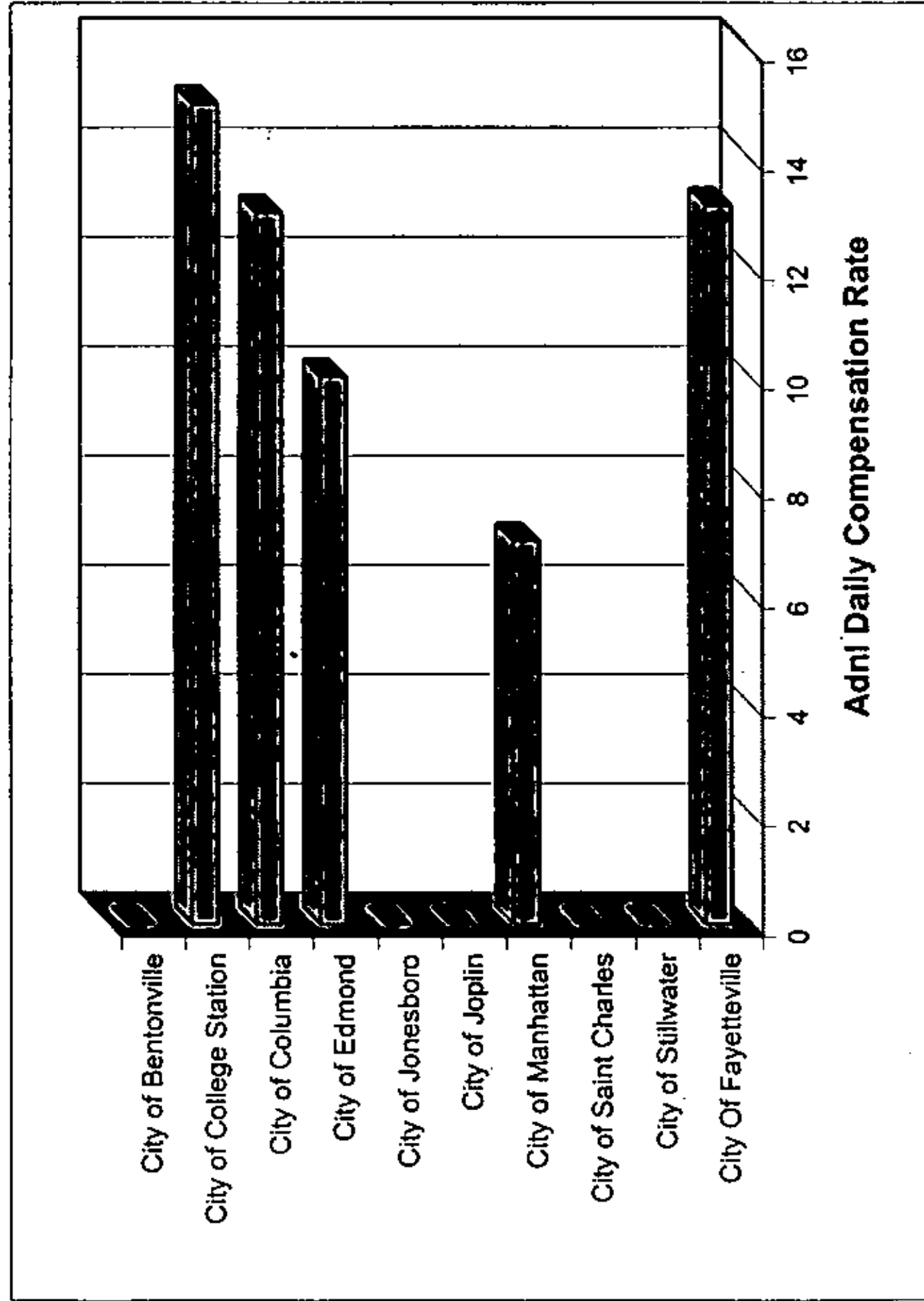


Comments: Your policies are consistent with the market area. No change is recommended.

1	City of Bentonville	YES
3	City of College Station	YES
4	City of Columbia	YES
5	City of Edmond	YES
7	City of Jonesboro	YES
8	City of Joplin	YES
9	City Lee's Summit	YES
10	City of Little Rock	YES
11	City of Manhattan	YES
12	City of Norman	YES
13	City of North Little Rock	YES
14	City of Saint Charles	YES
20	City Of Fayetteville	YES

Benefits Survey For The City of Fayetteville

What is the daily additional compensation rate for employees on standby or on-call status?



Comments: You are competitive in this area. No change is recommended at this time.

Minimum of 1 Hour Pay if called out. Minimum if 15 minutes + minute-for-minute if on phone.

Time 1/2

1 1/2 hourly rate for one hour.

10 for the weekend

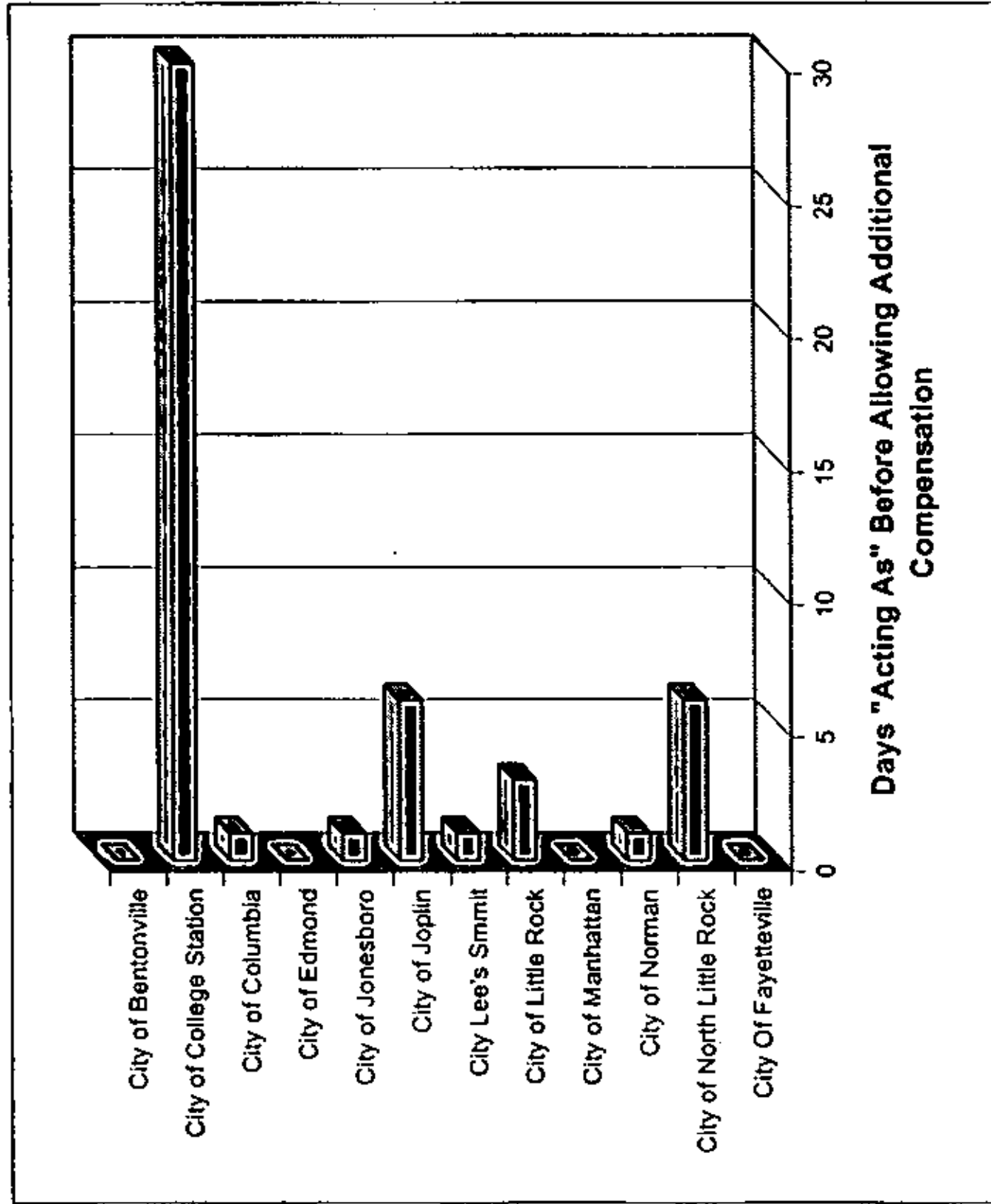
4 hours pay Mon.-Fri.; 2 hours pay on holiday; 2 hours pay Sat. or Sun.

Varies by department

1	City of Bentonville	*
3	City of College Station	15
4	City of Columbia	13
5	City of Edmond	10
7	City of Jonesboro	*
8	City of Joplin	*
11	City of Manhattan	7
14	City of Saint Charles	*
17	City of Stillwater	*
20	City Of Fayetteville	13.14

Benefits Survey For The City of Fayetteville

After how many days in an "Acting" or "Temporary" capacity, at a higher level of work, do employees receive additional compensation?

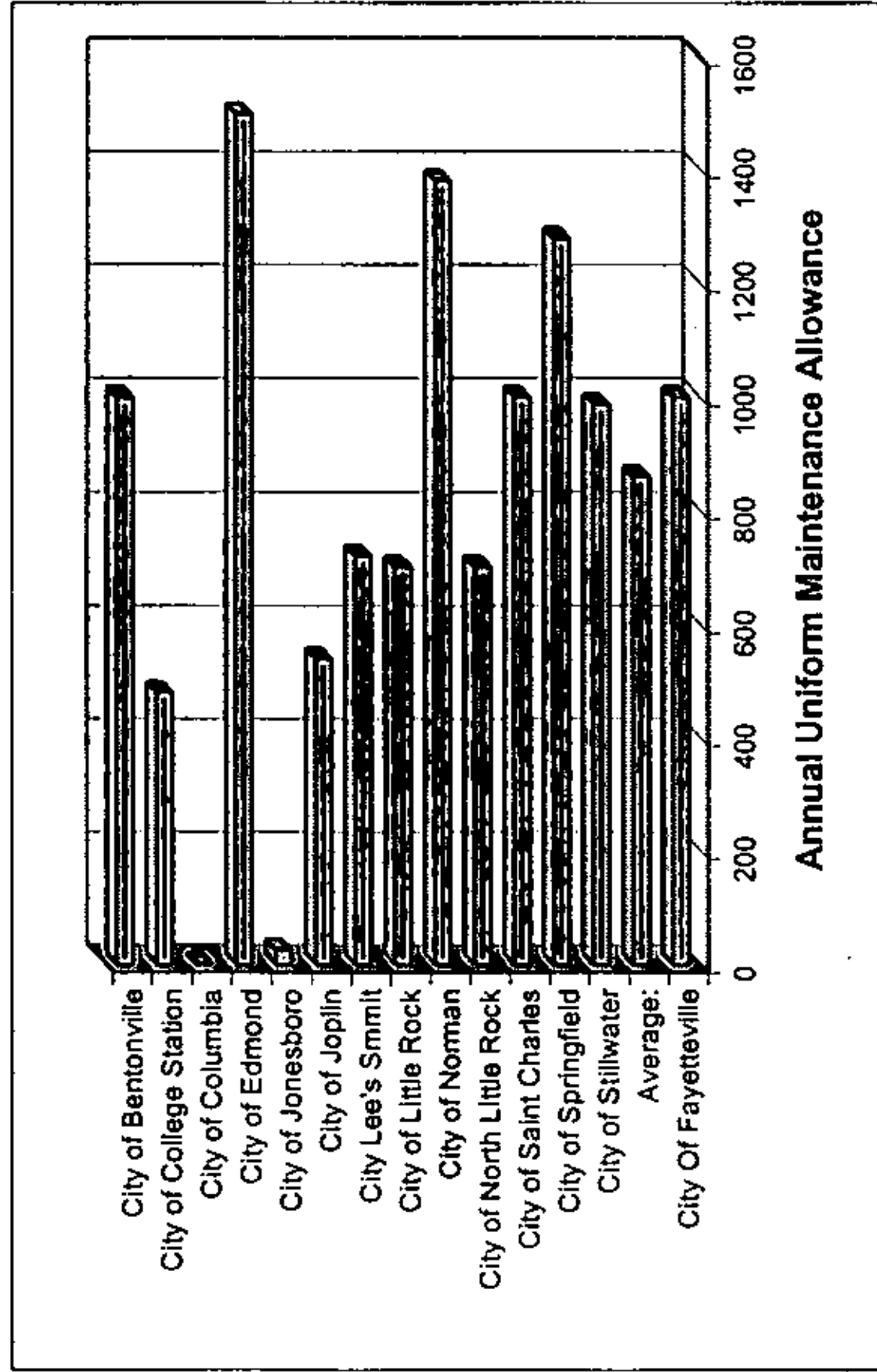


Comments: No definitive policy exists in the market area. No change is recommended.

1	City of Bentonville	0	Upon written assignment by the Mayor.
3	City of College Station	30	
4	City of Columbia	1	As assigned
5	City of Edmond	*	
7	City of Jonesboro	1	
8	City of Joplin	6	
9	City Lee's Summit	1	
10	City of Little Rock	3	Can be 5 days depending on the employee group days
11	City of Manhattan	*	Up to the supervisor
12	City of Norman	1	
13	City of North Little Rock	6	
20	City Of Fayetteville	0	

Benefits Survey For The City of Fayetteville

What is the total uniform maintenance allowance for law enforcement/correctional employees?



Comments: You are competitive in this area. No change is recommended.

1	City of Bentonville	1000	
3	City of College Station	480	
4	City of Columbia	0	
5	City of Edmond	1500	
7	City of Jonesboro	25	
8	City of Joplin	540	
9	City Lee's Summit	720	
10	City of Little Rock	700	
12	City of Norman	1380	
13	City of North Little Rock	700	
14	City of Saint Charles	1000	
15	City of Springfield	1279	
17	City of Stillwater	988	
	Average:	859	Excluding City of Columbia
20	City Of Fayetteville	1000	
	Difference:	141	

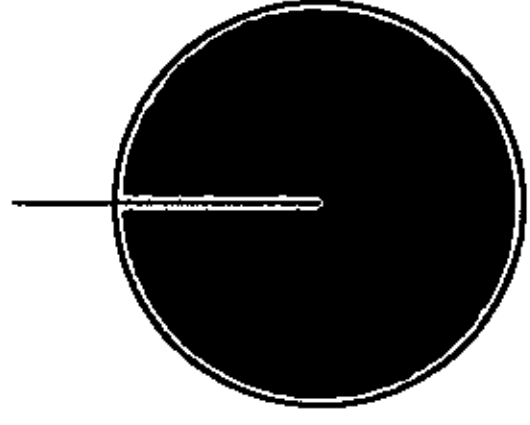
Uniforms and cleaning are provided at no cost to the employee.

Benefits Survey For The City of Fayetteville

Does your Organization provide "take-home" vehicles for employees?
If yes, for which ones?

68b

City of Columbia	YES
City of Edmond	YES
City of Jonesboro	YES
City of Joplin	YES
City Lee's Summit	YES
City of Little Rock	YES
City of North Little Rock	YES
City Of Fayetteville	YES



☐ Yes
 ☒ No

Comments: There is little consistent data available. No change is recommended at this time.

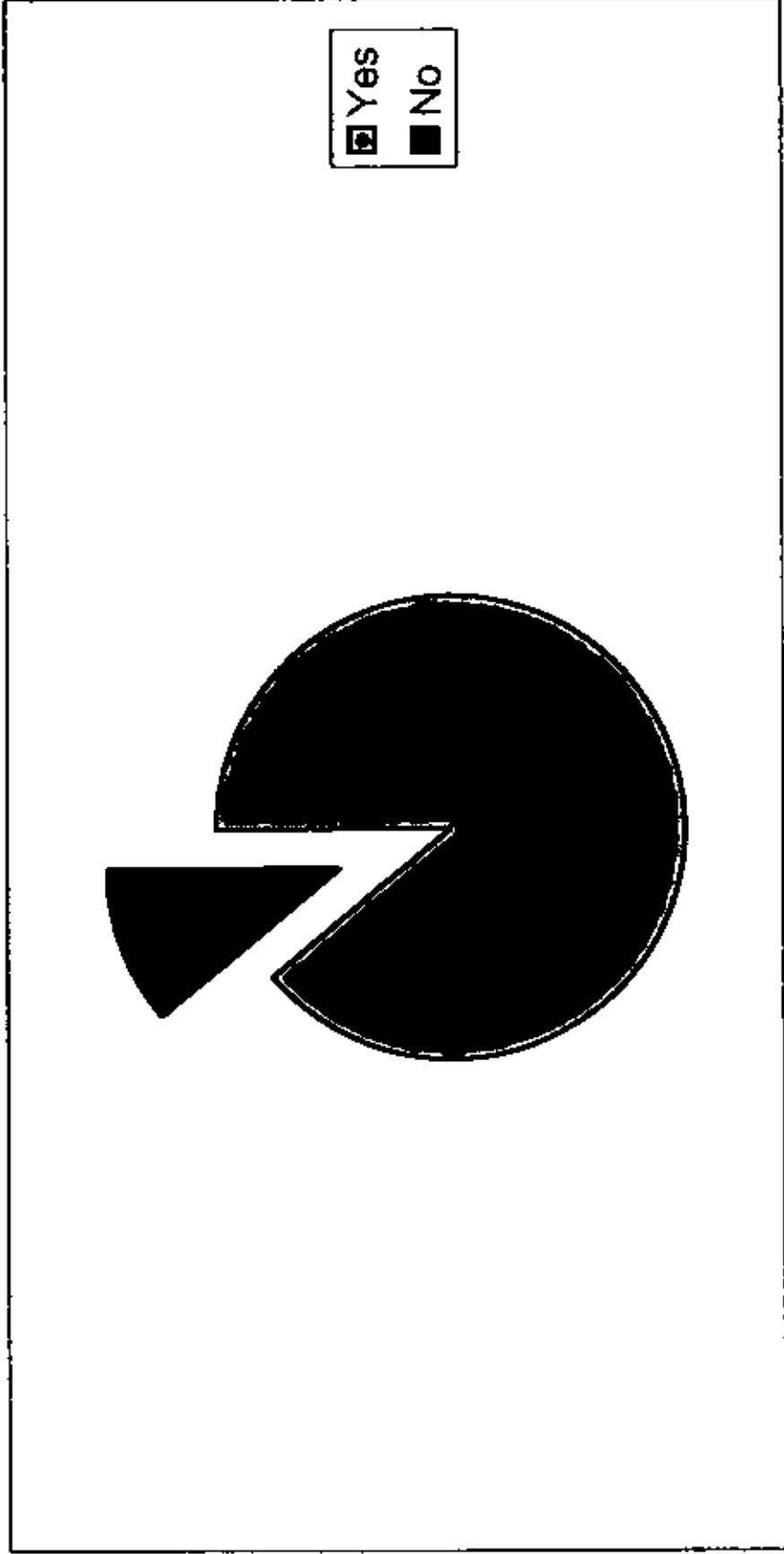
Take-Home Vehicle?	If so, Which employees?
YES	Varies by departments
YES	UNIFORMED POLICE & FIRE CHIEF
YES	Police, Code Enforcement, Department Heads
YES	Any one who is eligible to be called back, detectives, wwt mechanic, etc.
YES	Employee that drive city vehicles
YES	Emergency response personnel
YES	Police: Chief, Captains, SWAT Team members, Lts. & Sgts. And Police Officers w/over 5 years service. Fire: Chief, fire dept day shift employees, Water/Sewer Operations Manager and Field Superintendents, admin and narcotics and
YES	
4	City of Columbia
5	City of Edmond
7	City of Jonesboro
8	City of Joplin
9	City Lee's Summit
10	City of Little Rock
13	City of North Little Rock
20	City Of Fayetteville

Benefits Survey For The City of Fayetteville

Does your Organization offer any employees a vehicle allowance?

City of North Little Rock	YES
	8
	1

Comments: You are competitive in this area. No change is recommended.



4	City of Columbia	YES
5	City of Edmond	YES
7	City of Jonesboro	YES
8	City of Joplin	NO
9	City Lee's Summit	YES
10	City of Little Rock	YES
13	City of North Little Rock	YES
15	City of Springfield	YES
20	City Of Fayetteville	YES

City Of Fayetteville	NO
Yes	0
No	15

☒ Yes ☐ No

Comments: You are competitive in this area. No change is recommended.

Comments:

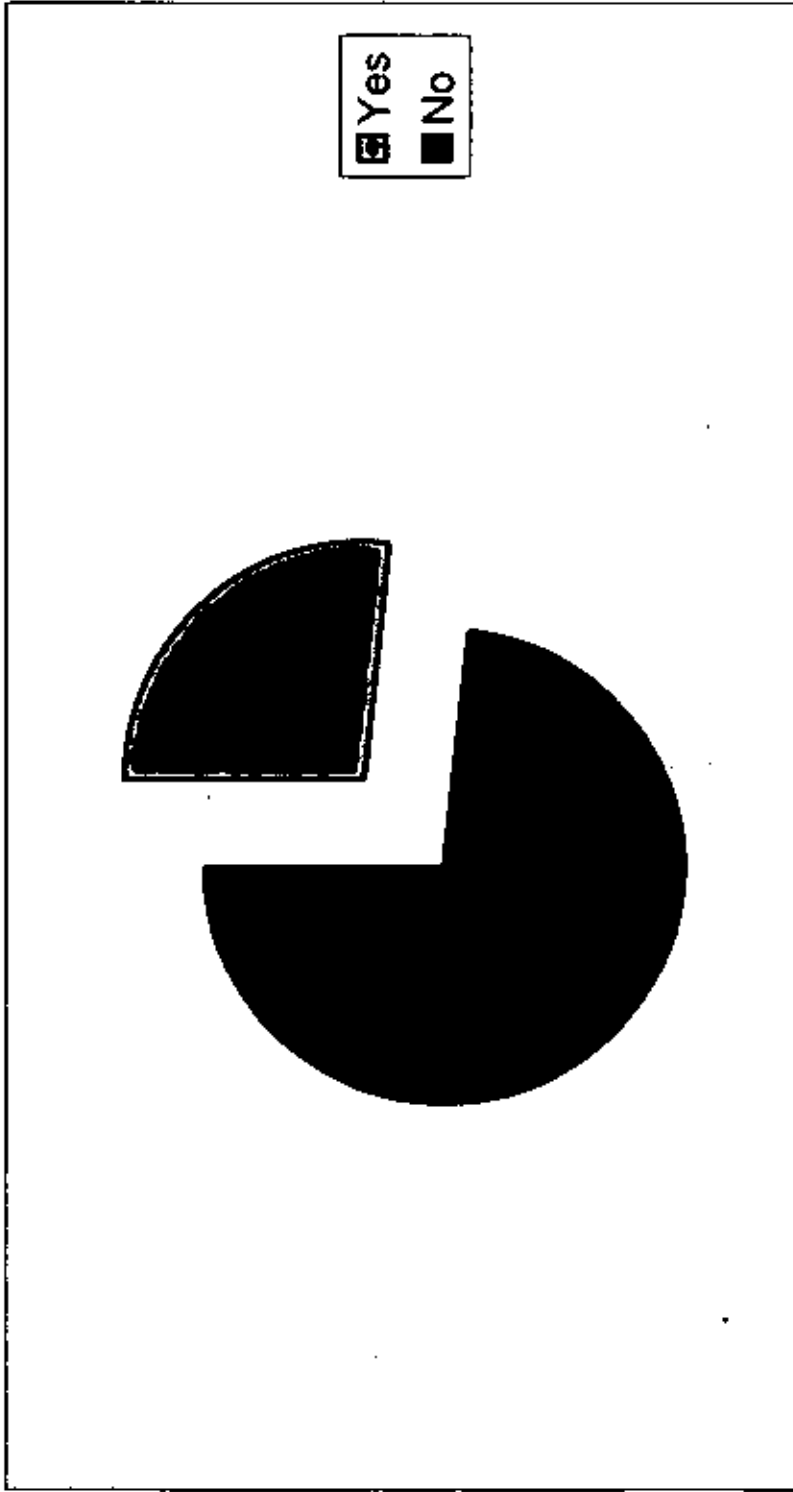
The only exception - Battalion Chiefs in the Fire Department

- | | | |
|----|---------------------------|----|
| 1 | City of Bentonville | NO |
| 3 | City of College Station | NO |
| 4 | City of Columbia | NO |
| 5 | City of Edmond | NO |
| 7 | City of Jonesboro | NO |
| 8 | City of Joplin | NO |
| 9 | City Lee's Smmit | NO |
| 10 | City of Little Rock | NO |
| 11 | City of Manhattan | NO |
| 12 | City of Norman | NO |
| 13 | City of North Little Rock | NO |
| 14 | City of Saint Charles | NO |
| 17 | City of Stillwater | NO |
| 18 | State of Arkansas | NO |
| 20 | City Of Fayetteville | NO |

Benefits Survey For The City of Fayetteville

Are exempt employees (under FLSA) provided compensatory time for overtime hours worked?

City Of Fayetteville	NO
	4
	11

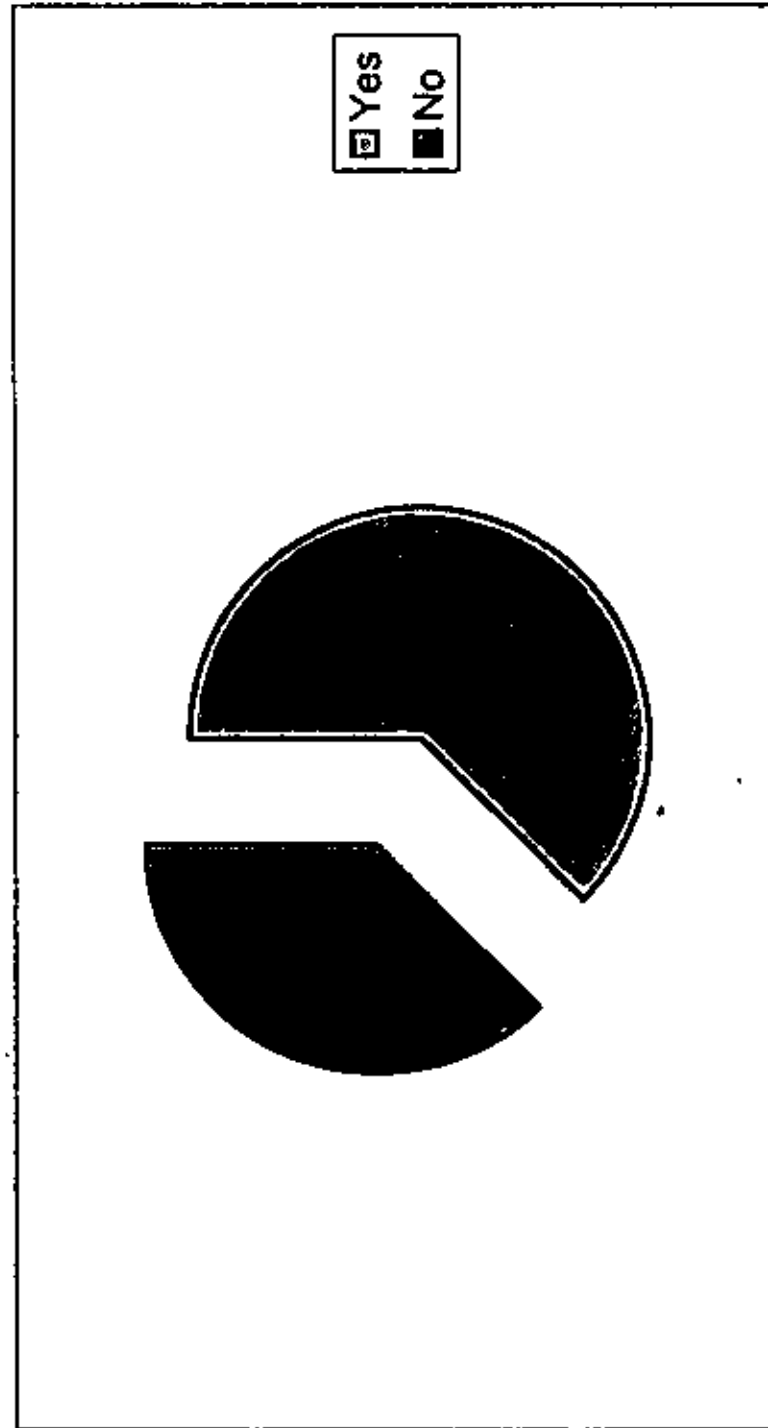


Comments: You are competitive in this area. No change is recommended.

1	City of Bentonville	NO
3	City of College Station	YES
4	City of Columbia	YES
5	City of Edmond	NO
7	City of Jonesboro	NO
8	City of Joplin	NO
9	City Lee's Smmit	NO
10	City of Little Rock	NO
11	City of Manhattan	YES
12	City of Norman	NO
13	City of North Little Rock	NO
14	City of Saint Charles	NO
17	City of Stillwater	NO
18	State of Arkansas	YES
20	City Of Fayetteville	NO

Benefits Survey For The City of Fayetteville Are you self-insured?

City Of Fayetteville		NO
Yes	No	10
		6



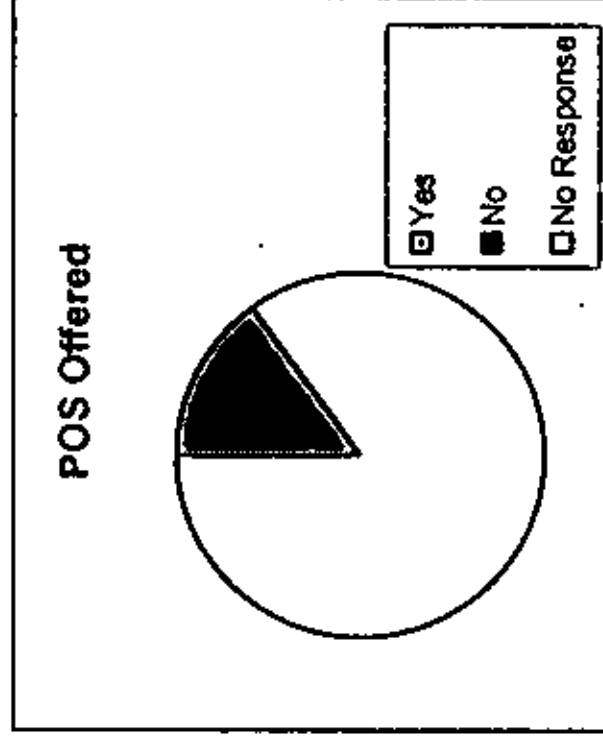
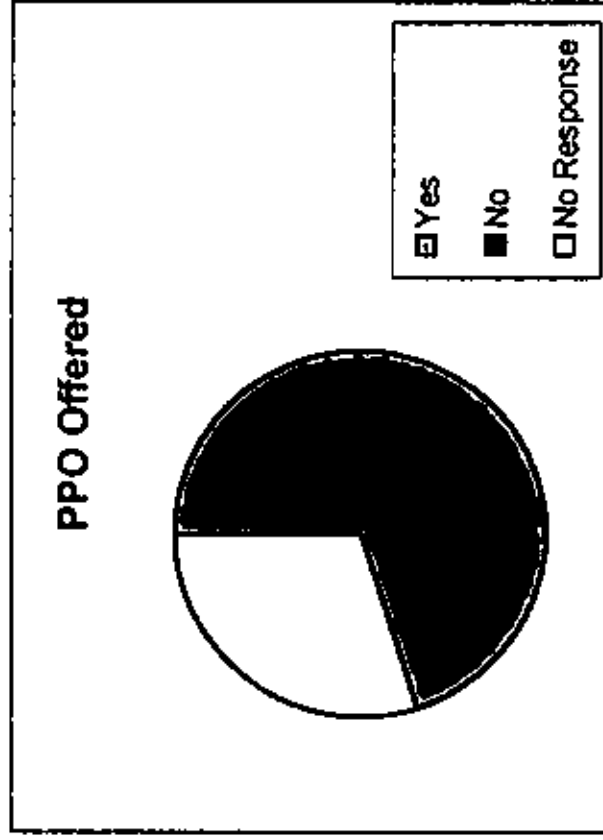
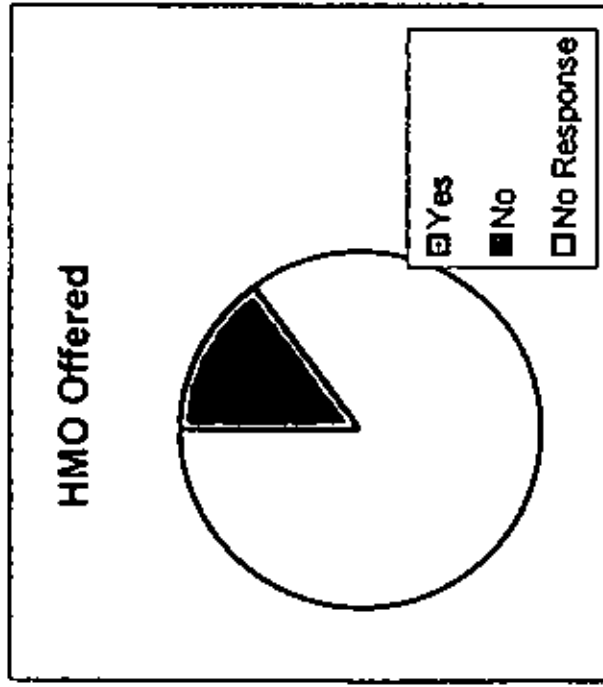
Comments: No comment.

1	City of Bentonville	NO
3	City of College Station	YES
4	City of Columbia	YES
5	City of Edmond	YES
7	City of Jonesboro	NO
8	City of Joplin	YES
9	City Lee's Smmit	NO
10	City of Little Rock	NO
11	City of Manhattan	YES
12	City of Norman	YES
13	City of North Little Rock	YES
14	City of Saint Charles	NO
15	City of Springfield	YES
17	City of Stillwater	YES
18	State of Arkansas	YES
20	City Of Fayetteville	NO

Benefits Survey For The City of Fayetteville

What kind of Health Insurance plan do you offer?

	HMO	PPO	POS
City Of Fayetteville	0	YES	0
	3	14	3
	0	0	0
No Response	17	6	17



Comments: You are competitive in this area. No change is recommended.

	HMO	PPO	POS
1 City of Bentonville	0	YES	0
3 City of College Station	0	YES	0
4 City of Columbia	0	YES	0
5 City of Edmond	0	YES	0
7 City of Jonesboro	0	YES	0
8 City of Joplin	0	YES	0
9 City Lee's Smmit	YES	0	0
10 City of Little Rock	0	0	YES
11 City of Manhattan	YES	YES	0
12 City of Norman	0	YES	0
13 City of North Little Rock	0	YES	0
14 City of Saint Charles	0	YES	0
15 City of Springfield	0	YES	0
17 City of Stillwater	0	YES	0
18 State of Arkansas	YES	YES	YES
19 University of Arkansas	0	0	YES
20 City Of Fayetteville	0	YES	0

Benefits Survey For The City of Fayetteville

What is the maximum dollar amount and percentage of premium paid by the employer to employees and/or dependents for the following insurances?

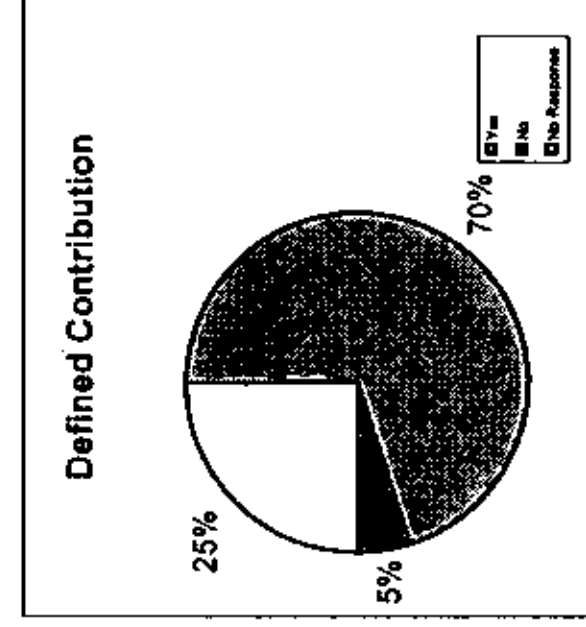
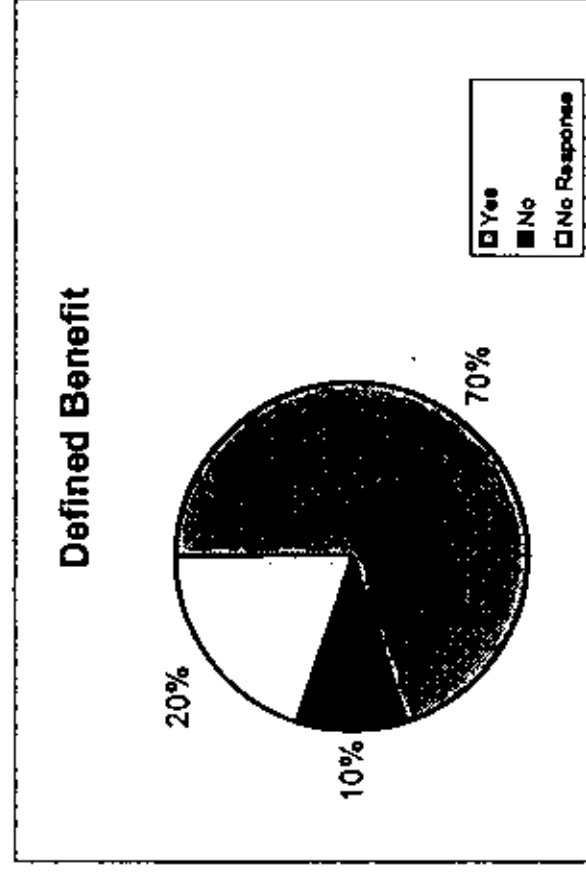
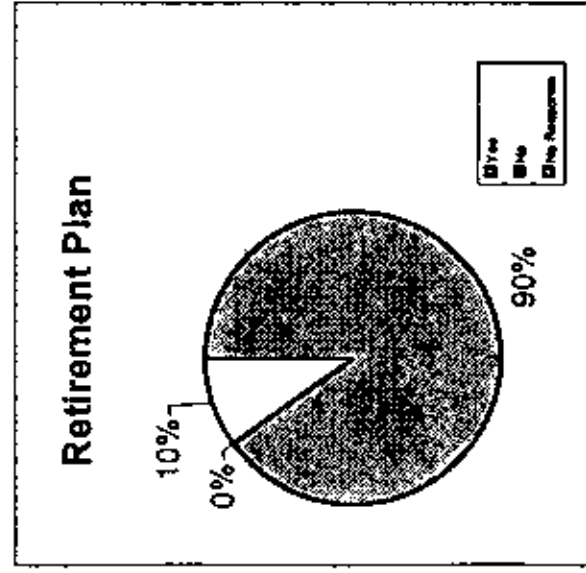
Comments:
There is little consistent market information provided on this practice. However, based on the information provided, the City should be commended for negotiating very competitive benefits.

	Organization	HMO						PPO						POS					
		Employee			Dependent			Employee			Dependent			Employee			Dependent		
		\$Max	%	Employer Contribution \$	\$Max	%	Employer Contribution \$	\$Max	%	Employer Contribution \$	\$Max	%	Employer Contribution \$	\$Max	%	Employer Contribution \$	\$Max	%	Employer Contribution \$
1	City of Bentonville	0	0	0	0	0	0	210	75	158	472	75	354	0	0	0	0	0	0
2	City of Blue Springs	138	90	124	359	72	258	184	70	129	478	64	306	0	0	0	0	0	0
3	City of College Station	0	0	0	0	0	0	444	97	431	0	0	0	0	0	0	0	0	0
4	City of Columbia	0	0	0	0	0	0	362	100	362	362	49	177	0	0	0	0	0	0
5	City of Edmond	0	0	0	0	0	0	364	100	364	893	75	670	0	0	0	0	0	0
6	City of Florissant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
8	City of Joplin	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
9	City Lee's Summit	305	100	305	498	58	289	0	0	0	0	0	0	0	0	0	0	0	0
10	City of Little Rock	0	0	0	0	0	0	0	0	0	0	0	0	236	100	236	0	0	0
11	City of Manhattan	282	89	251	640	73	467	0	0	0	0	0	0	0	0	0	0	0	0
12	City of Norman	0	0	0	0	0	0	421	25	105	851	75	638	0	0	0	0	0	0
13	City of North Little Rock	0	0	0	0	0	0	336	100	336	645	75	484	0	0	0	0	0	0
14	City of Saint Charles	0	0	0	0	0	0	0	100	0	0	100	0	0	0	0	0	0	0
15	City of Springfield	0	0	0	0	0	0	346	100	346	333	0	0	0	0	0	0	0	0
16	City of St. Joseph	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
17	City of Stillwater	0	0	0	0	0	0	0	100	0	0	97	0	0	0	0	0	0	0
18	State of Arkansas	374	68	254	988	55	544	470	54	254	1242	44	547	388	68	256	1026	53	544
19	University of Arkansas	0	0	0	0	0	0	0	0	0	0	0	0	96	100	96	186	0	0
	AVERAGE	274.68	82.00	233.56	621.23	64.60	389.45	348.40	83.73	275.87	659.46	72.71	453.62	239.99	88.67	195.99	506.14	53.00	543.83
20	City Of Fayetteville	0	0	0	0	0	0	211	96	203	513	88	452	0	0	0	0	0	0
	DIFFERENCE							(137)	12	(73)	(146)	15	(2)						

Benefits Survey For The City of Fayetteville

Do you offer an employee retirement plan?

	Retirement Plan?	Defined Benefit?	Defined Contribution?
City Of Fayetteville	YES	YES	YES
Yes	18	14	14
No	0	2	1
No Response	2	4	5

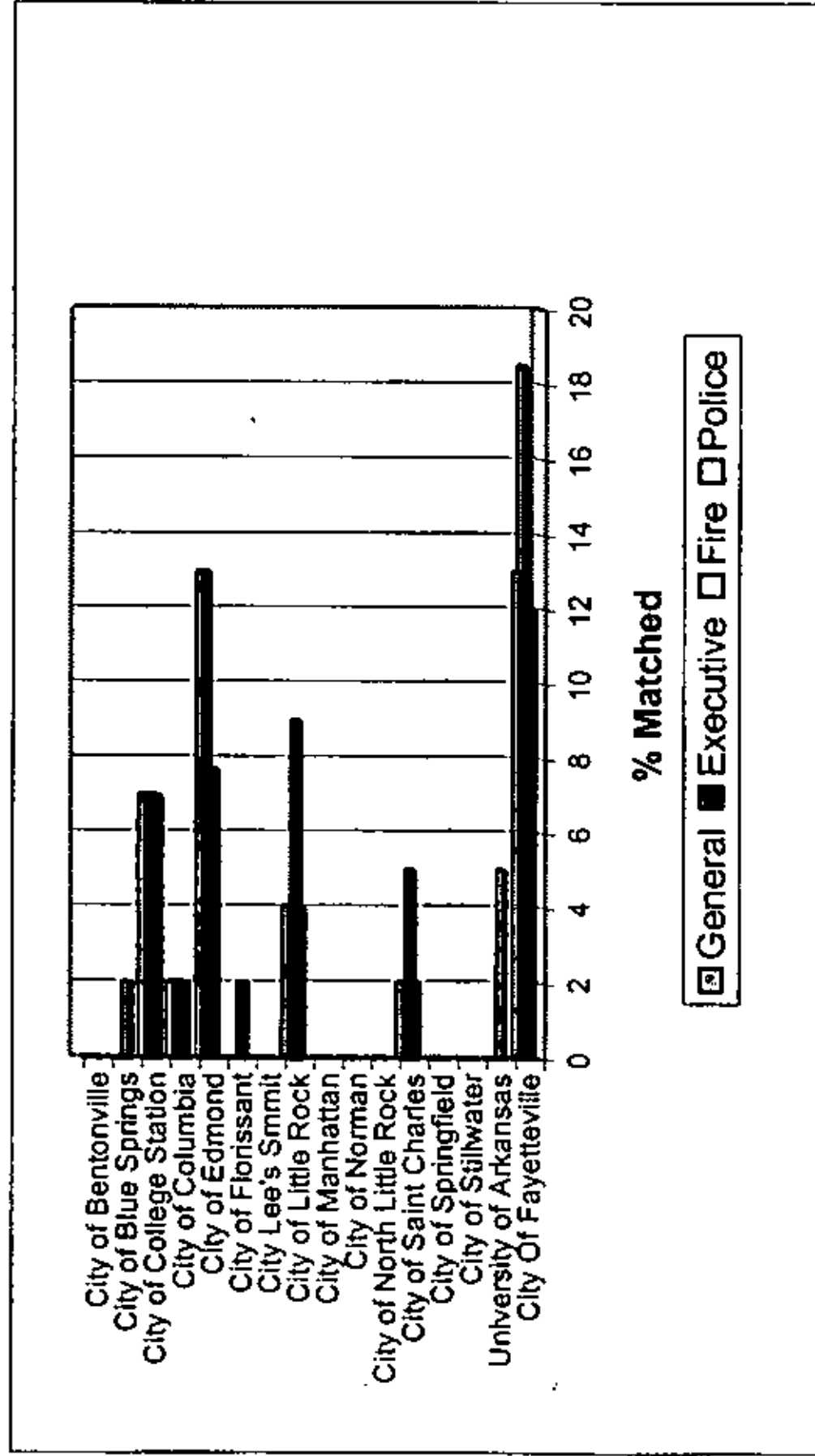


Comments: The majority of respondents reported having a retirement plan or plans. You are competitive in this area. No change is recommended.

	Retirement Plan?	Defined Benefit?	Defined Contribution?
1 City of Bentonville	YES	YES	YES
2 City of Blue Springs	YES	0	0
3 City of College Station	YES	YES	YES
4 City of Columbia	YES	YES	YES
5 City of Edmond	YES	YES	0
6 City of Florissant	0	0	YES
7 City of Jonesboro	YES	YES	0
8 City of Joplin	YES	0	0
9 City Lee's Summit	YES	YES	NO
10 City of Little Rock	YES	YES	YES
11 City of Manhattan	YES	YES	YES
12 City of Norman	YES	NO	YES
13 City of North Little Rock	YES	YES	YES
14 City of Saint Charles	YES	YES	YES
15 City of Springfield	YES	YES	YES
17 City of Stillwater	YES	NO	YES
18 State of Arkansas	YES	YES	YES
19 University of Arkansas	YES	YES	YES
20 City Of Fayetteville	YES	YES	YES

Benefits Survey For The City of Fayetteville

(c) Matching Retirement Benefit?



Comments: You are highly competitive in this area. Since it appears the City greatly exceeds the market, it is an area suggested for future review.

Matching Benefit?	General % of Match	Executive % of Match	Fire % of Match	Police % of Match
1 City of Bentonville	0	0	0	0
2 City of Blue Springs	2	0	0	0
3 City of College Station	7	7	7	7
4 City of Columbia	2	2	2	2
5 City of Edmond	7.69	7.69	13	13
6 City of Florissant	2	0	0	0
9 City Lee's Summit	0	0	0	0
10 City of Little Rock	4	9	4	4
11 City of Manhattan	0	0	0	0
12 City of Norman	0	0	0	0
13 City of North Little Rock	0	0	0	0
14 City of Saint Charles	2	5	2	2
15 City of Springfield	0	0	0	0
17 City of Stillwater	0	0	0	0
19 University of Arkansas	5	0	0	0
20 City Of Fayetteville	12	12	18.5	13

Benefits Survey For The City of Fayetteville

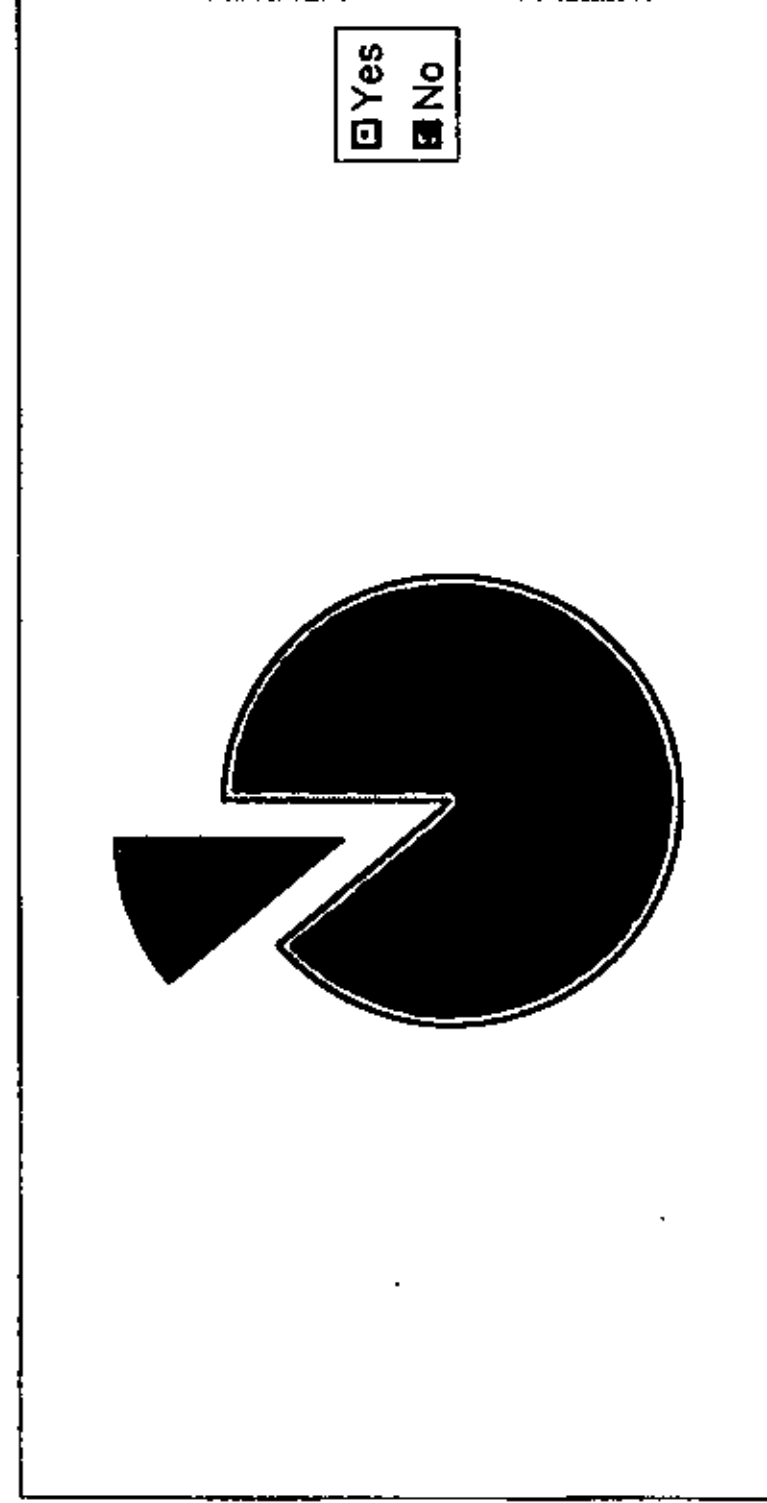
What is the policy on sick leave buy backs?

1	City of Bentonville	Buy back 520 hours upon actual retirement from a qualified City retirement plan
2	City of Blue Springs	Not allowed
3	City of College Station	The city, upon the written request of an eligible employee, shall buy back up to one hundred (100) percent of the total unused sick/emergency leave accumulated by the employee during the preceding fiscal year which is in excess of the minimum required for eligibility. For each hour of sick leave bought back by the city, the employee shall receive seventy-five percent (75%) of his hourly rate of pay in effect at the time that the sick leave buy back check is written or, in the case of a former employee, the former employee's final rate of pay. The employee's total accumulated sick leave time will be reduced by the number of hours of sick leave sold back to the city.
4	City of Columbia	None allowed until retirement then exchange 3 to 1 and paid at current hourly rate, up to 400 hours.
5	City of Edmond	If 4 hours or less sick leave has been used in a six month period you may receive on day sick leave buy back in the form of a day off or pay.
6	City of Florissant	An individual has to be with the city 5 years the city will buy back 1 out of 8 hours if an employee leaves voluntarily. If an employee retires from the city will buy back 4 out of 8 hours buy up to 4 weeks PTO/yr. @ 60% cost.
7	City of Jonesboro	No Sick Leave buy backs
8	City of Joplin	4 yrs - 10%, 8 yrs - 20%, 12 yrs - 30%, 16 yrs - 40%, 20 yrs - 50%, 24 yrs - 65%, 28 yrs - 75%.
9	City Lee's Summit	
10	City of Little Rock	
11	City of Manhattan	
12	City of Norman	
13	City of North Little Rock	<u>Payment for Unused Sick Leave:</u> Ordinance No. 7073, adopted 10/13/97, provided: (1) that all non-uniformed employees who retire, resign or die after completing 10 years service shall be paid for unused sick leave not to exceed 60 days (480 hours). - (2) Upon retirement or death after completing 20 years of service, employees shall be paid 100% of accumulated sick leave up to 60 days (480 hours) for the first 60 days of unused sick leave, plus 50% of each day in excess of 60 days to a maximum of 90 days (720 hours). (3) That the ordinance shall not affect the amount of unused sick leave that a current employee (on that date) would be entitled to if that employee were to retire or resign with 5 to 10 years service, the schedule of which was as follows: 5 years = 25% of 60 Days 6 years = 40% of 60 Days 7 years = 55% of 60 Days 8 years = 70% of 60 Days 9 years = 85% of 60 Days
14	City of Saint Charles	Employees having a sick leave balance over 720 hours may request the City redeem a portion of their sick leave balance at 75% of their hourly rate. Employees hired on or after 7/1/98 may redeem up to 16 hours and not less than 8 hours. The employee must not have used more than 5 days (40 hours) of personal sick leave during the 12 months prior to the request. In addition, the sick leave balance must not be reduced below 720 hours.
15	City of Springfield	After five (5) full years employment-10%; After ten (10) full years employment -12.5%; After fifteen (15) full years employment-15%; After twenty (20) full years employment-20%; After twenty-five (25) full years employment-25%; After thirty (30) full years employment-30%.
16	City of St. Joseph	
17	City of Stillwater	
18	State of Arkansas	
19	University of Arkansas	No Sick Leave buy backs. Most organizations treat sick leave as a benefit to be used to safeguard income during an illness and not as a supplemental holiday program. MAG would not recommend instituting a sick leave buy-back program at this time
20	City Of Fayetteville	

Benefits Survey For The City of Fayetteville

Do you have Certificate Pay for uniformed personnel?

City Of Fayetteville	Yes	No
	9	3



Comments: You are competitive in this area. No change is recommended.

1	City of Bentonville	YES
3	City of College Station	YES
5	City of Edmond	YES
7	City of Jonesboro	YES
8	City of Joplin	NO
9	City Lee's Summit	NO
10	City of Little Rock	YES
12	City of Norman	NO
13	City of North Little Rock	YES
14	City of Saint Charles	YES
15	City of Springfield	YES
20	City Of Fayetteville	YES

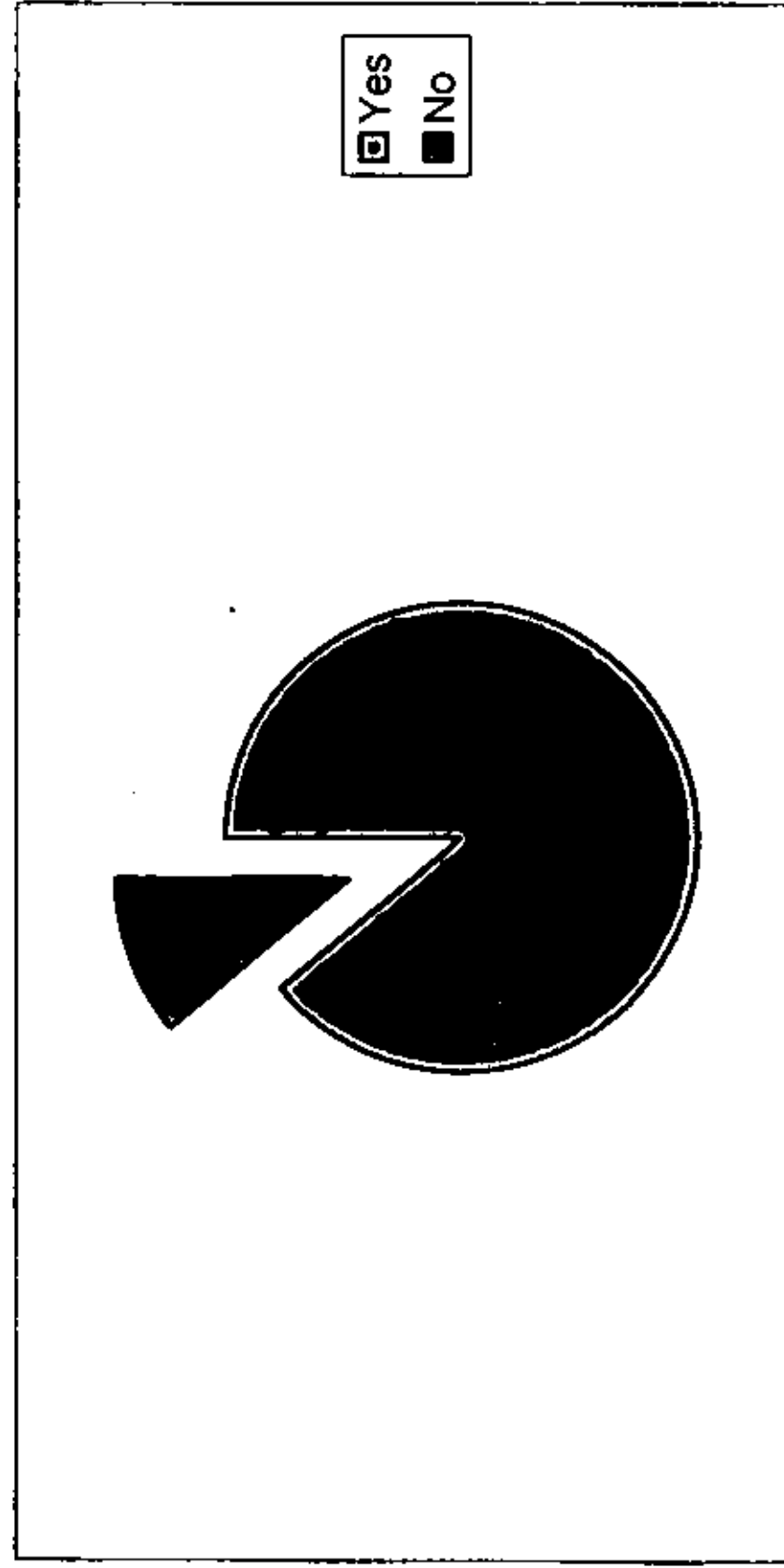
Benefits Survey For The City of Fayetteville

How much certificate Pay?

1	City of Bentonville	
2	City of Blue Springs	
3	City of College Station	
4	City of Columbia	
5	City of Edmond	Fire - EMT \$80 per month or Paramedic \$140 per month.
6	City of Florissant	
7	City of Jonesboro	Uniform only, they move to the next grade same step.
8	City of Joplin	
9	City Lee's Summit	Firefighters certified as EMT personnel shall receive a monthly allowance of \$62; payments shall be made on a prorated basis to pay periods per year.
10	City of Little Rock	
11	City of Manhattan	
12	City of Norman	Fire: After earning Journeyman Certificate, additional \$50.00/mo; after 1 Yr. Service as Journeyman, extra \$45/mo. Journeyman Pay. for total of \$95.00 month. All to be paid in lump sum June 1 and December 1. Documents due by May 15 and November 15 each year. Excludes Fire Chief. Police: Minimum Standards Certification Pay: (in lieu of Educational Incentive Pay). Gen. Cert. + 3 College hours \$ 36/month; Int. Cert. + 6 College hours \$ 72/month; Adv. Cert. \$ 108/month; Sr. Cert.\$144/month; Paid every 6 months lump sum on June 1, December 1 In addition: "Officer First Class" Step-In-Grade pay of \$63.75 per month on anniversary date of 15 years consecutive service as a NLR Police Officer. Must also possess an Intermediate Certificate or above; and must not have received any disciplinary action from the Police Chief within the 12 months immediately preceding their 15th Anniversary date. This title and pay will be forfeited for 12 months upon completion of any disciplinary suspension by the Chief. Certificate Pay excludes Police Chief. Non-Uniformed: None.
13	City of North Little Rock	Firefighter receive \$1000 for renewal of Paramedic License.
14	City of Saint Charles	Any person who holds a position listed upon the Fire Protection Schedule (FPS) and has been certified by the State of Missouri as being qualified as an Emergency Medical Technician is eligible for \$300 annually.
15	City of Springfield	
16	City of St. Joseph	
17	City of Stillwater	
18	State of Arkansas	
19	University of Arkansas	
20	City Of Fayetteville	Fire Fighters on the Hazmat team receive \$46.15/month

Benefits Survey For The City of Fayetteville Is there any Special Teams Pay for uniformed personnel?

City Of Fayetteville	NO
	5
	8



Comments: Your policies are constant with the market area no change is recommended.

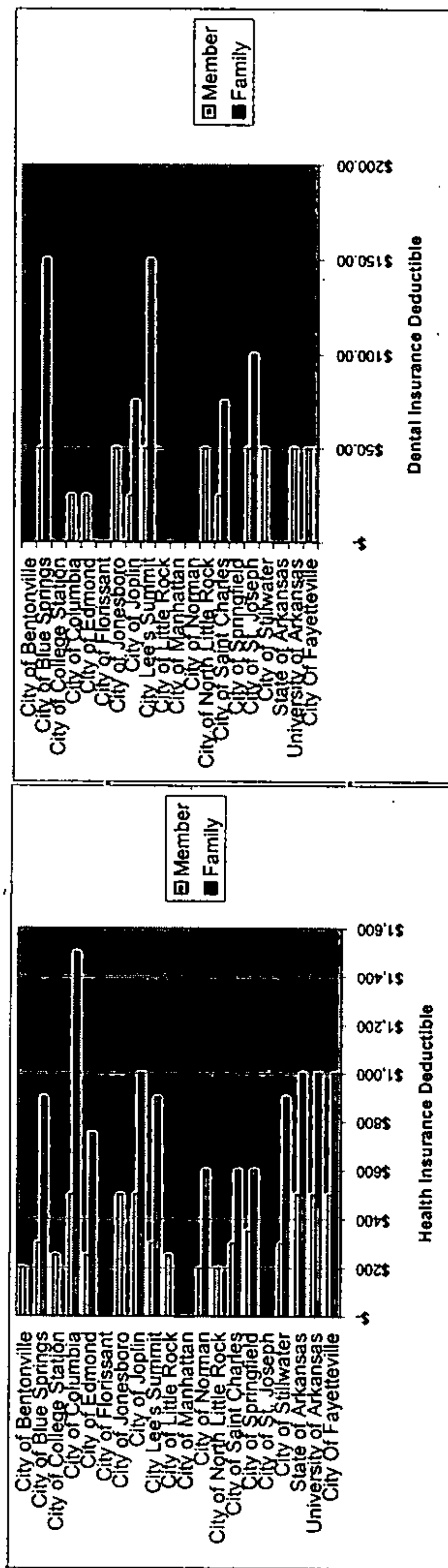
1	City of Bentonville	NO
3	City of College Station	YES
5	City of Edmond	YES
8	City of Joplin	YES
9	City Lee's Summit	NO
10	City of Little Rock	NO
11	City of Manhattan	NO
12	City of Norman	NO
13	City of North Little Rock	NO
14	City of Saint Charles	NO
15	City of Springfield	YES
17	City of Stillwater	YES
20	City Of Fayetteville	NO

Benefits Survey For The City of Fayetteville

What is the waiting period for health insurance/dental insurance?

1	City of Bentonville	The first day of the month following 30 days of employment.
2	City of Blue Springs	The first of the month following your starting date of employment
3	City of College Station	The first of the month after hire
4	City of Columbia	Coverage begins 1st of month following date of hire.
5	City of Edmond	30 days after hire effective the 1st of the next month
6	City of Florissant	The first of the month after completion of 30 days employment
7	City of Jonesboro	No waiting period
8	City of Joplin	30 days
9	City Lee's Smmit	The first day of the month if an employee begins work on the first day of the month (the
10	City of Little Rock	employee must physically be working); otherwise insurance benefits are effective the first
11	City of Manhattan	day of the month following date of employment.
12	City of Norman	First of the month after 30 days of employment.
13	City of North Little Rock	No waiting period health; 240 days major dental
14	City of Saint Charles	No waiting period
15	City of Springfield	1st month after 30 days service
		Effective 1st of the month following date of hire
16	City of St. Joseph	The first day of the month if an employee begins work on the first day of the month (the
17	City of Stillwater	employee must physically be working); otherwise insurance benefits are effective the first
18	State of Arkansas	day of the month following date of employment.
		First day of the month following employment.
		The first of the month following 30 days of employment
19	University of Arkansas	Basic Benefits are effective on their Benefits Eligible Appointment date. Optional Benefits
20	City Of Fayetteville	will be effective the first of the month following their enrollment date, as long as they enroll
		within the 31 day eligibility window.
		Effective 1st of the month following 30 days of employment.

Benefits Survey For The City of Fayetteville What is the deductible for health insurance/dental insurance?



Comments: You are competitive in this area.
 No change is recommended.

	Health		Dental	
	Member	Family	Member	Family
1 City of Bentonville	\$ 200.00			
2 City of Blue Springs	\$ 300.00	\$ 900.00	\$ 50.00	\$ 150.00 in network
3 City of College Station	\$ 250.00			
4 City of Columbia	\$ 500.00	\$ 1,500.00	\$ 25.00	
5 City of Edmond	\$ 250.00	\$ 750.00	\$ 25.00	
6 City of Florissant				
7 City of Jonesboro	\$ 500.00		\$ 50.00	
8 City of Joplin	\$ 500.00	\$ 1,000.00	\$ 25.00	\$ 75.00 in network
9 City Lee's Summit	\$ 300.00	\$ 900.00	\$ 50.00	\$ 150.00 in network
10 City of Little Rock	\$ 250.00			
11 City of Manhattan	\$ -	\$ -		
12 City of Norman	\$ 200.00	\$ 600.00	\$ 50.00	
13 City of North Little Rock	\$ 200.00		\$ 25.00	**out of network
14 City of Saint Charles	\$ 300.00	\$ 600.00	\$ 25.00	\$ 75.00
15 City of Springfield	\$ 350.00	\$ 600.00	\$ 50.00	\$ 100.00
16 City of St. Joseph			\$ 50.00	
17 City of Stillwater	\$ 300.00	\$ 900.00	\$ 50.00	
18 State of Arkansas	\$ 500.00	\$ 1,000.00		
19 University of Arkansas	\$ 500.00	\$ 1,000.00	\$ 50.00	
20 City Of Fayetteville	\$ 500.00	\$ 1,000.00	\$ 50.00	

Benefits Survey For The City of Fayetteville

Are there any co-pays for health insurance/dental insurance?

City Of Fayetteville	
Yes	No
15	1



Comments: You are competitive in this area. No change is recommended.

Health		Dental	
	Primary	Specialist	Primary Specialist
1 City of Bentonville	YES		
2 City of Blue Springs	YES	\$ 20.00 \$ 40.00	
3 City of College Station	YES	\$ 20.00	
4 City of Columbia	YES	\$ 15.00 \$ 25.00	
5 City of Edmond	YES	\$ 15.00 \$ 30.00	\$ -
7 City of Jonesboro	YES		
8 City of Joplin	YES	\$ 15.00	
9 City Lee's Smmit	YES	\$ 20.00 \$ 40.00	
10 City of Little Rock	YES		
11 City of Manhattan	YES	30%	
12 City of Norman	YES	\$ 25.00	
13 City of North Little Rock	NO		
14 City of Saint Charles	YES		
17 City of Stillwater	YES	\$ 20.00	\$ 25.00
18 State of Arkansas	YES	\$ 20.00 \$ 25.00	\$ 25.00
19 University of Arkansas	YES	\$ 20.00 \$ 35.00	
20 City Of Fayetteville	NO	\$ 20.00	after \$500 deductible

Benefits Survey For The City of Fayetteville What is the out of pocket maximum for health insurance/dental insurance?

Comments: You are competitive in this area.
 No change is recommended.

	Health		Dental		
	Member	Family	Member	Family	
1	\$20,000.00				
2	\$ 1,500.00	\$ 3,000.00	\$ 1,250.00		in-network
3	\$ 2,000.00				
4	\$ 1,000.00	\$ 3,000.00	\$ 1,000.00		after deductible
5	\$ 2,000.00				after deductible is met
8	\$ 1,000.00	\$ 2,000.00	\$ 750.00		network providers
9	\$ 1,500.00	\$ 3,000.00	\$ 1,250.00		in-network
11	\$ 1,000.00	\$ 2,000.00	\$ 1,500.00		network providers
12	\$ 1,500.00				
13	\$ 2,000.00				
14	\$ 2,000.00	\$ 4,000.00			
15	\$ 1,350.00	\$ 2,600.00			network providers
17	\$ 1,000.00	\$ 3,000.00	\$ 1,000.00		
18	\$ 1,000.00	\$ 1,500.00			in-network
19	\$ 1,000.00	\$ 1,500.00			
20	\$ 1,000.00	\$ 2,000.00	\$ 1,500.00		

City of Bentonville
 City of Blue Springs
 City of College Station
 City of Columbia
 City of Edmond
 City of Joplin
 City Lee's Smmit
 City of Manhattan
 City of Norman
 City of North Little Rock
 City of Saint Charles
 City of Springfield
 City of Stillwater
 State of Arkansas
 University of Arkansas
 City Of Fayetteville

Benefits Survey For The City of Fayetteville

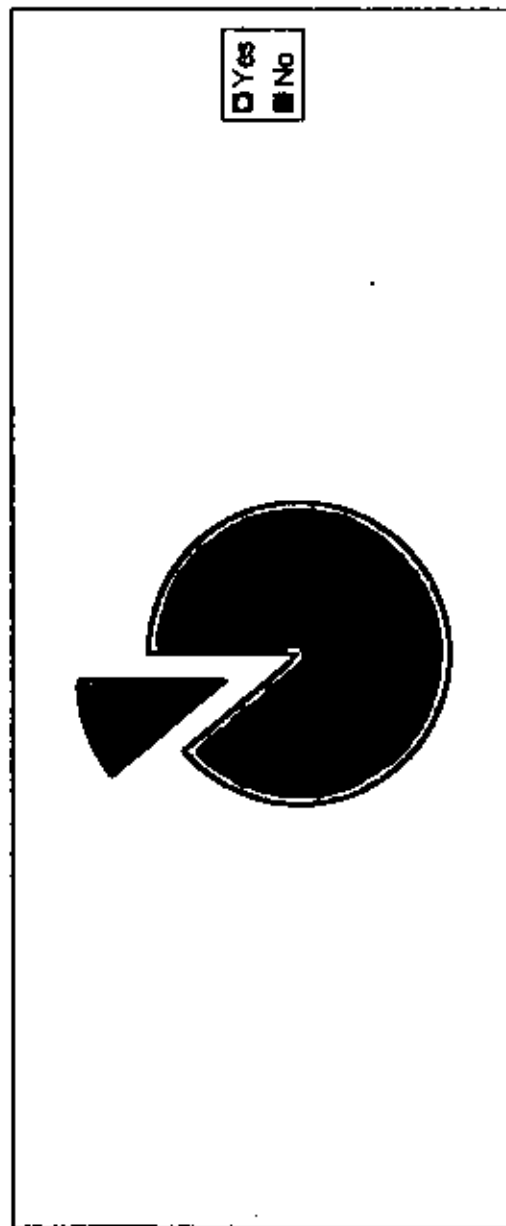
What is the maximum dollar amount and percentage of premium paid by the employer to employees and/or dependents for the following

Comments:
No change is recommended at this time.

[illegible]

Benefits Survey For The City of Fayetteville Is longevity pay provided?

City Of Fayetteville	YES
Yes	11
No	5
No Response	2



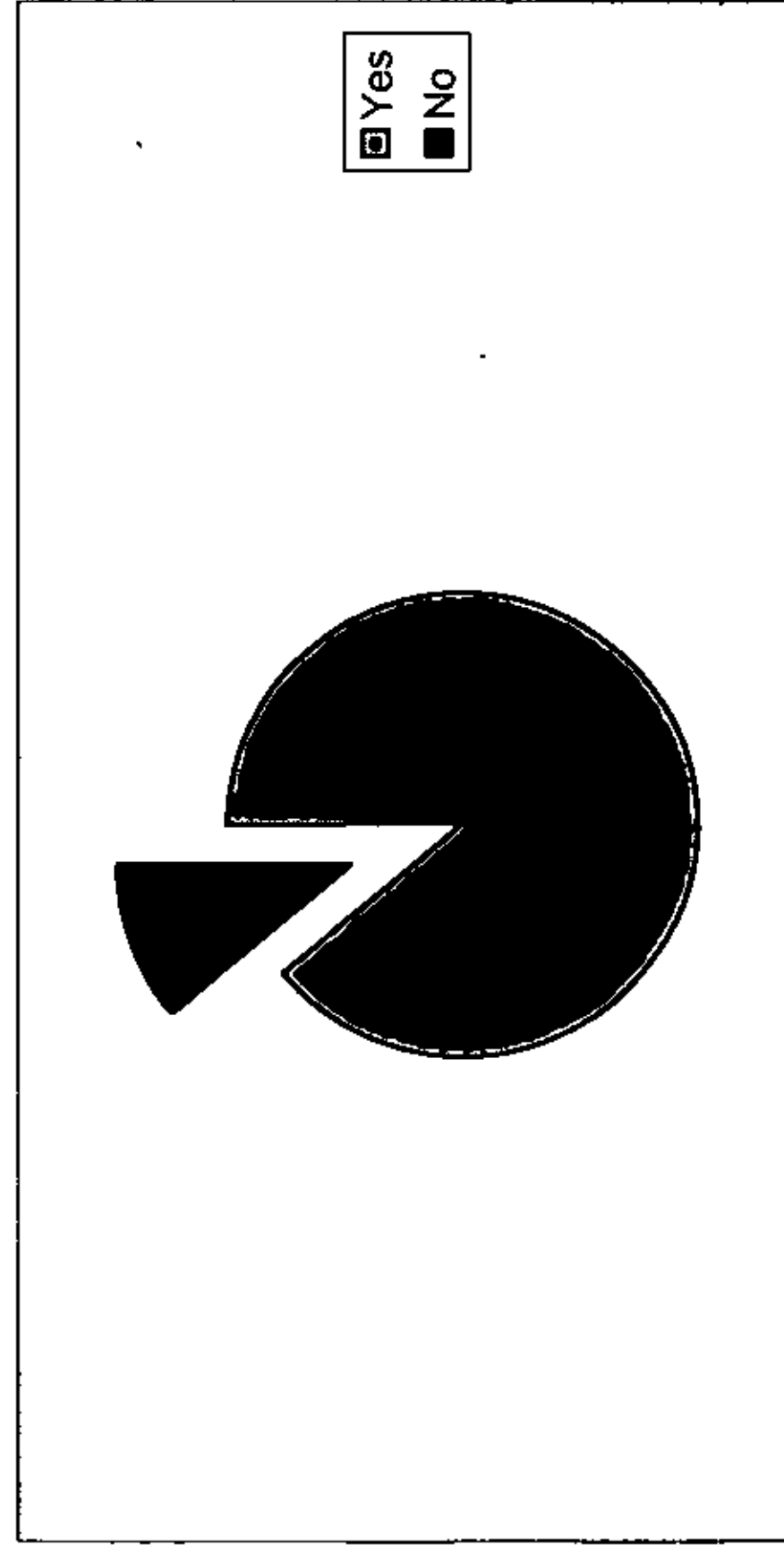
Comments: You are competitive in this area. No change is recommended.

	What groups are provided longevity pay?	Basis	Years of Service w/city	Department	In Rank	Payment Schedule
1	City of Bentonville	NO				
3	City of College Station	NO				
4	City of Columbia	NO				
5	City of Edmond	YES	all the same	YES		If 4 years completed by Nov. 1, \$100 x years service. Max \$2000
7	City of Jonesboro	NO				Call City for details
8	City of Joplin	YES	full time emp	YES		Up to 5 years=\$4/mo for each yr. 6 to 25 years = \$6/mo for each year.
9	City Lee's Summit	NO				\$100 for 10 years of service; \$250 for 25 years of service 1/2 amount for PT
10	City of Little Rock	YES	full time emp	YES		\$8/per month x # of yrs. Service plus yr in which currently working.
11	City of Manhattan	YES	full time emp	begins 5th year of service		No max. Employees get \$6/month per every year of service completed
12	City of Norman	YES	full time emp			After 10 years: \$10/pay period; After 15 years: \$20/pay period.
13	City of North Little Rock	YES	all except dept heads Local 2	YES		After 5 yrs-\$300/yr; after 10 yrs-\$600/yr; after 15 yrs-\$900/yr; after 20 yrs-\$1200/yr.
14	City of Saint Charles	YES	Employees			After 5 yrs-250; after 8 yrs-500; after 12 yrs-750; after 17 yrs-1000; after 20 yrs-1250
15	City of Springfield	YES	full time emp Police pension members	YES		10-14 yrs of state service \$300; 15-19 yrs-\$400; 20-24 yrs \$500; 25 or more \$600
17	City of Stillwater	YES				Up to 10 years \$1000; 15-19 years \$2000; 20 years \$3000
18	State of Arkansas	YES				
20	City of Fayetteville	YES	Police and Fire	YES		

Benefits Survey For The City of Fayetteville

Are there any Top out Bonuses? How much?

City of Fayetteville	YES	YES
	Yes	4
	No	4



Comments: You are competitive in this area. No change is recommended.

5	City of Edmond	YES	How much?
8	City of Joplin	NO	Up to 7% of base pay
9	City Lee's Smmit	YES	Merit increase for employees that top out; they get a lump sum
10	City of Little Rock	NO	
12	City of Norman	NO	
13	City of North Little Rock	NO	
14	City of Saint Charles	YES	Maximum Merit increase reflected on pay grids
20	City Of Fayetteville	YES	Based on an evaluation score which determines how much is paid. Up to \$600 for an evaluation of 4.0 or better; \$400 for an evaluation of 3.0 or better.

Proposed Pay Plans
City of Fayetteville, Arkansas

Code	Proposed Class Title	Min	Mkt	Max
Fire				
232		\$31,037	\$36,934	\$44,690
66	FIREFIGHTER - EMT CERTIFIED			
235		\$37,179	\$42,756	\$51,734
121	DRIVER/OPERATOR/FIREFIGHTER			
238		\$43,039	\$49,495	\$59,889
62	FIRE CAPTAIN			
241		\$49,823	\$57,297	\$69,329
39	BATTALION CHIEF			

Proposed Pay Plans
City of Fayetteville, Arkansas

<i>Code</i>	<i>Proposed Class Title</i>	<i>Min</i>	<i>Mkt</i>	<i>Max</i>
Merit				
101		\$18,064	\$21,677	\$27,529
102	MAINTENANCE WORKER I TEMP			
102		\$18,967	\$22,760	\$28,906
93	CUSTODIAN			
103		\$19,915	\$23,898	\$30,351
293	ACTIVITIES ASST			
193	ANIMAL CARE GIVER			
87	CLERK TYPIST			
219	HORTICULTURAL ASSISTANT I			
103	MAINTENANCE WORKER II			
317	PARTS EXPEDITER			
234	SURVEY ASSISTANT			
104		\$20,911	\$25,093	\$31,869
34	PARKING ENFORCEMENT OFFICER			
103A	UTILITY MAINTENANCE WORKER II			
105		\$21,957	\$26,348	\$33,462
211	ASSOCIATE PRODUCER			
173	BUILDING MAINTENANCE WORKER I			
166	CABLE OFFICE CLERK			
136	CUSTOMER SERVICE REPRESENTATIVE I			
151	EQUIPMENT MAINTENANCE WORKER			
374	OFFICE AND RECORDS ASST			
186	PERMIT CLERK			
77	SECRETARY			
106		\$23,055	\$27,665	\$35,135
346	ACCOUNT CLERK PARKING			
74	ACCOUNT CLERK/CASH			
356	ACCOUNTING CLERK			
136A	CUSTOMER SERVICE REPRESENTATIVE II			
270	LEAD CUSTODIAN			
104	MAINTENANCE WORKER III			
165	PERMIT TECHNICIAN			
63	POLICE CLERK			
230	PRODUCTION TECHNICIAN			
176	TRANSCRIPTIONIST			
107		\$24,207	\$29,049	\$36,892
95	AIRPORT MAINTENANCE WORKER III			
136B	CUSTOMER SERVICE REPRESENTATIVE III			
86	DEPUTY COURT CLERK			
358	ENGINEERING SERVICES CLERK			
42	FLEET OPERATIONS CLERK			
315	HORTICULTURAL ASST II			
306	HOT CHECK PROGRAM CLERK			
101	LEGAL ASSISTANT			
124	MAINTENANCE WORKER IV			
117	METER READER			
252	POLICE SUPPORT SPECIALIST			
144	PURCHASING TECHNICIAN			
119	PW WAREHOUSE ATTENDANT			
184	SENIOR PLANNING CLERK			

Proposed Pay Plans
City of Fayetteville, Arkansas

Code	Proposed Class Title	Min	Mkt	Max
Merit				
107		\$24,207	\$29,049	\$36,892
52	SENIOR SECRETARY			
260	SENIOR SECRETARY - POLICE			
104A	UTILITY MAINTENANCE WORKER III			
192	WATER/WASTEWATER OPERATIONS CLERK			
108		\$25,418	\$30,501	\$38,736
261	ACCOUNT CLERK - RECEIVABLE			
71	ACCOUNT CLERK/BUSINESS OFFICE			
72	ACCOUNT CLERK/PAYABLES			
249	BACKFLOW PREVENTION TECHNICIAN			
98	BUILDING MAINTENANCE WORKER II			
300	COMMUNITY DEVELOPMENT ASSISTANT			
127	E-911 ADDRESSING TECHNICIAN			
59	EQUIPMENT MECHANIC I			
125	METER MAINTENANCE WORKER			
326	PLANNING TECHNICIAN			
359	RECREATION PROGRAMS COORDINATOR			
183	SENIOR CASHIER			
161	TRANSPORTATION ASSISTANT			
160	UTILITY BILLING CLERK			
24W	UTILITY MAINTENANCE WORKER IV - WATER LICENSE			
18	WATER FIELD SERVICE REPRESENTATIVE			
109		\$26,689	\$32,026	\$40,673
139	ANIMAL SERVICES OFFICER			
13	DISPATCHER I			
281	DRIVER - SOLID WASTE			
118	LEAD FLEET WAREHOUSE ATTENDANT			
342	LEAD MAINTENANCE WORKER			
251	SENIOR CUSTOMER SERVICE REPRESENTATIVE			
76	SENIOR LEGAL ASSISTANT			
368	SENIOR POLICE SUPPORT SPECIALIST			
126	TRAFFIC SIGNS AND MARKING TECHNICIAN			
256	VETERINARY ASSISTANT			
111		\$29,424	\$35,309	\$44,842
299	ACCIDENT INVESTIGATOR			
73	ACCOUNTANT - PAYROLL			
83	ACCOUNTANT - REVENUES			
190	ADMINISTRATIVE ASSISTANT			
372	ADMINISTRATIVE ASSISTANT- MAYOR'S OFFICE			
321	BENEFITS COORDINATOR			
115	CAD TECHNICIAN			
24	CARPENTER I			
134	CODE COMPLIANCE OFFICER			
201	COMMUNITY CENTER DIRECTOR			
89	COURT SERVICES OFFICER			
298	CRIME SCENE TECHNICIAN			
277	DEPUTY CITY CLERK			
13A	DISPATCHER II			
7	EQUIPMENT MECHANIC II			
172	LEAD COURT CLERK			

Proposed Pay Plans
City of Fayetteville, Arkansas

Code	Proposed Class Title	Min	Mkt	Max
Merit				
111		\$29,424	\$35,309	\$44,842
159	LEAD PW WAREHOUSE ATTENDANT			
29	LEAD WASTEWATER SYSTEM MAINTENANCE TECH			
309	NEIGHBORHOOD COORDINATOR			
289	PARK FACILITIES MNT WKR			
113	PW CREW LEADER			
111	PW PROJECTS INSPECTOR			
1234	RECORDS MANAGEMENT SPECIALIST			
282	RECREATION PROGRAMS MANAGER			
292	RELIEF DRIVER - SOLID WASTE			
345	SIDEWALK- ADA INSPECTOR			
318	SOLID WASTE COMMERCIAL REPRESENTATIVE			
112		\$30,895	\$37,074	\$47,084
319	ANIMAL SERVICES COORDINATOR			
250	BACKFLOW PREVENTION OPER ASST			
246	CONSTRUCTION CREW LEADER			
138	DISPATCHER III			
61	EQUIPMENT MECHANIC III			
240	EXECUTIVE SECRETARY			
351	FIRE INSPECTOR			
206	INSPECTOR/RESIDENTIAL			
195	LAND AGENT			
245	MAINTENANCE CREW LEADER			
114	METER OPERATIONS ASSISTANT			
303	OFFICE MANAGER			
352	PROJECT COORDINATOR			
13W	PW CREW LEADER - WATER LICENSE			
67	TRAFFIC SIGNAL TECHNICIAN			
113		\$32,440	\$38,928	\$49,439
203	ASSISTANT FLEET SUPERVISOR			
339	BUDGET ANALYST			
273	DISPATCH TRAINER			
28	FINANCIAL COORDINATOR			
257	GIS TECHNICIAN			
204	INSPECTOR/COMMERCIAL & RESIDENTIAL			
344	POLICE SYSTEMS OPERATOR			
242	PW CREW LEADER/TANKS & PUMPS			
3	PW FIELD SERVICE REP			
179	RECORDS COORDINATOR			
337	SIDEWALKS/OVERLAY OPERATIONS SUPERVISOR			
114		\$34,062	\$40,874	\$51,911
158	CABLE ADMINISTRATOR			
343	CODE COMPLIANCE ADMIN			
355	COMMUNITY RESOURCES PROJECT ADMINISTRATOR			
196	SENIOR LAND AGENT			
148	WASTE REDUCTION COORDINATOR			
115		\$35,765	\$42,918	\$54,506
32	HORTICULTURIST			
328	PARK PLANNER			
40	PLANNER			

Proposed Pay Plans
City of Fayetteville, Arkansas

Code	Proposed Class Title	Min	Mkt	Max
Merit				
115		\$35,765	\$42,918	\$54,506
175	PROPERTY/EVIDENCE MANAGER			
264	SURVEYOR			
361	URBAN FORESTER			
116		\$37,553	\$45,064	\$57,231
323	BUILDING SERVICES SUPERVISOR			
362	BUYER			
123	DISPATCH SHIFT SUPERVISOR			
47	FLEET OPERATIONS SUPERVISOR			
35	PARKS MAINTENANCE SUPERVISOR			
373	PLANS EXAMINER			
153	PROSECUTOR OFFICE ADMINISTRATOR			
338	SENIOR RESEARCH ANALYST			
110	SOLID WASTE OPERATIONS SUPERVISOR			
283	TELECOMMUNICATIONS COORDINATOR			
191	TRAFFIC CONTROL SUPERVISOR			
350	W/WW FIELD SUPERINTENDENT			
247	W/WW SERVICES TECHNICAL SUPERVISOR			
41	WATER SERVICES SUPERVISOR			
117		\$39,431	\$47,317	\$60,093
22	DISTRICT COURT ADMINISTRATOR			
365	FINANCIAL ANALYST			
167	FIXED ASSETS/INVESTMENT COORDINATOR			
354	IT HELP DESK SUPPORT ANALYST			
375	TRAILS COORDINATOR			
119		\$43,473	\$52,167	\$66,253
88A	ASSISTANT DISPATCH MANAGER			
58	BILLING AND COLLECTIONS MANAGER			
307	BUSINESS SYSTEMS ANALYST			
371	CONTRACT GRANT ACCOUNTANT			
254	PARKS MAINT SUPERINTENDENT			
NEW	PROJECT MANAGER			
189	RECREATION SUPERINTENDENT			
180	SENIOR PLANNER			
120		\$45,646	\$54,776	\$69,565
366	DATABASE ADMINISTRATOR			
200	GIS COORDINATOR/GIS SUPERVISOR			
290	HUMAN RESOURCES ADMINISTRATOR			
288	NETWORK ENGINEER			
253	SYSTEMS ANALYST			
122		\$50,325	\$60,390	\$76,696
68	ACCOUNTING MANAGER			
23	ANIMAL SERVICES SUPERINTENDENT			
19	BUILDING SAFETY DIRECTOR			
152	BUILDING SERVICES AND PROJECT DIRECTOR			
14	CITY CLERK/TREASURER			
84	COMMUNITY RESOURCES & CODE COMPLIANCE DIRECTOR			
347	MANAGEMENT ACCOUNTING COORDINATOR			
327	POLICE RECORDS SERVICES MANAGER			
132	PURCHASING MANAGER			

Proposed Pay Plans
City of Fayetteville, Arkansas

Code	Proposed Class Title	Min	Mkt	Max
Merit				
122		\$50,325	\$60,390	\$76,696
284	SENIOR PROGRAMMER/ANALYST			
274	TELECOMMUNICATIONS MANAGER			
38	TRANSPORTATION SUPERINTENDENT			
123		\$52,841	\$63,410	\$80,530
88B	ASSISTANT HUMAN RESOURCES DIRECTOR			
88	DISPATCH MANAGER			
20	FLEET OPERATIONS SUPERINTENDENT			
85	INTERNAL AUDITOR			
364	PUBLIC INFORMATION AND POLICY ADVISOR			
126		\$61,171	\$73,405	\$93,224
15	ACCOUNTING ADMINISTRATOR			
154	ASSISTANT CITY ATTORNEY			
367	ASSISTANT CITY ENGINEER			
314	AVIATION & ECON DEV DIR			
267	BUDGET MANAGER			
287	DEPUTY CITY PROSECUTOR			
341	DIRECTOR OF CURRENT PLANNING			
45	HUMAN RESOURCES DIRECTOR			
26	INFORMATION TECHNOLOGIES MANAGER/IT DIRECTOR			
79	PARKS & RECREATION DIRECTOR			
218	SOLID WASTE DIRECTOR			
90	STAFF ENGINEER - PE			
332	TRANSPORTATION MANAGER			
5	WATER & WASTEWATER OPERATIONS MANAGER			
127		\$64,229	\$77,075	\$97,885
12	ASSISTANT FIRE CHIEF			
33	DEPUTY CHIEF OF POLICE			
128		\$67,441	\$80,929	\$102,779
140	CITY ENGINEER			
360	PLANNING AND PROGRAM DEVELOPMENT DIRECTOR			
170	PROSECUTING ATTORNEY			
130		\$74,353	\$89,224	\$113,314
133	CITY ATTORNEY			
57	FIRE CHIEF			
81	POLICE CHIEF			
112	WATER/WASTEWATER DIRECTOR			
131		\$78,071	\$93,685	\$118,980
304	DIRECTOR OF OPERATIONS			
145	FINANCE DIRECTOR			
134		\$90,377	\$108,452	\$137,734
225	DISTRICT JUDGE			
82	MAYOR			

Proposed Pay Plans
City of Fayetteville, Arkansas

<i>Code</i>	<i>Proposed Class Title</i>	<i>Mln</i>	<i>Mkt</i>	<i>Max</i>
Police				
330		\$33,306	\$40,200	\$47,267
64	POLICE OFFICER			
332		\$41,378	\$45,165	\$53,105
280	POLICE CORPORAL			
335		\$43,389	\$52,284	\$61,476
53	POLICE SERGEANT			
337		\$47,837	\$57,643	\$67,777
65	POLICE LIEUTENANT			
340		\$55,377	\$66,729	\$78,460
6	POLICE CAPTAIN			

Implementation Report - Introduction

Implementation reports provide detailed and summarized information about implementation costs.

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In the detail section of each implementation report, two rows are used to display data for each employee. The top row displays the employee's current Class, Grade and Salary information, while the second row displays the proposed Class, Grade and Salary. In addition, the details of important dates, seven different adjustments to current salary, the employee's FTE, Position # and Name are also displayed. For privacy, each of the items that can be shown in the report, can also be hidden.

When step plans are being considered, the implementation report can show the cost difference between using open range calculations and step calculations in the same plan.

Implementation reports can also display or hide all detail, and print only the summary data desired. Available summaries include a summary for each department, each pay plan, and for the total organization.

The report settings used to prepare each implementation report are shown at the beginning of each implementation report, to allow verification of the assumptions used when the report was prepared.

SAMPLE Implementation Report Settings Screen (example only - not live settings)

Implementation Scenarios

Valued Client

Implementation Scenarios Failing

Report Name: [REDACTED]

Report Format: ☒ Draft ☐ Summary Only ☐ Show Department Summary ☐ Show Pay Plan Summary ☐ Show Grand Totals Summary

Implementation Costs Annualized ☐
Implementation Costs Hourly ☐
Implementation Costs by Job Class ☐

Include Plan ☐ Exclude Plan ☐

Increment Step by: 0

Implementation: 7/1/2004

Calculation Parameters

Set Years to Reach Grade Market to: 0
Set Years to Reach Grade Maximum to: 10
Set Maximum Adjustment to the Range: Maximum
Set Allowable Experience Days Using: Experience Date
Set Maximum Years of Service Cap to: 99 years of service
Calculate Adj. Above Min after the first: 1 year of service
Include Organizational Experience adj: ☐ Include Stipends ☐
Allow 1 Additional day: 0 day(s) of service
Over-mkt adjustment for every: 0 day(s) of service

Flat Percent Adjustment Management

Calculate a Flat % Adjustment of: 0
Calculate % Using Current Salary ☐
Apply Flat % Adjustment: ☐ Before Min Adj ☐ After Step ☐ After Merit ☐ After Bonus ☐ After Max

Display on Implementation report

Original Class
☒ Class Title ☒ Class Code ☒ Grade ☒ Salary Range ☒ Step ☒ Base Salary

Proposed Class
☒ Class Title ☒ Class Code ☒ Grade ☒ Salary Range ☒ Step ☒ Base Salary

Identity
☒ Employee Name ☒ Position Control Number ☒ FTE ☐ Days ☐ Duty Days ☒ Experience Days Allowed

Adjustments
☐ Flat % ☒ Minimum ☒ Market ☒ Maximum ☐ Step ☐ Stipends ☐ Merit

Dates
☒ Hire Date ☒ Promotion Date ☒ Experience Date ☒ % Change ☒ % Change

Report Settings

Report Name: <u>Implementation Merit % Market**</u>		3
Print As Plan Type <u> </u> Increment Current Step by <u> </u>		
Open Range <u> </u>		
Calculation Parameters Set Years to Reach Grade Market to <u>5</u> Set Years to Reach Grade Maximum to <u>15</u> Set Maximum Adjustment to the Range <u> </u> Set Allowable Experience Days Using <u> </u> Set Maximum Years of Service Cap to <u>100</u> Calculate Adj. Above Min after the first <u>1</u> year(s) of service Include Organizational Experience adj ☐ Allow 1 additional day adjustment for <u>7</u> Day(s) Organization Experience # Adjustments <u>1</u> % of Mid <u> </u> Promotion Date <u> </u> Include Stipends ☐		
☒ Summary Only ☐ Show Department Summary ☒ Show Pay Plan Summary ☒ Show Grand Totals Summary Implementation: <u>1/1/2007</u> Flat Percent Adjustment Management Calculate a Flat % Adjustment of <u>0</u> % Calculate % Using Current Salary ☒ Apply Flat % Adjustment ☒ Before Min Adj ☐ After Step ☐ After Min Adj ☐ After OrgExp ☐ After Market ☐ After Assignment ☐ After Max		

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Accounting (Dept Code 320)

Original	Proposed	Class		Grade			Step	FTEF		Hire Date	Promotion	Salary	Adjustments					Compa Ratio	Position #	
		Title	Code	Min	Mkt	Max		#	Duty				Days	Flat %	Mkt	Step	% Chg	Min		Max
																			Employee Name	

Summary for Pay Plan: Merit

Current Payroll																			
Flat 0% Adjustment																			
Adjustment To Minimum																			
Adjustment To Market																			
Adjustment Toward Max																			
Adjustment To Step																			
OrgExp Adjustment																			
Stipends / Supplements																			

Total Applied Adjustments

\$699,755

Proposed Payroll

\$18,436,081

% Change

3.95%

City of Fayetteville, Arkansas Implementation Report

Summary for City of Fayetteville, Arkansas

Current Payroll			
Flat 0% Adjustment	\$17,736,326	# Positions	465
Adjustment To Minimum	\$0	# Adjusted To Minimum	49
Adjustment Toward Mkt	\$67,483	# Adjusted Toward Market	296
Adjustment Toward Maximum	\$632,272	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$699,755		
Proposed Payroll	\$18,436,081	% Change in Total Payroll	3.95%
FICA Rate: 7.65			
Proposed Payroll plus FICA	\$19,846,442		

Implementation Report - Introduction

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SAMPLE Implementation Report Settings Screen (example only - not live settings)

Implementation Scenarios

Valued Client

Implementation Scenarios Failing

Report Format

☒ Draft

☐ Summary Only

☐ Show Department Summary

☐ Show Pay Plan Summary

☐ Show Grand Totals Summary

Implementation Costs Annualized

☐ Implementation Costs Hourly

☒ Implementation Costs by Job Class

Report Name [Implementation]

Implementation Step by 0

Include Plan ☒ **Exclude Plan** ☐

Calculation Parameters

Set Years to Reach Grade Market to 5

Set Years to Reach Grade Maximum to 10

Set Maximum Adjustment to the Range Maximum

Set Allowable Experience Days Using Experience Date

Set Maximum Years of Service Cap to 99

Calculate Adj. Above Min after the first 1 year(s) of service

Include Organizational Experience adj. Include Stipends ☐

Allow 1 Additional day 0 day(s) of service

Over-mlkd adjustment for even

Implementation 7/1/2004

Flat Percent Adjustment Management

Calculate Flat % Adjustment of 0

Calculate % Using Current Salary ☐

Apply Flat % Adjustment

☒ Before Min Adj ☐ After Step

☐ After Min Adj ☐ After Merit

☐ After Market ☐ After Bonus

☐ After Max

Display on Implementation report

Original Class

☒ Class Title

☒ Class Code

☒ Grade

☒ Salary Range

☒ Step

☒ Base salary

Proposed Class

☒ Class Title

☒ Class Code

☒ Grade

☒ Salary Range

☒ Step

☒ Base salary

Identity

☒ Employee Name

☒ Position Control Number

☒ FTE

☐ Days

☐ Duty Days

☒ Experience Days Allowed

Adjustments

☐ Flat %

☒ Minimum

☒ Market

☒ Maximum

☐ Step

☐ Stipends

☐ Merit

Dates

☒ Hire Date

☒ Promotion Date

☒ Experience Date

☒ % Change

☒ % Change

Report Settings

Report Name: Implementation Report 001 - Fire and Police NP 4/10		1
Print As Plan Type Increment Current Step by Open Range 1		
☒ Summary Only ☒ Show Department Summary ☐ Show Pay Plan Summary ☒ Show Grand Totals Summary		
Calculation Parameters Set Years to Reach Grade Market to 4 # Adjustments 1 Set Years to Reach Grade Maximum to 10 Set Maximum Adjustment to the Range Normal Progression Set Allowable Experience Days Using Promotion Date Set Maximum Years of Service Cap to 100 year(s) of service Calculate Adj. Above Min after the first 1 year(s) of service Include Organizational Experience adj ☐ Include Stipends ☐ Allow 1 additional day adjustment for 7 Day(s) Organization Experience		
Implementation: 1/1/2007 Flat Percent Adjustment Management Calculate a Flat % Adjustment of 0 % Calculate % Using Current Salary ☒ Apply Flat % Adjustment ☒ Before Min Adj ☐ After Step ☐ After Min Adj ☐ After OrgExp ☐ After Market ☐ After Assignment ☐ After Max		

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Fire
Uniformed Fire (Dept Code 700)

Original	Class	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Compa Ratio	Position #
Proposed	Title	Code	Min	Max	#	Duty	Exper Date	Days All'd	Min	Max	Merit	Asgn	Employee Name

Summary for Uniformed Fire

Current Payroll	\$4,153,872	# Positions	100
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$3,054	# Adjusted To Minimum	13
Adjustment To Market	\$34,615	# Adjusted To Market	29
Adjustment Toward Maximum	\$176,657	# Adjusted Toward Maximum	38
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$214,326		
Proposed Payroll	\$4,368,198	% Change	5.16%

Summary for Uniformed Police

Current Payroll	\$5,075,627	# Positions	117
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$57,705	# Adjusted To Market	42
Adjustment Toward Maximum	\$76,655	# Adjusted Toward Maximum	40
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$134,361		
Proposed Payroll	\$5,209,988	% Change	2.65%

City of Fayetteville, Arkansas Implementation Report

Summary for City of Fayetteville, Arkansas

Current Payroll	\$9,229,499	# Positions	217
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$3,054	# Adjusted To Minimum	13
Adjustment Toward Mkt	\$92,320	# Adjusted Toward Market	71
Adjustment Toward Maximum	\$253,312	# Adjusted Toward Maximum	78
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$348,687		
Proposed Payroll	\$9,578,186	% Change in Total Payroll	3.78%
FICA Rate: 7.65			
Proposed Payroll plus FICA	\$10,310,917		

Mayor Dan Coody
City Attorney Kit Williams
City Clerk Sondra Smith



Aldermen

Ward 1 Position 1 - Robert Reynolds
Ward 1 Position 2 - Brenda Thiel
Ward 2 Position 1 - Kyle B. Cook
Ward 2 Position 2 - Vacant
Ward 3 Position 1 - Robert K. Rhoads
Ward 3 Position 2 - Robert Ferrell
Ward 4 Position 1 - Shirley Lucas
Ward 4 Position 2 - Lioneld Jordan

**Final Agenda
City of Fayetteville Arkansas
City Council Meeting
October 17, 2006**

A meeting of the Fayetteville City Council will be held on October 17, 2006 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

**Call to Order
Roll Call
Pledge of Allegiance**

Presentation of City Plan 2025 Awards from the State Chapter of the American Planning Association. The City received awards for Achievement in Comprehensive Planning and Achievement in Technology – given by Karen Minkel – Senior Planner

2006 Project Presentation – Community Asset and Development Information System (CADIS) and Creating Realistic Animation Through EAST (CRATE) – given by Malcom Williamson

A. CONSENT:

- 1. Approval of the September 5, 2006 and September 12, 2006 City Council meeting minutes.**
- 2. Swepeco-AR:** A resolution approving an agreement with Swepeco-AR in the amount of \$69,114.17 for electrical utility line relocation as part of the Van Asche Drive extension project.
- 3. Lufkin Industries of Lowell:** A resolution awarding Bid #06-55 and approving the purchase of one (1) dump trailer from Lufkin Industries of Lowell in the amount of \$32,539.02 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment.

4. **Barloworld Truck Center of Springdale:** A resolution awarding Bid #06-55 and approving the purchase of one (1) truck tractor and hydraulic wet line kit from Barloworld Truck Center of Springdale in the amount of \$76,003.00 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment in the amount of \$76,208.00.
5. **Landers Ford of Little Rock:** A resolution awarding Bid #06-56 and approving the purchase of one (1) diesel powered cutaway van truck from Landers Ford of Little Rock in the amount of \$29,601.00 for use by the Solid Waste & Recycling Division.
6. **C. Green Scaping:** A resolution approving a contract with C. Green Scaping, LP in the amount of \$145,200.00 for Wetlands construction, burning and planting; and approving a Project Contingency in the amount of \$14,500.00.
7. **Selective Traffic Enforcement Project (STEP) Grant:** A resolution accepting the 2006-2007 Selective Traffic Enforcement Program (STEP) Grant in the amount of \$68,000.00 for the purpose of paying overtime to officers engaged in the enforcement of DWI/DUI and seatbelt laws; and approving a Budget Adjustment recognizing the grant revenue.
8. **ADM 06-2293 Lofts at Underwood Plaza:** A resolution for ADM 06-2293, approving encroachments into the city's right-of-way for the purpose of constructing foundation on the north side of the Lofts at Underwood Plaza project into Dickson Street, as described and depicted in the attached exhibit.

B. UNFINISHED BUSINESS:

1. **VAC 06-2136 Petunia Court:** An ordinance approving VAC 06-2136 submitted by John Carpenter for property located between Lots 31 & 32 of Glenbrook Phase II, vacating un-constructed right-of-way within the subject property. *This ordinance was left on the Second Reading at the October 3, 2006 City Council meeting.*

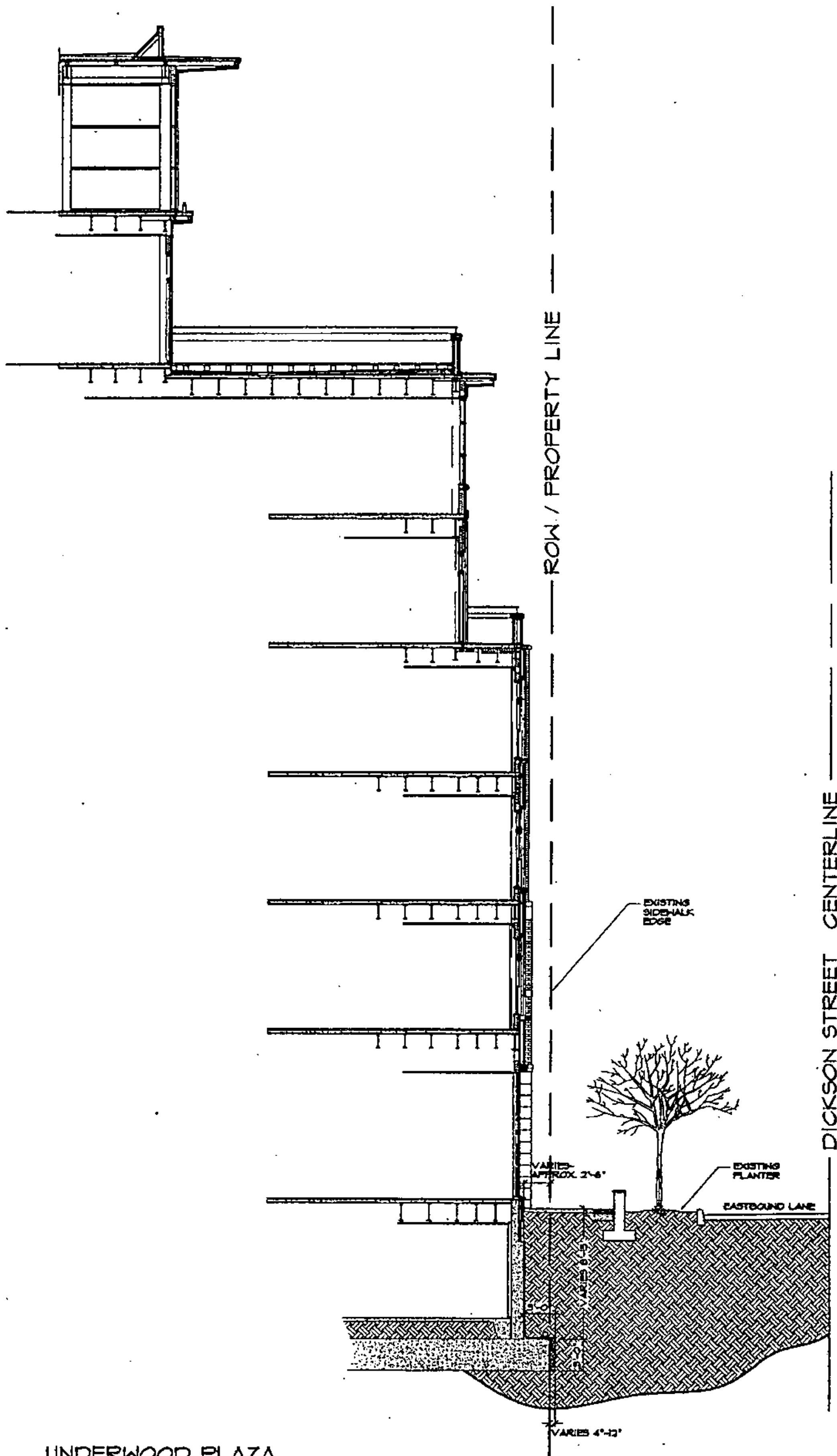
C. NEW BUSINESS:

1. **R-PZD 06-2169 - 6th & Wood:** An ordinance establishing a Residential Planned Zoning District Titled R-PZD 06-2169, 6th & Wood, located at the intersection of 6th Street and Wood Avenue, containing approximately 1.80 acres; amending the Official Zoning Map of the City of Fayetteville; and adopting the associated Master Development Plan.
2. **RZN 06-2240 Combs:** An ordinance approving RZN 06-2240 submitted by H2 Engineering, Inc. for property located at the southeast corner of Morningside Drive and 15th Street, for approximately 61.98 acres, rezoning the subject property from RSF-4, Residential Single Family, 4 units per acre to RMF-6, Residential Multifamily, 6 units per acre and C-1, Neighborhood Commercial.
3. **RZN 06-2244 Henningsen:** An ordinance approving RZN 06-2244 submitted by Jerry Horton for property located at the SW corner of Sunrise Mountain Road and S. School Ave. (HWY 71B), rezoning the subject property from R-A, Residential Agriculture and C-2, Thoroughfare Commercial to I-1, Heavy Commercial Light Industrial.

4. **Olika Investments, LLC Cost-Share:** An ordinance waiving the requirements of formal competitive bidding and approving a cost-share with Olika Investments, LLC in the amount of \$30,398.53 for the upsizing of approximately 1460' of 8" water main to 12" water main.
5. **Fayetteville Municipal Airport Fuel Flowage Fee:** An ordinance amending §91.15: Airports and Aircraft, Code of Fayetteville, to adjust the per gallon flowage fee on all aviation fuel and gasoline supplied at the Fayetteville Municipal Airport.
6. **Farmington/Fayetteville Sewer Service Agreement:** A resolution to express the City Council's basic agreement with the terms of the Farmington Position Paper.
7. **Group Medical & Dental Plan Renewals:** A resolution approving the placement of Group Major Medical coverage with CIGNA; COBRA Administration with DataPath; HSA Account Administration with Delta Trust & Banking Corp., with five one-year optional renewals at the city's discretion; and renewing with Delta Dental for employee-paid dental insurance for plan year 2007.
8. **2007 Compensation & Classification Plan Implementation:** A resolution adopting the Compensation Committee's recommendation to implement the 2007 Compensation & Classification Plan.
9. **Camels and Dromedaries for Passenger Transport:** An Ordinance to amend Article VII Nonmotorized Passenger Transport Vehicles of Chapter XI Business Regulations of the Code of Fayetteville to authorize and regulate Camels and Dromedaries for passenger transport on the Fayetteville Square.

D. INFORMATIONAL:

City Council Tour: NONE



UNDERWOOD PLAZA

ADM 06-2293 Lofts at Underwood Plaza

Added at Agenda Session 10-10-06

ALDERMAN AGENDA REQUEST FORM

C. 9
Camels and Dromedaries for
Passenger Transport
Page 1 of 6

FOR: COUNCIL MEETING OF OCTOBER 17, 2006

FROM:

ALDERMAN BOBBY FERRELL

ORDINANCE OR RESOLUTION TITLE AND SUBJECT:

AN ORDINANCE TO AMEND ARTICLE VII NONMOTORIZED
PASSENGER TRANSPORT VEHICLES OF CHAPTER XI BUSINESS
REGULATIONS OF THE CODE OF FAYETTEVILLE TO AUTHORIZE
AND REGULATE CAMELS AND DROMEDARIES FOR PASSENGER
TRANSPORT ON THE FAYETTEVILLE SQUARE

APPROVED FOR AGENDA:



Bobby Ferrell
Alderman

10/10/06
Date



Kit Williams
City Attorney (as to form)

10-10-06
Date

ORDINANCE NO. _____

AN ORDINANCE TO AMEND ARTICLE VII NONMOTORIZED PASSENGER TRANSPORT VEHICLES OF CHAPTER XI BUSINESS REGULATIONS OF THE CODE OF FAYETTEVILLE TO AUTHORIZE AND REGULATE CAMELS AND DROMEDARIES FOR PASSENGER TRANSPORT ON THE FAYETTEVILLE SQUARE

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby amends Article VII Nonmotorized Passenger Transport Vehicles by repealing §117.80 Definitions and enacting a replacement attached as Exhibit A.

Section 2: That the City Council of the City of Fayetteville, Arkansas hereby amends §117.81 (B)(6) by repealing in its entirety and enacting a new §117.81 (B)(6) as follows:

“(6) The number of horses, camels, or dromedaries the applicant proposes to use in the operation of the passenger transport service with a description, including age, color and breed or photograph and a state certificate of veterinarian inspection of each horse, camel or dromedary;”

Section 3: That the City Council of the City of Fayetteville, Arkansas hereby amends §117.81 (C)(5) and (13) by repealing such subsections in their entirety and enacting replacement subsections as follows:

“(5) Number and description of all horses, camels and dromedaries to be used;”

“(13) The use of the special sanitary devices and special care procedures for horses, camels and dromedaries; and”

Section 4: That the City Council of the City of Fayetteville, Arkansas hereby amends §117.85 (C)(2) by repealing subsection (C)(2) and enacting replacement subsection ©(2) as follows:

“(C)(2) A provision to cover all horses, camels, dromedaries and vehicles, whether owned or not by the holder if operated under the holder’s Certificate of Public Convenience and Necessity.”

Section 5: That the City Council of the City of Fayetteville, Arkansas hereby amends §117.86 Conduct of Drivers and Handlers by repealing subsections (E), (F) and (G) and enacting new subsections as follows:

“(E) Not permit any person on the back of a horse, camel or dromedary while it is pulling a nonmotorized passenger transport vehicle;

“(F) Not leave a horse, camel or dromedary untethered and unattended except when confined to a stable or other enclosure.

“(G) Pick up all horse, camel and dromedary droppings immediately with appropriate equipment.”

Section 6: That the City Council of the City of Fayetteville, Arkansas hereby repeals §117.87 Horses, Vehicles and Equipment and enacts a replacement §117.87 Horses, Camels, Dromedaries, Vehicles and Equipment attached as Exhibit B.

Section 7: That the City Council of the City of Fayetteville, Arkansas hereby amends §117.92 Authority to Summon Veterinarian by repealing it in its entirety and enacting a replacement §117.92 as follows:

“§117.92 Authority to Summon Veterinarian

“The police department is hereby authorized to immediately summon the City Veterinarian (or other licensed veterinarian as available) if any time an officer reasonably believes a horse, pony, camel or dromedary is ill, overtired, undernourished, overloaded, injured, or lame or whose health or life may otherwise be in imminent danger.”

PASSED and APPROVED this 17th day of October, 2006.

APPROVED:

ATTEST:

By: _____
DAN COODY, Mayor

By: _____
SONDRA SMITH, City Clerk

EXHIBIT A

117.80 Definitions

For the purpose of this article, the following words and terms have the meaning ascribed thereto:

Camel/Dromedary. Either of two large ruminant mammals used as a draft or saddle animal in desert regions of Africa or Asia.

Driver. An individual who operates a nonmotorized passenger transport vehicle.

Handler. An individual who leads and controls a pony, camel, or dromedary working as part of a nonmotorized passenger transport service.

Holder. A person who is granted Certificate of Public Convenience and Necessity under this article to provide nonmotorized passenger transport service in the city.

Horse. Any member of the family "Equidae" perissodactyl ungulate mammals containing a single genus equus, including but not limited to horses, asses, jacks, jennies, hennies, mules, donkeys, burros, ponies, and zebras.

Nonmotorized passenger transport vehicle.
Example: a horse-drawn carriage.

Nonmotorized passenger transport service.
The business of offering or providing transportation of persons for hire, either in a nonmotorized transport vehicle or on horseback, camelback or dromedaryback, when:

- (1) A driver or handler is furnished as part of the service; and
- (2) The service is offered only in accordance with a pre-approved route.

Nonmotorized passenger transport vehicle drivers permit. A permit issued to an individual by the Chief of Police to operate a nonmotorized passenger transport vehicle or hire in the city.

Operate. To drive or be in physical control of a nonmotorized passenger transport vehicle.

Permittee. An individual who has been issued a nonmotorized passenger transport vehicle driver's permit under this article.

Person. An individual, corporation, governmental subdivision or an agency, trust, partnership, or two or more persons having a common economic interest.

Preapproved route. Nonmotorized passenger transport service operating on a predetermined schedule with fixed pickup and destination points located on a route approved by and on file with the traffic superintendent.

EXHIBIT B

117.87 Horses, Camels, Dromedaries, Vehicles and Equipment

(A) *Horses, Camels, Dromedaries.*

- (1) Before any horse, camel or dromedary may be used in a nonmotorized passenger transport service, the holder must furnish the animal services director with:
 - (a) A State Certificate of Veterinarian Inspection with a photograph or drawing of the horse, camel or dromedary showing identifying markings of the horse, camel or dromedary and showing that the horse, camel or dromedary has been examined at least once within the preceding three months by a veterinarian licensed by the State of Arkansas who specializes in equine medicine (for horses) and in camel medicine for camels and dromedaries; and
 - (b) An equine vaccination certificate from a licensed veterinarian showing proof that the horse has had tetanus, rabies, and Eastern-Western encephalitis vaccinations; further, proof of a negative Coggins Test must be submitted annually; and
 - (c) A Certificate from a licensed veterinarian showing that the camel or dromedary has had all necessary and appropriate vaccinations.
- (2) A horse, camel or dromedary used in a nonmotorized passenger transport service must:
 - (a) Be appropriately shod to work on paved streets; if a horse, loses a shoe while working, an "easy" type boot may be used to finish the scheduled work day;
 - (b) Not have any open wound, oozing sore, cut below skin level or bleeding wound;
 - (c) Not have evidence of lameness, such as, but not limited to, head bobbing or irregular rhythm;
 - (d) Be offered not less than five gallons of drinking water at least every two hours;
 - (e) Have at least a 10 minute rest period after every 50 minutes worked;
 - (f) Not work longer than six hours in a 24-hour period with a minimum of 12 hours of rest;
 - (g) Have the appropriate bridle, bit, halter, or harness equipment properly fitted and in good repair with no deficiencies that could reasonably be deemed a safety hazard;
 - (h) Be properly cleaned with no offensive odors or caked dirt or mud;
 - (i) Not work with the outside temperature exceeds 90 degrees Fahrenheit, or the thermal heat index exceeds 110; and
 - (j) Be examined at least once every three months by a veterinarian licensed by the State of Arkansas who specializes in equine or camel medicine and receive a State Certificate of Veterinarian Inspection, which must be submitted to the animal services director.
- (3) The animal services director may require a holder, driver, or handler to remove from service any pony, horse, camel or dromedary that appears to be ill, overtired, undernourished, overloaded, injured or lame, or whose health or life, in the opinion of a veterinarian or qualified animal service officer is in imminent danger. To reinstate a horse, camel or dromedary removed from service the animal must be re-examined and a

Exhibit B, page 2

new State Certificate of Veterinarian Inspection must be submitted to the animal control officer.

- (4) For purposes of this section, a horse, camel or dromedary is considered to be working any time it is on the public street or sidewalk, or other public right-of-way, during any hour of operation of the nonmotorized passenger transport service that is authorized by and on file with the traffic superintendent.

- (B) *Vehicle inspection and maintenance.* Each vehicle shall comply with all the safety requirements imposed by all state, federal or local laws applicable to the vehicle involved.

- (C) *Required equipment.*

- (1) *Nonmotorized passenger transport vehicles.*

(a) A holder or driver shall, at all times, provide and maintain in good operating condition the following equipment for each nonmotorized passenger transport vehicle:

- (i) Headlights;
- (ii) Tail lights;
- (iii) Flashing lights;
- (iv) Approved braking system;
- (v) Rubber on all wheels;
- (vi) A "slow moving vehicle" sign attached to the rear of the vehicle;
- (vii) Evidence of insurance;
- (viii) A copy of this article.

- (2) *Helmets.* Unless the operator, holder, or handler of a pony, horse, camel or

ponies, horses, camels or dromedaries adequately and safely tethered to a ring apparatus, the operator, holder or handler shall ensure that every rider wears an equestrian or bicycle-type safety helmet while riding on horseback, camelback or dromedaryback.

Mayor Dan Coody
City Attorney Kit Williams
City Clerk Sondra Smith



Aldermen

Ward 1 Position 1 - Robert Reynolds
Ward 1 Position 2 - Brenda Thiel
Ward 2 Position 1 - Kyle B. Cook
Ward 2 Position 2 - Vacant
Ward 3 Position 1 - Robert K. Rhoads
Ward 3 Position 2 - Robert Ferrell
Ward 4 Position 1 - Shirley Lucas
Ward 4 Position 2 - Lioneld Jordan

**Tentative Agenda
City of Fayetteville Arkansas
City Council Meeting
October 17, 2006**

A meeting of the Fayetteville City Council will be held on October 17, 2006 at 6:00 PM in Room 219 of the City Administration Building located at 113 West Mountain Street, Fayetteville, Arkansas.

**Call to Order
Roll Call
Pledge of Allegiance**

Presentation of City Plan 2025 Awards from the State Chapter of the American Planning Association. The City received awards for Achievement in Comprehensive Planning and Achievement in Technology – given by Karen Minkel – Senior Planner

2006 Project Presentation – Community Asset and Development Information System (CADIS) and Creating Realistic Animation Through EAST (CRATE) – given by Malcom Williamson

2007 General Fund Budget Summary Presentation – given by Paul Becker, Finance Director - Agenda Session Only.

A. CONSENT:

- 1. Approval of the September 5, 2006 and September 12, 2006 City Council meeting minutes.**
- 2. Swepeco-AR:** A resolution approving an agreement with Swepeco-AR in the amount of \$69,114.17 for electrical utility line relocation as part of the Van Asche Drive extension project.
- 3. Lufkin Industries of Lowell:** A resolution awarding Bid #06-55 and approving the purchase of one (1) dump trailer from Lufkin Industries of Lowell in the amount of \$32,539.02 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment.

4. **Barloworld Truck Center of Springdale:** A resolution awarding Bid #06-55 and approving the purchase of one (1) truck tractor and hydraulic wet line kit from Barloworld Truck Center of Springdale in the amount of \$76,003.00 for use by the Wastewater Treatment Project, Water & Sewer Division; and approving a Budget Adjustment in the amount of \$76,208.00.
5. **Landers Ford of Little Rock:** A resolution awarding Bid #06-56 and approving the purchase of one (1) diesel powered cutaway van truck from Landers Ford of Little Rock in the amount of \$29,601.00 for use by the Solid Waste & Recycling Division.
6. **C. Green Scaping:** A resolution approving a contract with C. Green Scaping, LP in the amount of \$145,200.00 for Wetlands construction, burning and planting; and approving a Project Contingency in the amount of \$14,500.00.
7. **Selective Traffic Enforcement Project (STEP) Grant:** A resolution accepting the 2006-2007 Selective Traffic Enforcement Program (STEP) Grant in the amount of \$68,000.00 for the purpose of paying overtime to officers engaged in the enforcement of DWI/DUI and seatbelt laws; and approving a Budget Adjustment recognizing the grant revenue.

B. UNFINISHED BUSINESS:

1. **VAC 06-2136 Petunia Court:** An ordinance approving VAC 06-2136 submitted by John Carpenter for property located between Lots 31 & 32 of Glenbrook Phase II, vacating un-constructed right-of-way within the subject property. *This ordinance was left on the Second Reading at the October 3, 2006 City Council meeting.*

C. NEW BUSINESS:

1. **R-PZD 06-2169 - 6th & Wood:** An ordinance establishing a Residential Planned Zoning District Titled R-PZD 06-2169, 6th & Wood, located at the intersection of 6th Street and Wood Avenue, containing approximately 1.80 acres; amending the Official Zoning Map of the City of Fayetteville; and adopting the associated Master Development Plan.
2. **RZN 06-2240 Combs:** An ordinance approving RZN 06-2240 submitted by H2 Engineering, Inc. for property located at the southeast corner of Morningside Drive and 15th Street, for approximately 61.98 acres, rezoning the subject property from RSF-4, Residential Single Family, 4 units per acre to RMF-6, Residential Multifamily, 6 units per acre and C-1, Neighborhood Commercial.
3. **RZN 06-2244 Henningsen:** An ordinance approving RZN 06-2244 submitted by Jerry Horton for property located at the SW corner of Sunrise Mountain Road and S. School Ave. (HWY 71B), rezoning the subject property from R-A, Residential Agriculture and C-2, Thoroughfare Commercial to I-1, Heavy Commercial Light Industrial.
4. **ADM 06-2293 Lofts at Underwood Plaza:** A resolution for ADM 06-2293, approving encroachments into the city's right-of-way for the purpose of constructing foundation on the north side of the Lofts at Underwood Plaza project into Dickson Street, as described and depicted in the attached exhibit.

5. **Lot Split for Mayes Appeal:** An appeal of the Planning Commissions decision to deny a lot split for Mayes located at 445 N. Canvas Road.
6. **Olika Investments, LLC Cost-Share:** An ordinance waiving the requirements of formal competitive bidding and approving a cost-share with Olika Investments, LLC in the amount of \$30,398.53 for the upsizing of approximately 1460' of 8" water main to 12" water main.
7. **Fayetteville Municipal Airport Fuel Flowage Fee:** An ordinance amending §91.15: Airports and Aircraft, Code of Fayetteville, to adjust the per gallon flowage fee on all aviation fuel and gasoline supplied at the Fayetteville Municipal Airport.
8. **Farmington/Fayetteville Sewer Service Agreement:** A resolution to express the City Council's basic agreement with the terms of the Farmington Position Paper.
9. **Group Medical & Dental Plan Renewals:** A resolution approving the placement of Group Major Medical coverage with CIGNA; COBRA Administration with DataPath; HSA Account Administration with Delta Dental & Banking Corp., with five one-year optional renewals at the city's discretion; and renewing with Delta Dental for employee-paid dental insurance for plan year 2007.
10. **2007 Compensation & Classification Plan Implementation:** A resolution adopting the Compensation Committee's recommendation to implement the 2007 Compensation & Classification Plan.

D. INFORMATIONAL:

City Council Tour: October 16, 2006 -4:30 PM

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

10/17/2006

City Council Meeting Date

Ron Petrie

Submitted By

Engineering

Division

Operations

Department

Action Required:

A Resolution to approve an Agreement with SWEPCO-AR in the amount of \$69,114.17 for Electric Utility Line Relocation as Part of the Van Asche Drive Extension Project

\$ 69,114.17

Cost of this request

\$ 4,156,284.00

Category / Project Budget

Van Asche Drive Extension

Program Category / Project Name

4470.9470.5809.00

Account Number

\$ 4,058,043.65

Funds Used to Date

Street Improvements

Program / Project Category Name

05027

Project Number

\$ 98,240.35

Remaining Balance

Sales Tax Capital Improvements

Fund Name

Budgeted Item

☒

Budget Adjustment Attached


Department Director

9-29-06
Date

Previous Ordinance or Resolution #

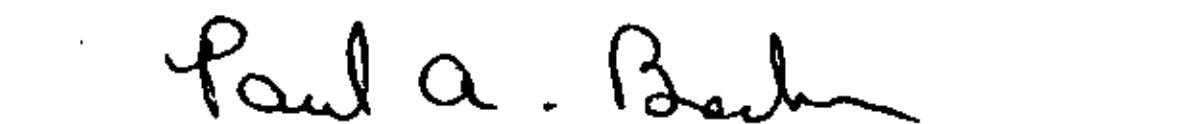
Original Contract Date:

Original Contract Number:


City Attorney

9/29/06
Date

Received in City Clerk's Office


Finance and Internal Service Director

9-29-06
Date

Received in Mayor's Office


Mayor

10/3/06
Date

Received in Mayor's Office
ENTERED
9/29/06

Comments:



City of Fayetteville
Engineering Division
113 West Mountain
Fayetteville, AR 72701
ph: 479-575-8206
fax: 479-575-8202

Date: September 29, 2006

To: Fayetteville City Council

Thru: Dan Coody, Mayor
Gary Dumas, Director of Operations

From: Ron Petrie, City Engineer *RSP*

Subject: **A Resolution to approve an Agreement with SWEPCO-AR in the amount of \$69,114.17 for Electric Utility Line Relocation as Part of the Van Asche Drive Extension Project**

RECOMMENDATION:

Staff recommends approval of an agreement with SWEPCO-AR to relocate an existing underground electric line. The cost of the relocation is \$69,114.17.

BACKGROUND:

SWEPCO is the owner of an existing underground electric line that crosses the proposed alignment of Van Asche Drive. This line is in conflict with the proposed bridge over Scull Creek.

DISCUSSION:

SWEPCO has proposed to relocate the line to the west so that the line is no longer in conflict with the bridge, at a cost of \$69,114.17. SWEPCO will provide all labor, equipment and materials required to relocate the line.

BUDGET IMPACT:

This payment will be made from funds in the Van Asche Drive Extension Project (Project No. 05027). The budget adjustment approved at the September 19, 2006 Council meeting includes funding for this item.

RESOLUTION NO. _____

A RESOLUTION APPROVING AN AGREEMENT WITH
SWEPCO-AR IN THE AMOUNT OF \$69,114.17 FOR ELECTRICAL
UTILITY LINE RELOCATION AS PART OF THE VAN ASCHE
DRIVE EXTENSION PROJECT.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas
hereby approves an Agreement with SWEPCO-AR in the amount of \$69,114.17
for Electrical Utility Line Relocation as part of the Van Asche Drive Extension
Project.

PASSED and APPROVED this 17th day of October, 2006

APPROVED:

By:

DAN COODY, Mayor

ATTEST:

By:

SONDRA SMITH, City Clerk

SWEPCO - AR

**Contribution-In-Aid-Of-Construction Agreement
For Electric Distribution Service**

A.2
Swepeco-AR
Page 4 of 6

CITY OF FAYETTEVILLE

Service: Van Asche Dr.

Fayetteville, AR

Contract #: DWMS00000043639

Work Request #: 14639172

Mailing: 125 W. MOUNTAIN ENGINEERING
FAYETTEVILLE, AR 72701

Date: 8/31/2006

The Customer has requested the installation of electric distribution facilities (hereinafter referred to as "Basic Service") as follows: Relocate existing parallel 1000 MCM underground primary circuit. Located at the extension of Van Asche St. and Scull Creek, east of Gregg. in Fayetteville, Arkansas

Additionally, the Customer has requested Premium Service as follows:

SWEPCO - AR (hereinafter referred to as "Company") agrees to Set 2 new riser poles for take-off points for the new underground circuit. Install parallel primary risers on the poles. Trench and install a 300' underground conduit run using 4- conduit runs 2 being spares. Backfill and cap with concrete. Install parallel 1000 MCM underground cable in the conduits and make connections to the existing overhead circuit. Then retire existing cable and connections and abandon the existing conduit run.

Customer agrees to Pay for the full expense of the work per the quote price.

In accordance with the Company's terms and conditions as filed with the Arkansas Public Service Commission the Customer agrees to pay SWEPCO - AR as follows.

1. \$69,114.17 is the total up-front Contribution-In-Aid-Of-Construction.

All facilities installed by the Company will be and remain property of the Company. The Company expressly retains the right to use said lines and equipment for any purpose which Company deems advisable, including the distribution of electric service to other customers.

It is understood and agreed that the Company will not begin facilities construction until all Contribution-In-Aid-Of-Construction costs for Basic and Premium Services outlined above are received by the Company.

It is understood and agreed that this agreement, and particularly the amounts of the Contribution-In-Aid-Of-Construction contained herein, are based on the specifics of the Customer's request for distribution electric facilities.

Other utilities may have lines and/or equipment that utilize American Electric Power's pole or other facilities. American Electric Power is not responsible for the installation, relocation or removal of lines and/or equipment owned by other utilities at this location. Each utility is responsible for its own equipment and the time it takes to install, remove or relocate it. Any fees charged by other utilities are the responsibility of the customer, not American Electric Power. The customer is responsible for contacting the other utilities and making arrangements with

If the Customer's request for facilities is altered or the Customer requests a delay or otherwise is unable to take service by 11/30/2006, the Company reserves the right to adjust the amount of the Contribution-In-Aid-Construction to reflect either the alteration in requested facilities or the delay in service, or both. All dates for

Nothing herein contained shall be construed as a waiver or relinquishment by Company or any right it has or may hereafter have to discontinue service for or on account of default in the payment of any bill owing or to become owing thereunder or for any reason or cause stated in the Company's Tariff.

The quoted price will be valid until 11/29/2006

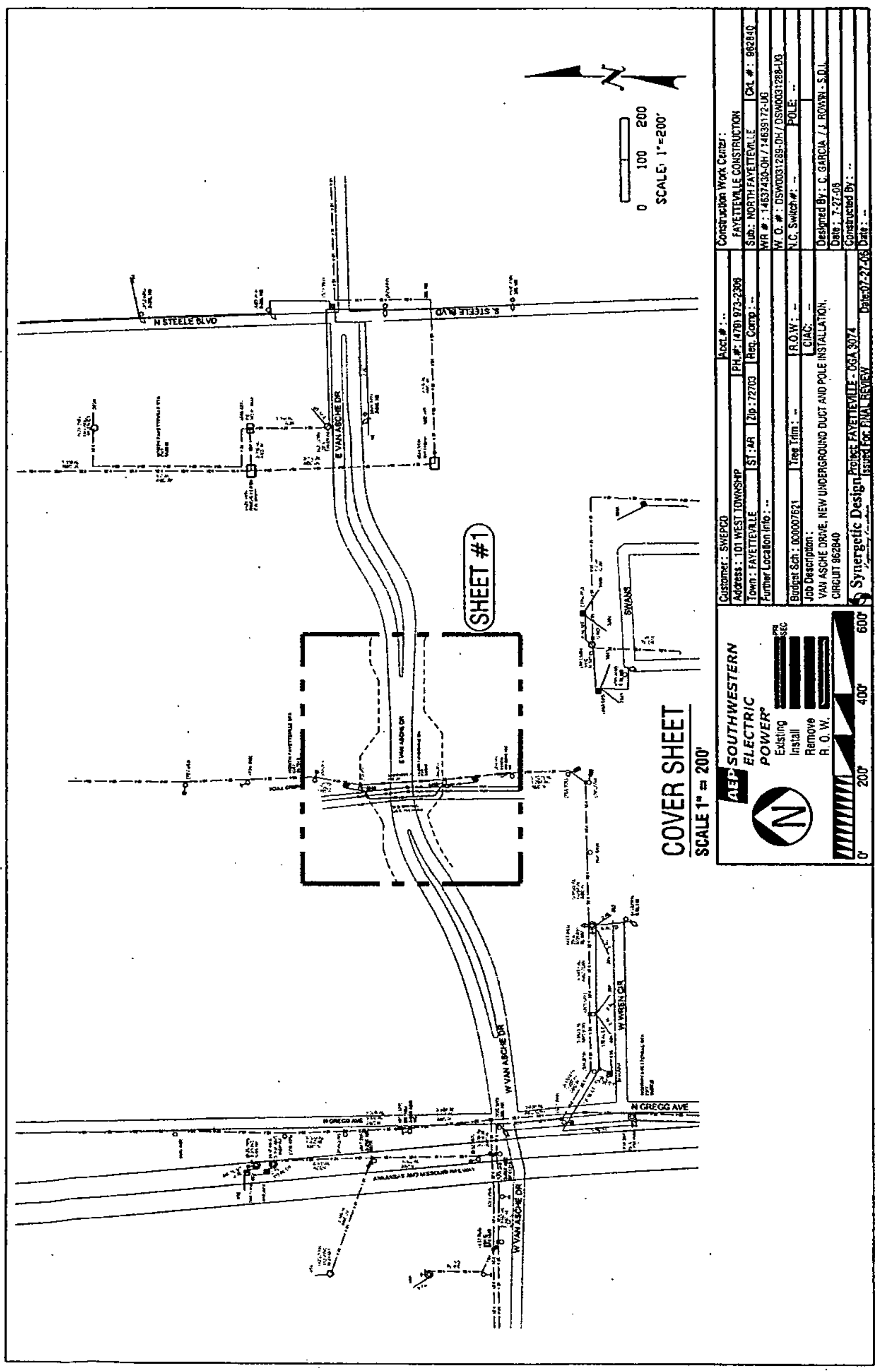
By signing and returning this Agreement, Customer agrees to accept the above described terms and conditions.

Customer

By _____
Signature: _____
Title: _____
Date: _____

Company

By Jack Regal
Signature: Jack Regal
Title: SR: engineering tech.
Date: 9-22-06



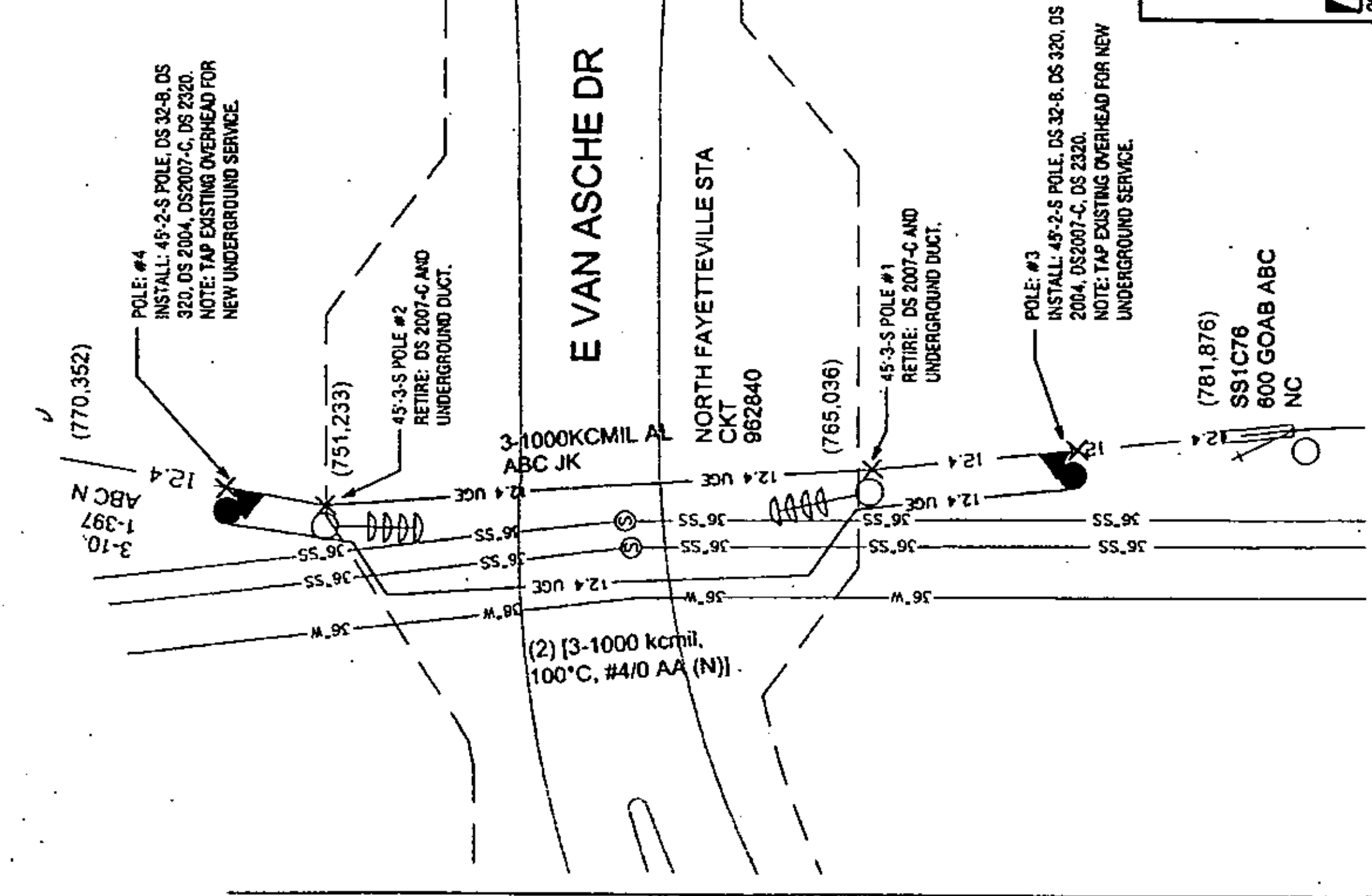
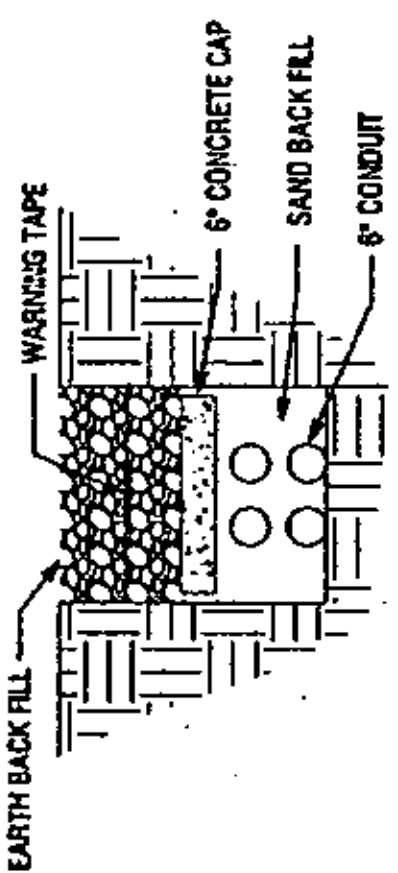
COVER SHEET
SCALE 1" = 200'

Customer: SWEPSCO		Model #: --		Construction Work Center:	
Address: 101 WEST TOWNSHIP		PH #: (479) 973-2309		FAYETTEVILLE CONSTRUCTION	
Town: FAYETTEVILLE		ST: AR		Sub: NORTH FAYETTEVILLE	
Further Location Info: --		Zip: 72703		CR: # : 982840	
Job Description:		Req. Comp: --		WR #: 14637430-OH / 14639172-UG	
W. O. #: 000007621		Tree Trim: --		W. O. #: DSW0031289-OH / DSW0031288-UG	
Job Description:		R.O.W.: --		N.C. Switch #: --	
VAN ASCHIE DRIVE, NEW UNDERGROUND DUCT AND POLE INSTALLATION,		CLAC: --		POLE: --	
CIRCUIT 982840		CLAC: --		Designed By: C. GARCIA / J. ROWEN - S.D.L.	
Synergetic Design		Project: FAYETTEVILLE - OSA 3074		Date: 7-27-09	
Issued For: FINAL REVIEW		Date: 7-27-09		Constructed By: --	

ALP SOUTHWESTERN ELECTRIC POWER

Existing
Install
Remove
R. O. W.

0 200' 400' 600'



- NOTES:**
1. RISERS AND TERMINATIONS TO BE CONSTRUCTED SIMILAR TO EXISTING INSTALLATION.
 2. DITCH TO BE 48\"/>
- D.S. 32-8:** EQUIPMENT / CONDUCTOR SUPPORT BRACKET; HARDWARE PER D.S. 38.
- D.S. 320:** ARMLESS CONSTRUCTION (TANGENTS AND ANGLES UP TO 5 DEGREES); PIN AND INSULATOR ASSEMBLY PER D.S. 30-X; INSULATOR BRACKET PER D.S. 32-8; WIRE TE PER D.S. 40-X; NEUTRAL ASSEMBLY PER D.S. 500.
- D.S. 2004:** TERMINATION OF UNDERGROUND CONDUIT AT RISER POLES (ALL DISTRIBUTION VOLTAGES CONCRETE ENCASED, MULTI-RISER OR SINGLE RISER); CONDUIT RISER PER D.S. 2007-8; CONDUIT RISER PER D.S. 2007-C.
- D.S. 2007-C:** MULTIPLE CONDUIT STANDOFF RISER (ALL DISTRIBUTION VOLTAGES); CABLE GRIP PER D.S. 2131.
- D.S. 2320:** THREE PHASE TERMINATION DETAILS 600 AMP MAX; ARRESTER PER D.S. 62; GROUND ASSEMBLY PER D.S. 65; CONNECTOR PER D.S. 70-8; RISER DETAILS PER D.S. 2007-X.

SHEET NO. 1 OF 1
SCALE 1" = 50'

AEP SOUTHWESTERN ELECTRIC POWER
 Existing Install
 Remove R.O.W.

0 50 100 150'
 SCALE 1" = 50'

Customer: SWEPSCO	Acct. #:	Construction Work Center:
Address: 101 WEST TOWNSHIP	PH. #:	FAYETTEVILLE CONSTRUCTION
Town: FAYETTEVILLE	ST. #:	Sub: NORTH FAYETTEVILLE
Further Location Info:	Req. Comp.:	CKT. #: 962940
Budget Sch: 000007621	Tree Trim:	W. O. #: 14637430-OH / 14639172-UG
Job Description:	CIAC:	N.C. Switch #:
VAN ASCHE DRIVE, NEW UNDERGROUND DUCT AND POLE INSTALLATION,		POLE:
CIRCUIT 962840		Designed By: C. GARCIA / J. ROWEN - S.D.J.
		Date: 7-27-06
		Constructed By:
		Date:

Synepetec Design Project FAYETTEVILLE - OGA 3074
 Issued For FINAL REVIEW Date: 07/27/06

City of Fayetteville
Staff Review Form
City Council Agenda Items
Contracts

17-Oct-06

City Council Meeting Date

David Bragg

Submitted By

Fleet Operations

Division

Operations

Department

Action Required:

A resolution awarding bid #06-55 to Lufkin Industries of Lowell in the amount of \$30,626.46 for the purchase of one dump trailer for use by Wastewater Treatment Project - Water & Sewer Division, and approval of the budget adjustment to move funds to the Fleet Expense Account. (NOTE: Total purchase price includes tax \$30,626.46 + 1912.56 tax = \$32,539.02)

\$32,539.00

Cost of this request

\$

363,882.00

Category/Project Budget

Other Vehicles and Equipment

Program Category / Project Name

9700.1920.5802.00

Account Number

\$

135,237.00

Funds Used to Date

Vehicles and Equipment

Program / Project Category Name

02080.1

Project Number

\$

228,645.00

Remaining Balance

Shop Fund

Fund Name

Budgeted Item

☐

Budget Adjustment Attached

X

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a

Original Contract Number: n/a

Department Director

Date

9-28-06

City Attorney

Date

9/29/06

Finance Director

Date

9-29-06

Mayor

Date

10/3/06

Received in City Clerk's Office

ENTERED

9-29-06

Received in Mayor's Office

ENTERED

9/29/06

Comments:



FLEET OPERATIONS
1525 S. Happy Hollow Road
Fayetteville, AR 72701

A. 3
Lufkin Industries of Lowell
Page 2 of 8

Interdepartmental Correspondence

To: Mayor/City Council
Thru: Gary Dumas, Director of Operations *GD*
From: David Bragg, Fleet Operations Superintendent *29RB*
Date: September 28, 2006
Subject: Purchase of one Dump Trailer

RECOMMENDATION: That City Council approve the purchase of one lightweight steel dump trailer for Wastewater Treatment Plant - Water & Sewer in the amount of \$32,539.02, and approve a Budget Adjustment to move funds to the Fleet Expense account.

BACKGROUND: Bid #06-55 was opened on September 22, 2006 for one lightweight steel dump trailer. Two bids were received. The low bid from Lufkin Industries meets all specifications and offers an acceptable delivery schedule. A detailed tabulation sheet is attached.

This trailer is a requested expansion to handle additional volume of sludge. Once the Noland Wastewater Treatment plant is in operation, this unit will be used there. This expansion was approved by the Water and Sewer Committee and the Equipment Committee on September 25, 2006 and September 26, 2006, respectively.

I recommend acceptance of the bid from Lufkin Industries in the amount of \$30, 626.46

Funds are available for this purchase from the Wastewater System Improvement Project. A budget adjustment is attached in the amount of the bid price \$30,626.46 plus tax of 1912.56.

RESOLUTION NO. _____

A RESOLUTION AWARDDING BID #06-55 AND APPROVING THE PURCHASE OF ONE (1) DUMP TRAILER FROM LUFKIN INDUSTRIES OF LOWELL IN THE AMOUNT OF \$32,539.02 FOR USE BY THE WASTEWATER TREATMENT PROJECT, WATER & SEWER DIVISION; AND APPROVING A BUDGET ADJUSTMENT.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby awards Bid #06-55 and approves the purchase of one (1) dump trailer from Lufkin Industries of Lowell in the amount of \$32,539.02 for use by the Wastewater Treatment Project, Water & Sewer Division.

Section 2. That the City Council of the City of Fayetteville, Arkansas hereby approves a Budget Adjustment in the amount of \$32,539.02.

PASSED and APPROVED this 17th day of October, 2006.

APPROVED:

By: _____

DAN COODY, Mayor

ATTEST:

By: _____

SONDRA SMITH, City Clerk

**City of Fayetteville, Arkansas
Budget Adjustment Form**

A. 3
Lufkin Industries of Lowell
Page 4 of 8

Budget Year 2006	Department: Sewer Plant Const Expense Division: Program:	Date Requested 9/28/2006	Adjustment Number
--------------------------------	---	--	--------------------------

Project or Item Added/Increased: \$32,539 in the Transfer to Shop account.	Project or Item Deleted/Reduced: \$32,539 from the Sewer Improvements account in the Wastewater System Improvements Project 02133.0315.
--	---

Justification of this Increase: To purchase a lightweight steel dump trailer to handle additional volume of sludge at the Noland Wastewater Treatment Plant. Two bids were received on the trailer - low bid meets specifications. The purchase was approved by the Water and Sewer Committee and the Equipment Committee on 9/25/06 and 9/26/06, respectively.	Justification of this Decrease: Funding is for construction and equipment. When the plant is operational, the equipment will be used at this location. The equipment will be placed in motor pool.
---	--

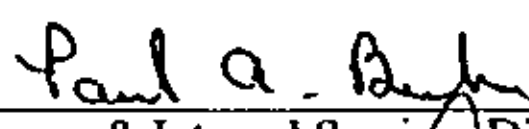
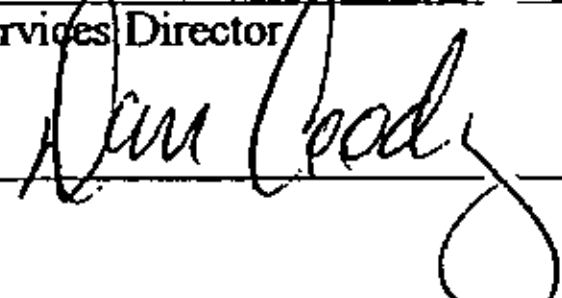
Increase Expense Budget (Decrease Revenue Budget)

Account Name	Account Number				Amount	Project Number	
Transfer to Shop	4480	9480	7602	70	32,539	02133	0315
Vehicles and equipment	9700	1920	5802	00	32,539	02080	1

Decrease Expense Budget (Increase Revenue Budget)

Account Name	Account Number				Amount	Project Number	
Sewer improvements	4480	9480	5815	00	32,539	02133	0315
Transfer from WWT Imp	9700	0970	6602	48	32,539	02080	1

Approval Signatures

	9-28-06
Requested By	Date
	9-29-06
Budget Manager	Date
	9-29-06
Department Director	Date
	9-29-06
Finance & Internal Services Director	Date
	10/3/06
Mayor	Date

Budget Office Use Only

Type: A B C D E

Posted to General Ledger	Initial	Date
Posted to Project Accounting	Initial	Date
Entered in Category Log	Initial	Date



FLEET OPERATIONS
1525 S. Happy Hollow Road
Fayetteville, AR 72701

A. 3
Lufkin Industries of Lowell
Page 5 of 8

Equipment Committee Correspondence

TO: City of Fayetteville, Equipment Committee
Robert Reynolds, Chairman
Bobby Ferrell
Lioneld Jordan

FROM: David Bragg, Fleet Operations Supt *2 JRB*

DATE: September 26, 2006

SUBJECT: Award of Sludge Truck and Trailer Bid

Bid #06-55 was opened on September 22, 2006 for one diesel powered truck tractor and one lightweight steel dump trailer for use by Wastewater Division (OMI). Three bid responses were received. A detailed tabulation sheet is attached.

The lowest bid from Lufkin Industries on the dump trailer (Item 3) meets all specifications and offers an acceptable delivery schedule.

I recommend acceptance of the bid from Lufkin Industries in the amount of \$30,626.46.

The only bid received on the truck tractor (Item 1) and hydraulic wet line kit (Item 2) from Barloworld Truck Center of Springdale meets the specifications with minimal exceptions and is acceptable to OMI and Fleet Operations staff. This truck is available for immediate delivery (subject to prior sale) and is equipped with a 2006 specification engine identical to 6 dump trucks previously purchased in 2006 except for higher horsepower rating to pull the dump trailer.

I recommend acceptance of the bid from Barloworld Truck Center in the amount of \$76,003.00.

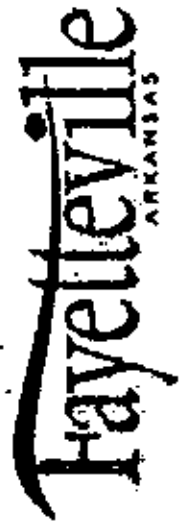
This truck and trailer is a requested expansion approved by the Water and Sewer Committee to handle additional volume of sludge.

Funds are available for a budget adjustment to fund this purchase from the Wastewater System Improvement Project.

Cc:
Gary Dumas

approved 9-26-6
2 JRB

BID: 06-55
DATE: 9/22/06
TIME: 2:00 PM
CITY OF FAYETTEVILLE



Bid 06-55, Sludge Truck and Traller

BIDDER	Manufacturer	Model	Price
1 Barloworld Truck Center Item 1 Item 2 Item 3	✓ Sterling Chelsea No Bid	LT9500 HFD	\$76,003. \$73,403. \$2,600.
2 Lufkin Industries, Inc. Item 1 Item 2 Item 3	No Bid No Bid Lufkin		
		ULD-38	\$30,620.46
3 Southwest Trailers & Equipment Item 1 Item 2 Item 3	No Bid No Bid Clement	Starlite 2	\$33,500.

4

*NOTICE: Bid award is contingent upon vendor meeting minimum specifications and formal authorization by City officials.

CERTIFIED: _____ P. VICE PURCH MGR
WITNESS _____ DATE _____

City Of Fayetteville (Not a Purchase Order)										Requisition No.	Date: 9/29/2006
Vendor # 15302										P.O Number	Expected Delivery Date:
Address: Vendor Name: LUFKIN INDUSTRIES										Mail Yes: No: XX_	
City: State: Fob Point:										Taxable Yes: XX_ No: _	
Requester: MARGARET HATTABAUGH										Ship to code: 050	Quotes Attached Yes: No: _
Requester's Employee # 2256										Division Head Approval: 2923	
Account Numbers										Extension: 495	
Item	Description	Quantity	Unit of Issue	Unit Cost	Extended Cost	Account Numbers	Project/Subproject #	Inventory #	Fixed Asset #		
1	ONE LIGHTWEIGHT STEEL DUMP	1	EA	\$30,626.46	\$30,626.46	9700.1920.5802.00	02080.1				
2	TRAILER PER BID 06-55 TO BE UNIT		EA		\$0.00						
3	#9088, FIXED ASSET #709088		EA		\$0.00						
4			EA		\$0.00						
5			EA		\$0.00						
6			EA		\$0.00						
7			EA		\$0.00						
8			EA		\$0.00						
9			EA		\$0.00						
10			EA		\$0.00						
	Shipping/Handling		Lot		\$0.00						
Special Instructions:										Subtotal: 30,626.46	
										Tax: 1,912.56	
										Total: 32,539.02	
Approvals:										Purchasing Manager: _____	
Mayor: _____										IT Manager: _____	
Finance & Internal Services Director: _____											
Dispatch Manager: _____											
Department Director: _____											
Budget Manager: _____											
Utilities Manager: _____											

City of Fayetteville
Staff Review Form
City Council Agenda Items
Contracts

A. 4
Barloworld Truck Center of Springdale
Page 1 of 8

17-Oct-06

City Council Meeting Date

David Bragg

Submitted By

Fleet Operations

Division

Operations

Department

Action Required:

A resolution awarding bid #06-55 to Barloworld Truck Center of Springdale in the amount of \$76,003 for the purchase of one truck tractor and hydraulic wet line kit for use by Wastewater Treatment Project - Water & Sewer Division, and approval of the budget adjustment to move funds to the Fleet Expense Account. NOTE: An additional \$205 has been added to the cost for Graphics.

\$76,208.00

Cost of this request

\$

673,149.00

Category/Project Budget

Medium/Heavy Utility Vehicles

Program Category / Project Name

9700.1920.5802.00

Account Number

\$

553,810.00

Funds Used to Date

Vehicles and Equipment

Program / Project Category Name

02079.1

Project Number

\$

119,339.00

Remaining Balance

Shop Fund

Fund Name

Budgeted Item

☐

Budget Adjustment Attached

☒

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a

Original Contract Number: n/a

Department/Director

Date

9-28-06

City Attorney

Date

9/29/06

Finance Director

Date

9-29-06

Mayor

Date

10/3/06

Received in City Clerk's Office

ENTERED

9/29/06

Received in Mayor's Office

ENTERED

9/29/06

Comments:



A. 4
Barloworld Truck Center of Springdale
Page 2 of 8

FLEET OPERATIONS
1525 S. Happy Hollow Road
Fayetteville, AR 72701

Interdepartmental Correspondence

To: Mayor/City Council

Thru: Gary Dumas, Director of Operations

From: David Bragg, Fleet Operations Superintendent *2006*

Date: September 28, 2006

Subject: Purchase of one Truck Tractor

RECOMMENDATION: That City Council approve the purchase of one truck tractor for Wastewater Treatment Plant - Water & Sewer in the amount of \$76,003.00, and approve a Budget Adjustment to move funds to the Fleet Expense account.

BACKGROUND: Bid #06-55 was opened on September 22, 2006 for one diesel powered truck tractor and one hydraulic wet line kit. One bid was received from Barloworld Truck Center of Springdale. It meets the specifications with minimal exceptions and is acceptable to OMI and Fleet Operations staff. A detailed tabulation sheet is attached. This truck is available for immediate delivery (subject to prior sale).

I recommend acceptance of the bid from Barloworld Truck Center in the amount of \$76,003.00.

This truck is a requested expansion to handle additional volume of sludge. Once the Noland Wastewater Treatment plant is in operation, this unit will be used there. This expansion was approved by the Water and Sewer Committee and the Equipment Committee on September 25, 2006 and September 26, 2006, respectively.

Funds are available for this purchase from the Wastewater System Improvement Project. A budget adjustment is attached – the budget adjustment includes an additional \$205.00 for installation of graphics.

RESOLUTION NO. _____

A RESOLUTION AWARDDING BID #06-55 AND APPROVING THE PURCHASE OF ONE (1) TRUCK TRACTOR AND HYDRAULIC WET LINE KIT FROM BARLOWORLD TRUCK CENTER OF SPRINGDALE IN THE AMOUNT OF \$76,003.00 FOR USE BY THE WASTEWATER TREATMENT PROJECT, WATER & SEWER DIVISION; AND APPROVING A BUDGET ADJUSTMENT IN THE AMOUNT OF \$76,208.00.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby awards Bid #06-55 and approves the purchase of one (1) truck tractor and hydraulic wet line kit from Barloworld Truck Center of Springdale in the amount of \$76,003.00 for use by the Wastewater Treatment Project, Water & Sewer Division.

Section 2. That the City Council of the City of Fayetteville, Arkansas hereby approves a Budget Adjustment in the amount of \$76,208.00.

PASSED and APPROVED this 17th day of October, 2006.

APPROVED

By: DAN COODY, Mayor

ATTEST:

By: SONDRA SMITH, City Clerk

**City of Fayetteville, Arkansas
Budget Adjustment Form**

A. 4
Barloworld Truck Center of Springdale
Page 4 of 8

Budget Year	Department: Sewer Plant Const Expense	Date Requested	Adjustment Number
2006	Division: Program:	9/28/2006	

Project or Item Added/Increased: \$76,208 in the Transfer to Shop Account.	Project or Item Deleted/Reduced: \$76,208 from the Sewer Improvements account in the Wastewater System Improvements Project 02133.0315.
---	--

Justification of this Increase: To purchase a diesel powered truck tractor to handle additional volume of sludge at the Noland Wastewater Treatment Plant. One bid was received which is acceptable to WWTI and Fleet Operations staff. The purchase was approved by the Water and Sewer Committee and the Equipment Committee on 9/25/06 and 9/26/06, respectively.	Justification of this Decrease: Funding is for construction and equipment. When the plant is operational, the equipment will be used at this location. The equipment will be placed in motor pool.
---	---

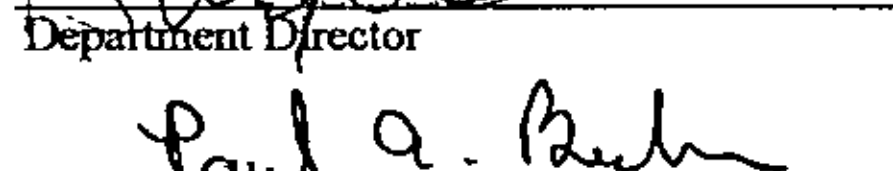
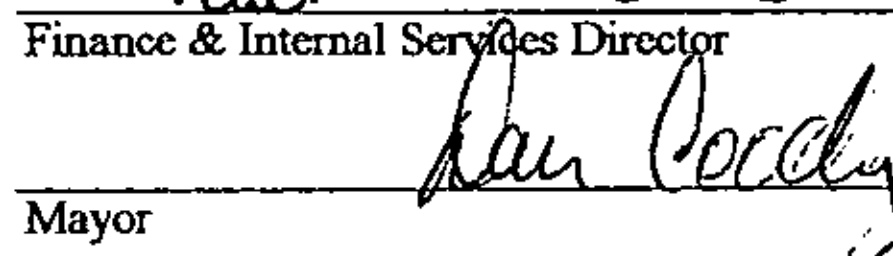
Increase Expense Budget (Decrease Revenue Budget)

Account Name	Account Number				Amount	Project Number	
Transfer to Shop	4480	9480	7602	70	76,208	02133	0315
Vehicles and equipment	9700	1920	5802	00	76,208	02079	1

Decrease Expense Budget (Increase Revenue Budget)

Account Name	Account Number				Amount	Project Number	
Sewer improvements	4480	9480	5815	00	76,208	02133	0315
Transfer from WWT Imp	9700	0970	6602	48	76,208	02079	1

Approval Signatures

	9-28-06
Requested By	Date
	7-25-07
Budget Manager	Date
	9-29-06
Department Director	Date
	9-29-06
Finance & Internal Services Director	Date
	10/3/06
Mayor	Date

Budget Office Use Only

Type:	A	B	C	<u>D</u>	E
Posted to General Ledger	Initial	Date			
Posted to Project Accounting	Initial	Date			
Entered in Category Log	Initial	Date			



FLEET OPERATIONS
1525 S. Happy Hollow Road
Fayetteville, AR 72701

A. 4
Barloworld Truck Center of Springdale
Page 5 of 8

Equipment Committee Correspondence

TO: City of Fayetteville, Equipment Committee
Robert Reynolds, Chairman
Bobby Ferrell
Lioneld Jordan

FROM: David Bragg, Fleet Operations Supt *2006*

DATE: September 26, 2006

SUBJECT: Award of Sludge Truck and Trailer Bid

Bid #06-55 was opened on September 22, 2006 for one diesel powered truck tractor and one lightweight steel dump trailer for use by Wastewater Division (OMI). Three bid responses were received. A detailed tabulation sheet is attached.

The lowest bid from Lufkin Industries on the dump trailer (Item 3) meets all specifications and offers an acceptable delivery schedule.

I recommend acceptance of the bid from Lufkin Industries in the amount of \$30,626.46.

The only bid received on the truck tractor (Item 1) and hydraulic wet line kit (Item 2) from Barloworld Truck Center of Springdale meets the specifications with minimal exceptions and is acceptable to OMI and Fleet Operations staff. This truck is available for immediate delivery (subject to prior sale) and is equipped with a 2006 specification engine identical to 6 dump trucks previously purchased in 2006 except for higher horsepower rating to pull the dump trailer.

I recommend acceptance of the bid from Barloworld Truck Center in the amount of \$76,003.00.

This truck and trailer is a requested expansion approved by the Water and Sewer Committee to handle additional volume of sludge.

Funds are available for a budget adjustment to fund this purchase from the Wastewater System Improvement Project.

Cc:
Gary Dumas

approved 9-26-6
2006

BID: 06-55
DATE: 9/22/06
TIME: 2:00 PM
CITY OF FAYETTEVILLE



Bid 06-55, Sludge Truck and Trailer

BIDDER		Manufacturer	Model	Price
1	Barloworld Truck Center Item 1 Item 2 Item 3	✓ Sterling Chalsea No Bid	LT9500 HFD	\$ 76,003. ⁰⁰ \$73,403. ⁰⁰ \$2,600. ⁰⁰
2	Lufkin Industries, Inc. Item 1 Item 2 Item 3	No Bid No Bid Lufkin		\$30,620.46
3	Southwest Trailers & Equipment Item 1 Item 2 Item 3	No Bid No Bid Clement	Starlite 2	\$33,500. ⁰⁰

4

*NOTICE: Bid award is contingent upon vendor meeting minimum specifications and formal authorization by City officials.

CERTIFIED: _____ P. VICE PURCH MGR
WITNESS _____ DATE _____

City Of Fayetteville

(Not a Purchase Order)

Vendor #		13048		Vendor Name: BARLOWORLD FREIGHTLINER		Requisition No.		Date: 9/29/2006	
Address:		Fob Point:		Mail Yes: No: XX_		P.O Number		Expected Delivery Date:	
City:		State:		Zip Code		Ship to code: 050		Taxable Yes: XX No: No:	
Requester MARGARET HATTABAUGH		Requester's Employee # 2256		Account Numbers		Division Head Approval <i>[Signature]</i>		Quotes Attached Yes: No:	
Item	Description	Quantity	Unit of Issue	Unit Cost	Extended Cost	Project/Subproject #	Inventory #	Fixed Asset #	
1	ONE TRUCK TRACTOR PER BID	1	EA	\$76,003.00	\$76,003.00	2079.1			
2	#06-55, TO BE UNIT #751 AND		EA		\$0.00				
3	FIXED ASSET #700751		EA		\$0.00				
4			EA		\$0.00				
5			EA		\$0.00				
6			EA		\$0.00				
7			EA		\$0.00				
8			EA		\$0.00				
9			EA		\$0.00				
10			EA		\$0.00				
Shipping/Handling			Lot		\$0.00				
Special Instructions:					Subtotal: 76,003.00				
					Tax: EXEMPT				
					Total: 76,003.00				

Approvals:

Mayor: _____

Finance & Internal Services Director: _____

Dispatch Manager: _____

Department Director: *[Signature]*

Budget Manager: _____

Utilities Manager: _____

Purchasing Manager: _____

IT Manager: _____

City of Fayetteville
Staff Review Form
City Council Agenda Items
Contracts

17-Oct-06

City Council Meeting Date

David Bragg

Submitted By

Fleet Operations

Division

Operations

Department

Action Required:

A resolution awarding bid #06-56 to Landers Ford of Little Rock in the amount of \$29,601 for the purchase of one diesel powered cutaway van truck for use by Solid Waste Division. NOTE: An additional \$205 has been added to the cost for Graphics.

\$29,806.00

Cost of this request

\$

450,000.00

Category/Project Budget

Solid Waste Expansion Vehicles

Program Category / Project Name

9700.1920.5802.00

Account Number

\$

397,908.00

Funds Used to Date

Vehicles and Equipment

Program / Project Category Name

06015.1

Project Number

\$

52,092.00

Remaining Balance

Shop Fund

Fund Name

Budgeted Item

Budget Adjustment Attached

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a

Original Contract Number: n/a

Department Director

Date

9-29-06

City Attorney

Date

9/29/06

Received in City Clerk's Office

ENTERED

9/29/06

Received in Mayor's Office

ENTERED

9/29/06

PH

Mayor

Date

9-29-06

10/3/06

Comments:



A. 5
Landers Ford of Little Rock
Page 2 of 6
FLEET OPERATIONS
1525 S. Happy Hollow Road
Fayetteville, AR 72701

Interdepartmental Correspondence

To: Mayor/City Council
Thru: Gary Dumas, Director of Operations
From: David Bragg, Fleet Operations Superintendent *2006*
Date: September 28, 2006
Subject: Purchase of one Cutaway Van Truck

RECOMMENDATION: That City Council approve the purchase of one cutaway van truck for use by Solid Waste Division in the amount of \$29,806.00, which is bid price plus \$205.00 for graphics.

BACKGROUND: Bid #06-56 was opened on September 15, 2006 for one diesel powered cutaway van truck. Four bids were received. The lowest bid from Landers Ford of Little Rock meets all specifications and offers an acceptable delivery schedule. A detailed tabulation sheet is attached.

This van is a replacement for unit #2060, a 1999 model Ford gas powered van that was purchased used in March 2003. This unit was approved by the Equipment Committee to be replaced in 2007, however, major engine and transmission problems developed recently and the unit was dead lined. I do not recommend spending \$4-5,000 on this unit to make it serviceable until 2007. This truck is used daily by solid Waste Division to deliver, replace, and service a full load of carts and recycle bins. Average utilization is 1,100 miles per month.

I recommend acceptance of the bid from Landers Ford in the amount of \$29,601.00.

As this unit is an expansion, it will be funded by Solid Waste Division. Funds are available in Project 06015.1 Solid Waste Expansion Vehicles. This project was set up with \$450,000 for the purchase of two expansion side arm trash trucks. These trucks cost just under \$400,000 so there is \$52,000 left in the project.

The Equipment Committee approved purchase of this van from bid 06-56 in the meeting on September 26, 2006.

RESOLUTION NO. _____

A RESOLUTION AWARDING BID #06-56 AND APPROVING THE PURCHASE OF ONE (1) DIESEL POWERED CUTAWAY VAN TRUCK FROM LANDERS FORD OF LITTLE ROCK IN THE AMOUNT OF \$29,601.00 FOR USE BY THE SOLID WASTE & RECYCLING DIVISION.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby awards Bid #06-56 and approves the purchase of one (1) diesel powered cutaway van truck from Landers Ford of Little Rock in the amount of \$29,601.00 for use by the Solid Waste & Recycling Division.

PASSED and APPROVED this 17th day of October, 2006

APPROVED:

By:

DAN GOODY, Mayor

ATTEST

By:

SONDRA SMITH, City Clerk



FLEET OPERATIONS

1525 S. Happy Hollow Road
Fayetteville, AR 72701

A. 5
Landers Ford of Little Rock
Page 4 of 6

Equipment Committee Correspondence

TO: City of Fayetteville, Equipment Committee
Robert Reynolds, Chairman
Bobby Ferrell
Lioneld Jordan

FROM: David Bragg, Fleet Operations Supt *2006*

DATE: September 19, 2006

SUBJECT: Award of Van Truck Bid

Bid #06-56 was opened on September 15, 2006 for one diesel powered cutaway van truck for use by Solid Waste Division. Four bid responses were received. A detailed tabulation sheet is attached.

The lowest bid from Landers Ford of Little Rock meets all specifications and offers an acceptable delivery schedule.

I recommend acceptance of the bid from Landers Ford in the amount of \$29,601.00.

This van is a replacement for unit #2060, a 1999 model Ford gas powered van that was purchased used in March 2003 for \$9,995. This unit was approved by the committee to be replaced in FY 2007, however, major engine and transmission problems developed recently and the unit was deadlined. I do not recommend spending \$4-5,000 on this unit to make it serviceable until 2007. This is the only dry van type truck in the fleet and it is used daily by Solid Waste Division to deliver, replace, and service a full load of carts and recycle bins. Average utilization is 1,100 miles per month.

Funds are available for a budget adjustment to fund this purchase. \$10,000 will be funded by Solid waste and the remaining \$19,601 will come from the Fleet Replacement Fund.

Cc:
Gary Dumas

approved 9-26-06
2006



BID: 06-56
DATE: 9/15/06
TIME: 2:00 PM
CITY OF FAYETTEVILLE

Bld 06-56, Cutaway Van

BIDDER				Manufacturer	Model	Unit Price
1	Chevrolet of Fayetteville		Chevrolet	2006 Express	CG33903	\$32,626.00
2	Landers Chevrolet		Chevrolet	2007 Express		\$31,997.00
3	Landers Ford		Ford	2007 E350		\$29,601.00
4	Landers McLarty Ford Jeep		Ford	2006 LCF45	16000GVW	\$34,986.60

*NOTICE: Bid award is contingent upon vendor meeting minimum specifications and formal authorization by City officials.

CERTIFIED:  P. VICE PURCH MGR
WITNESS:  J. J. J. J. DATE: 9.15.06

City Of Fayetteville (Not a Purchase Order)										Requisition No.	Date: 9/29/2006
Vendor # 7582										P.O Number	Expected Delivery Date:
Vendor Name: LANDERS FORD										Mail Yes: No: XX_	
Address:										Taxable Yes: XX_ No: No:	
City:										Zip Code	Ship to code: 050
Requester MARGARET HATTABAUGH										Requester's Employee # 2256	Extension: 495
State:										Divison Head Approval	Quotes Attached Yes: No:
Fob Point:										Project/Subproject #	Inventory #
Account Numbers										Fixed Asset #	
Item	Description	Quantity	Unit of Issue	Unit Cost	Extended Cost	Account Numbers	9700.1920.5802.00	06015.1			
1	2007 E350 FORD CUTAWAY	1	EA	\$29,601.00	\$29,601.00						
2	VAN, DIESEL POWERED, TO BE		EA		\$0.00						
3	UNIT #2106, FIXED ASSET 702106		EA		\$0.00						
4			EA		\$0.00						
5			EA		\$0.00						
6			EA		\$0.00						
7			EA		\$0.00						
8			EA		\$0.00						
9			EA		\$0.00						
10			EA		\$0.00						
	Shipping/Handling		Lot		\$0.00						
Special Instructions:										Subtotal: 29,601.00	
										Tax: EXEMPT	
										Total: 29,601.00	
Approvals:											
Mayor:										Purchasing Manager:	
Finance & Internal Services Director:										IT Manager:	
Dispatch Manager:											

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

17-Oct-06

City Council Meeting Date

David Jurgens

Submitted By

Water/Wastewater

Division

Water/Wastewater

Department

Action Required:

Approval of a contract with C. Green Scaping, in the amount of \$145,200.00, for Wetlands construction, burning, and planting, Subproject WP-2b, and approve a 10% contingency of \$14,500.00.

\$159,700.00

Cost of this request

4480-9480-5315.00

Account Number

02133.0314

Project Number

\$ 117,265,766.00

Category/Project Budget

\$ 107,809,685.83

Funds Used to Date

\$ 9,456,080.17

Remaining Balance

Wastewater System Imp Project

Program Category / Project Name

Water and Wastewater

Program / Project Category Name

Water/Sewer

Fund Name

Budgeted Item

XXX

Budget Adjustment Attached

Department Director

28 Sept 06
Date

Previous Ordinance or Resolution #

Original Contract Date:

Original Contract Number:

City Attorney

Finance and Internal Service Director

9-29-06
Date

Mayor

10/3/06
Date

Received in City Clerk's Office

ENTERED
9/29/06

Received in Mayor's Office

ENTERED
9/29/06

Comments:

City Council Meeting of October 17, 2006

CITY COUNCIL AGENDA MEMO

To: Fayetteville City Council

Thru: Mayor Dan Coody
Fayetteville Sewer Committee

From: David Jurgens, Water and Wastewater Director



Date: 28 September 2006

Subject: Approval of a contract with C. Green Scaping, in the amount of \$145,200.00, for Wetlands construction, burning, and planting, Subproject WP-2b, and a 10% contingency of \$14,500.00

RECOMMENDATION

City Administration recommends approval of a contract with C. Green Scaping, in the amount of \$145,200.00, for wetlands construction, burning, and planting, subproject WP-2b, and a 10% contingency of \$14,500.00.

BACKGROUND

The City received one bids for this project, as follows:

C. Green Scaping	\$ 145,200.00 (low bid)
Engineer's Estimate	\$ 155,000.00

The Contract provides for implementation of wetland compensatory mitigation requirements of the City's Corps of Engineers section 404 Permit 14207. Contract tasks include seedbed preparation, including spot-application of herbicide, a controlled burn of the site, seeding approximately 16.5 acres of upland prairie habitat and 14.5 acres of wetland prairie habitat. The berms and water control structures are currently being constructed under the West Side WWTP contract by Brasfield & Gorrie.

This is the next phase of the Wetlands Mitigation concept of operations, which has been broken into three phases: Phase 0- herbicide spray application; Phase I- burning, and planting grasses and forbs; and Phase II- soil testing and planting trees and shrubs. Details on the Wetlands site development are in the attached Wetlands Mitigation Project Concept of Operations information paper.

DISCUSSION

The bid has been reviewed by two Engineering firms working on the joint design, McGoodwin, Williams, and Yates, Inc., and Environmental Consulting Operations, Inc. Both recommend the contract be awarded in the attached letters of recommendation. Although only one bid was received, the Engineers and Staff, based on thorough reference checks, feel it is a good bid from a reputable contractor and that the contract should be awarded. The cost is lower than the Engineer's estimate. Delaying this award would delay the wetlands construction, as much of this work has to be executed in the upcoming fall season.

BUDGET IMPACT

Funds are available in the Wastewater System Improvement Project budget.

Attachments: Bid tab
ECO Letter of Recommendation
McGoodwin, Williams and Yates Letter of Recommendation
Contract
Wetlands Mitigation Project Concept of Operations information paper
Purchase Order

RESOLUTION NO. _____

A RESOLUTION APPROVING A CONTRACT WITH C. GREEN SCAPING, LP IN THE AMOUNT OF \$145,200.00 FOR WETLANDS CONSTRUCTION, BURNING AND PLANTING; AND APPROVING A PROJECT CONTINGENCY IN THE AMOUNT OF \$14,500.00.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby approves a Contract with C. Green Scaping, LP in the amount of \$145,200.00 for Wetlands construction, burning and planting. A copy of the Contract, marked Exhibit "A," is attached hereto and made a part hereof.

Section 2. That the City Council of the City of Fayetteville, Arkansas hereby approves a Project Contingency in the amount of \$14,500.00.

PASSED and APPROVED this 17th day of October, 2006.

APPROVED:

By:

DAN COODY, Mayor

ATTEST:

By:

SONDRA SMITH, City Clerk

DRAFT



McGodwin Williams & Yates
ENGINEERING CONFIDENCE
Phone: (479) 443-3404 - Fax: (479) 443-4340
909 Rolling Hills Drive - Fayetteville, Arkansas - 72703

TABULATION OF BIDS RECEIVED SEPTEMBER 21, 2006
FAYETTEVILLE PROJECT NO. 02133-0314
CONTRACT NO. WP-2b
PHASE I - WETLAND MITIGATION SITE
SEEDBED PREPARATION AND SEEDING
FAYETTEVILLE WASTEWATER SYSTEM
IMPROVEMENTS PROJECT
City of Fayetteville, Arkansas
PLANS NO: FY-316WLR PLANS DATED: AUGUST, 2006

Company		Greenscaping			
Arkansas License No.:		Not required			
Address:		8917 Cardinal Lane			
City/State:		Northland Mills, TX 76180			
Estimated Quantity	Description	Unit Cost	Total Amount	Unit Cost	Total Amount
1. Lump Sum	Controlled burn of wetland site after killing frost but prior to 12/1/06	23,800.00	23,800.00		0.00
2. Lump Sum	Completion of no-till, broadcast seeding of approx. 31 acres	121,400.00	121,400.00		0.00
TOTAL BID			\$ 145,200.00		\$.

Certified Correct:

James C. Uimer, P.E., COO, Arkansas No. 4691



ECO, INC.

"Integrating ECONomy and ECOlogy"
"Since 1990"

1313 Highway 229-5A
Benton, Arkansas 72015
Phone (501) 315-9009
FAX (501) 315-9035
e-mail: eco@aristotle.net

September 28, 2006

David Jurgen, P.E.
Water and Wastewater Director
City of Fayetteville
113 West Mountain Street
Fayetteville, Arkansas 72701

Re: Recommendation of Award for WSIP Contract WP-2b – Phase I Wetland
Mitigation Site Seedbed Preparation and Seeding

Dear David;

Only one bid was received during the September 21, 2006 Bid Opening for the project referenced above. The single bidder was C. Green Scaping, L.P. for the amount of \$145,200.00. Our opinion of probable cost for this phase of Contract WP-2b was \$155,000.00.

I have made contact with Curtis Green, Vice President of Green Scaping; conducted preliminary research regarding their qualifications; contacted their references; and reviewed the Bidder's Qualification Statement. Green Scaping, based in North Richland Hills, Texas, was established in 1984 and originally specialized in maintenance, irrigation and landscaping. In 1992, the company expanded their services to add large erosion control projects, mine reclamation, drainage control, landfills, and wetland mitigation projects. They currently maintain a minimum of 22 employees and own in excess of \$1.5 million of erosion control and construction equipment. For the City of Fayetteville WSIP Wetland Mitigation, Green Scaping has notified us that Cody Johnson, Project Manager; and Marty Bauer, Project Superintendent, would be their onsite representatives for the City's project.

Green Scaping's capabilities include hydro-sprigging, hydro-seeding, hydro-mulching, sprigging, straw and hay mulching, broadcast and drill seeding, pipe irrigation, tree planting, biotechnical embankments, truck watering, and

establishment of native trees, grasses, and forbs. Green Scaping also has recent project experience relevant to Contract WP-2b establishment of wetland prairie vegetation and wetland compensatory mitigation under Section 404 of the Clean Water Act.

I contacted the references that Green Scaping provided on their bid submittal, and received the following comments.

Charles Leung: Terracon, Dallas, Texas, 214-630-1010

"Green Scaping worked with us as a subcontractor of Rodman Excavation on the restoration of a 130-acre illegal landfill remediation site for the City of Dallas, Texas. The project involved restoration of native plants and Green Scaping conducting wetland prairie plant seeding on 100 acres, and planted 2,000 trees and 600,000 aquatic plants. I consider them to be a good group to work with, and my experience with them was very positive. Cody and Marty are very responsible individuals. A new Audubon Learning Center will be constructed on the site in the near future"

Curtis Davee: Rodman Excavations, Fort Worth, Texas, 972-335-4510

"Cody and Marty are really good at what they do. I have worked with them on two projects. One was a 190-acre wetland site where they did all the seeding and planting. We now have a good stand of vegetation, and the client is happy. They also worked with us on a 130-acre landfill restoration project. I found Cody and Marty to be very responsible. They could easily do the 30-acre wetland site that you are working on in Arkansas."

Don Harris: Colin County, Texas Mitigation Project, 214-205-7322

"Green Scaping worked with us on the construction of a 480-acre youth camp. We had no trouble with them at all. They do a good job and are good to work with. They had the equipment and personnel to get the job done. On the project, they provided native plant seeding and planted trees. They even planted aquatic plants in the ponds that we built. They have a good reputation in this part of Texas."

Tim Noack: Middle Texas Municipal Water District, 214-631-6100.

Our project involved transplanting 200,000 aquatic plant plugs from a wetland plant nursery to another 200-acre site, and was under a very tight time schedule. Green Scaping bit off a little more than they could chew on this project, and had problems staying on schedule and maintaining an adequate work force. I will give

them credit, however, that they had a challenging wetland project to deal with when planting the aquatic plants at water depths ranging from two inches to three feet deep, in addition to managing water levels under extreme circumstances. I have nothing but good things to say about Marty, Green Scaping's Project Manager. He has a very positive attitude, and is very responsive to project needs. There were a couple of times our project would have gone south, were it not for Marty making things happen."

Because I have no prior project experience with Green Scaping, I am unable to absolutely confirm Green Scaping's competency for the City's project. However, from the background review I have conducted, it is apparent that they have the necessary experience, work force, and equipment to successfully complete the WP-2b - Phase I Project. Consequently, ECO, Inc. hereby recommends that the contract be awarded to C. Green Scaping, L.P. in the bid amount of \$145,200.00.

Do not hesitate to contact me should you have any questions.

Sincerely,



Bruce Shackelford, M.S., REM, REPA
President



McGoodwin Williams & Yates
Engineering Confidence



September 27, 2006

Mr. David Jurgens, P. E.
Water and Wastewater Director
City of Fayetteville
113 West Mountain Street
Fayetteville, Arkansas 72701

Re: Recommendation of Award
Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding
Fayetteville Wastewater System Improvement Project
Fayetteville Project No. 02133-0413
Contract No. WP-2b
MWY Project No. Fy-316WLR

Dear Mr. Jurgens:

As you are aware, bids were received September 21, 2006, for the above referenced project. The only bid received was submitted by C. Green Scaping, L. P. of North Richland Hills, Texas, in the amount of \$145,200.00.

A copy of the certified bid tabulation is included for your reference, along with a copy of the list of persons attending the bid opening. Our construction cost estimate on this project prior to receipt of bids was \$155,000.

We have reviewed the Bidder's Qualification Statement submitted by C. Green Scaping, L. P., and based upon the information provided, believe them to be qualified for this project. C. Green Scaping has been the wetland mitigation construction business for six years under its present name, and for a total of 23 years under this and other names. Although, they list in their statement they have never provided a control burn service on any project in the past 23 years, they cite recently-completed projects: 1) a \$5 million landfill restoration project completed in 2005 for the city of Dallas, TX that included 100+ acres of seeding; 2) a \$250,000 Collin County, TX mitigation project consisting of aquatic planting, mitigation trees and prairie grasses; and 3) a \$680,000 wetland nursery project south of Dallas, TX being constructed to "buff" or clean effluent water from the Trinity River.

A copy of their Bidder's Qualification Statement is enclosed. Mr. Bruce Shackleford of Environmental Consulting Operations, Inc. has made his own independent evaluation, and a copy of his letter of recommendation is attached.

While we have no way of independently verifying the present financial condition of C. Green Scaping, L. P., the contract documents require the furnishing of 100 percent performance and payment bonds prior to authorization of the notice to proceed of construction.

909 Rolling Hills Drive • Fayetteville, AR 72703

☎ 479-443-3404

☎ 479-443-4340

WWW.MWYUSA.COM

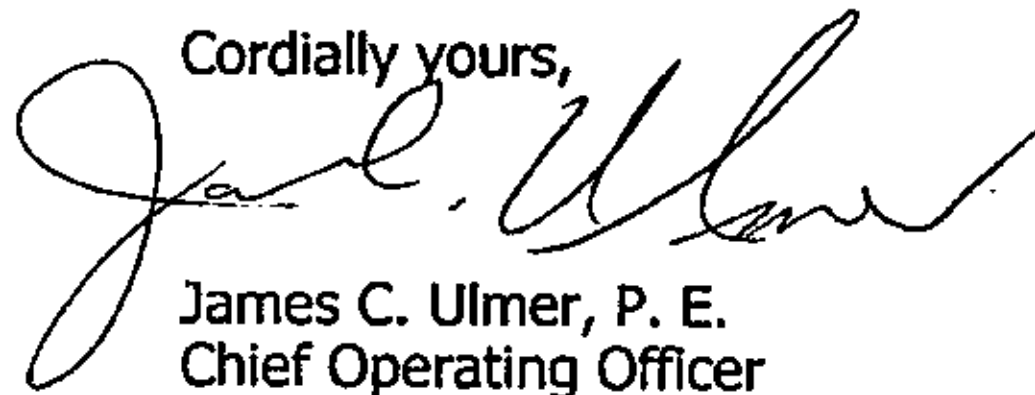
Mr. David Jurgens, P. E.
September 27, 2006
Page 2

Therefore, we recommend that the City Council award this contract to C. Green Scaping, L. P. in the amount bid of \$145,200.00. We trust the Council will concur in this recommendation.

The contract documents require substantial completion of the project within 150 days and full completion and ready for final payment within 180 calendar days from the date of the issuance of the notice to proceed.

If you have any questions or need any additional information, please let us know.

Cordially yours,

A handwritten signature in black ink, appearing to read "James C. Ulmer", written over the typed name and title.

James C. Ulmer, P. E.
Chief Operating Officer

JCU:sc

Enclosures

cc: Mr. Bruce Shackleford, President, ECO, Inc.
Mr. M. Lane Crider, P. E., MWY

Information Paper- Wetlands Mitigation Project Concept of Operations

City of Fayetteville Wastewater System Improvement Project

The City of Fayetteville's Compensatory Wetland Mitigation is a multi-disciplined endeavor, requiring the expertise of both engineers and wetland scientists. McGoodwin, Williams and Yates and ECO, Inc. have worked together as the design team to develop design criteria for the mitigation site. The Contract WP-2b Wetland Mitigation Site Preparation Specifications were near completion in June of 2006, with plans of being ready to go to bid by mid-August of 2006. The Contract WP-2b seedbed preparation and planting/seeding could not be initiated until completion of the earthen berms, and heavy equipment was no longer on the site to disturb planted areas. The necessary work to be in compliance with the City's Section 404 permit was initially to be awarded as a single Contract WP-2b. In summary, the WP-2b project tasks were to be, as follows:

- **Berm construction (spring/summer 2006)**
- **Mowing (summer 2006)**
- **Herbicide application (late summer/early fall 2006)**
- **Prescribed burn (fall/winter 2006)**
- **Shallow surface cultivation and dragging (fall/winter 2006-2007)**
- **Spot herbicide application (winter/spring 2007)**
- **Soil testing/application of soil amendments (spring 2007)**
- **Herbicide application (spring 2007)**
- **Cultivation (spring 2007)**
- **Spring seeding of grasses and forbs; and tree planting (spring 2007)**

Ultimately, under 404 permit requirements, the City must commence with mitigation concurrent with permanent impacts to wetlands caused by wastewater system construction, but has five years in which to successfully complete the mitigation.

Before commencement of berm construction by Brasfield and Gorrie, Northwest Arkansas was in a major drought. In fact, the time period from September 2005 through March 2006 was the driest 6-month period of record for Washington County, and the drought continued through July 2006. Cattle grazing and cutting hay, a practice that has been done for years on the mitigation site, added further stresses on the plant community during this critical dry period. Even any non-scientist would have described the vegetation on the site during this period, as "brown and "burned to a crisp". Prior to the drought, cattle grazing, cutting hay, and site drainage ditches created conditions whereby the plant community was not

very diverse. Several previous assessments of plant community composition conducted by ECO, Inc., indicated that there were only about 50-55 plant species present where the planned wetland was to be built, over half of which were invasive non-native species. In summary, the consultant's observations led to the scientific conclusion, "We have more undesirable than desirable plant species".

The degraded condition of the wet prairie site was a top consideration in the development of the specifications for Contract WP-2b. A rather large list of "candidate" plant species was developed, from which the successful bidder could choose to plant or seed. This was done to allow some level of flexibility, since some seeds of native plant species are not readily available. Such extensive seeding would be necessary in order to restore the degraded site, and create a diverse wetland plant community. In general, the mitigation strategy at the time was to basically start from scratch by boom application of herbicides to rid the site of undesirable species, followed by prescribed burning, then seeding of desirable species.

Then significant changes were made to prevailing environmental conditions at the site that made a huge difference, accompanied by very positive and unanticipated changes in the plant community. Cattle were removed from the site in May 2006, Brasfield and Gorrie completed the structural construction portion of the berms in July 2006, and the site received almost ten inches of rain during the month of August 2006.

On August 1, 2006, ECO, Inc. visited the site and conducted an additional plant community assessment. The final revised plant species list was completed on August 7, 2006. After removal of cattle grazing pressure, and changes to the hydrology via berm construction, Mother Nature moved at an amazingly fast pace to restore the degraded site. Plant species, never observed by ECO, Inc. during previous work, rapidly appeared and were no longer suppressed. The prior list of 50 to 55 species now stood at 166 species, only 38 (23%) of which were non-native! On the down side, high densities of non-desirable Bermuda, lespedeza, goat weed, and Johnson grass began thriving on the earthen berm soils that were borrowed from off site.

As these new developments surfaced in early August, McGoodwin, Williams and Yates and ECO, Inc. stayed on schedule to complete the WP-2b Bid Documents. However, it soon became evident that a change of strategy was in order, as the scientific conclusion changed to, "We have more desirable than undesirable plant species". A new strategy was developed for the work to be done in a less intrusive

manner, in order to preserve the existing desirable plant species. At this time, a decision was made to extend the August 31, 2006 Contract WP-2b Bid Opening to September 21, 2006.

The first order of business was to expedite herbicide application in order to reduce impacts of undesirable species as much as possible before they went to seed, causing additional future site vegetation management problems. Phase 0 of Contract WP-2b was spawned from this, to expedite an informal bid that included only applications of herbicides, that would be "spot" applied to undesirable species, instead of large-scale (more expensive) herbicide application. Phase 0 herbicide applications will commence on September 27, 2006.

The remaining work is divided into Phases I and II, whereby the results of Phase I will be a significant factor in determining the Phase II project scope. The consultants now prefer to take the "wait and see" phased approach, and utilize observations in making decisions, as Nature continues with self-repairs. Additionally, ECO, Inc. revised the configuration of the targeted upland, wet meadow, marsh, and forested planting zones. This was done in a manner to make the forested wetland planting zones more compact and contiguous. This should serve to reduce future vegetation management costs for tree planting in forested planting zones, and herbicide applications to saplings in non-forested planting zones.

Phase I and II work is as follows:

Phase I

- Prescribed burn (before December 1, 2006)
- Seeding of grasses and forbs (no later than December 15, 2006)

Fall and spring cultivations in the pre "phased" approach will no longer be necessary. Seeding will now be done via broadcast, at lower seeding rates, in lieu of cultivating/drilling/compacting.

Phase II

- Additional herbicide "spot" applications (if necessary, during spring/summer 2007)
- Soil testing after controlled burn has time to have its effect on soil chemistry
- Tree/shrub planting on 3.1 acres of the site in forested wetland zone (fall 2007)

In summary, the "phased" approach has the following advantages:

- Reduced fuel, chemical, and labor costs for herbicide applications
- Reduced fuel, equipment, and labor costs by removal of cultivation from scope

- Reduced fuel, labor, and seed costs for seeding
- Expedited grass/forb seeding in fall 2006 in lieu of spring 2007
- Reduced costs for tree planting, since additional time will be allowed for nature to regenerate a portion of the trees in forested wetland planting zones.
- Reduced fuel, labor, and fertilizer costs by reducing, or eliminating, fertilizer applications. New strategy has perspective that wet prairies naturally have soils that are not "rich" and fertilizer applications favor invasive species.
- Improved potential for successful wetland mitigation.
- Reduced costs for long-term management of mitigation site.
- The tree-planting schedule will be slightly shifted from the spring of 2007 to the fall of 2007. The majority of permanent impacts to forested wetlands on the project will be the improvements to Broyles Road where it crosses Goose Creek. Broyles Road improvements (and associated permanent impacts to wetlands) will not be done until a later date. Therefore, mitigation of forested wetlands will occur before, or concurrent with, Broyles Road impacts to wetlands, which is in compliance with 404 permit.

In conclusions, the "Phased" strategy will be congruent with 404 permit requirements, allows for "continued improvements" in project management, and translates into savings for the City of Fayetteville.

Recap of Previous WP-2b Anticipated Costs and Anticipated Future Costs

The estimated cost for the entire WP-2b wetland mitigation contract is \$287,040. To date, \$6,000 has been awarded for the Phase 0 Informal Bid, for two herbicide applications at two-week intervals. A third application may be necessary, which would add an additional \$2,000 to \$3,000 to Phase 0. A single bid for \$145,200 was received for Phase I, which has yet to be awarded. Therefore, \$133,840 (47%) of the anticipated WP-2b Contract costs remain for Phase II tree/shrub planting on 3.1 acres within the forested wetland planting zones, and additional herbicide applications.

City Of Fayetteville
(Not a Purchase Order)

(Not a Purchase Order)

Vendor Number: C	Vendor Name:	Mail Yes: ☐ No: ☒
Green-Scaping		

Address:	Fob Point:	Taxable	Quotes Attached
8917 Cardinal Ln	Fayetteville	Yes: <u> </u> No: <u> X </u>	Yes: <u> X </u> No: <u> </u>

City:	State:	Zip Code:	Ship to code:	Division Head Approval:
North Richland Hills	TX	76180		

Requester:	Requester's Employee #:	Extension:	
David Jurgens	490	670	

Item	Description	Quantity	Unit of Issue	Unit Cost	Extended Cost	Account Numbers	Project/Subproject #	Inventory #	Fixed Asset #
1	WSIP - Wetlands Mitigation	1	EA	\$145,200.00	\$145,200.00	4480-9480-5315.00	2133 0314		

			\$9.00				
--	--	--	--------	--	--	--	--

			\$0.00			
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			\$0.00				
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[illegible]

				\$0.00			
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								\$0.00				
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[illegible]

			\$0.00						

			\$0.00						
10									

Shipping/Handling	Lot	\$0.00				
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Special Instructions:	
Subtotal:	\$445,700.00

Subtotal:	\$143,200.00
Tax:	\$0.00

	Total:
	\$145,200.00
Approvals:	

Mayor: _____

• Department Director: _____

Purchasing Manager: _____

Finance & Internal Services Director: _____

Budget Manager: _____

IT Manager: _____

Dispatch Manager: _____

Utilities Manager: _____

Other: _____

Revised 6/17/03

FAYETTEVILLE

THE CITY OF FAYETTEVILLE, ARKANSAS



City of Fayetteville, Arkansas
Water & Wastewater Department

PROJECT MANUAL FOR

FAYETTEVILLE PROJECT NO. 02133-0314

CONTRACT NO. WP-2b

PHASE I – WETLAND MITIGATION SITE SEEDBED PREPARATION AND SEEDING

FAYETTEVILLE WASTEWATER SYSTEM IMPROVEMENTS PROJECT

August, 2006

ENGINEER

McGoodwin, Williams and Yates, Inc.
909 Rolling Hills Drive
Fayetteville, AR 72703

OWNER/PROGRAM MANAGER

City of Fayetteville, Arkansas
Water and Wastewater Department
113 West Mountain Street
Fayetteville, AR 72701

**McGoodwin Williams & Yates**
Engineering Confidence

808 Rolling Hills Drive

Fayetteville, Arkansas 72703

Phone: 479-443-3404

FAX: 479-443-4340

FAX transmittal

TO:	Planholders	DATE:	September 14, 2006
FROM:	Lane Crider	TOTAL PAGES:	7

RE: Addendum No. 3
Phase I - Wetland Mitigation Site
Seedbed Preparation and Seeding
Fayetteville Wastewater System
Improvements Project
City of Fayetteville, Arkansas
MWY Project No. Fy-316WLR

ACKNOWLEDGMENT

- ◆ Please attach this addendum to your bid documents in accordance with instructions in your specifications.
- ◆ Please acknowledge receipt of the above referenced addendum by signing below and returning via FAX as soon as possible. FAX No. 479-443-4340.

C. GREEN SCAPING, LP
Contractor/Planholder

[Signature]
Recipient for the above referenced company

PLEASE FAX ACKNOWLEDGMENT TO MWY
FAX NO: (479) 443-4340

ADDENDUM NO. 3

Fayetteville Wastewater System Improvements Project

Contract No. WP-2b

Bid #06-50, WSIP Wetland Mitigation

PHASE I – WETLAND MITIGATION SITE

SEEDBED PREPARATION AND SEEDING

Fayetteville, Arkansas

Fayetteville Project No. 02133-0314

Plans No. Fy-316

Dated August, 2006

The Project Manual for the above project is hereby changed or clarified in the following particulars:

PROJECT MANUAL

Document 00120 – Invitation to Bid

- 1) On page 00120-1, under Description of Work of This Contract, second paragraph, change the second sentence to read: "More specifically, this project includes a controlled burn of the site and seeding approximately 16.5 acres of upland prairie habitat and 14.5 acres of wetland prairie habitat."
- 2) On page 00120-3, under Completion, the Contract Milestones a) through d) shall be deleted and shall be replaced with the following:
 - a) Controlled Burn: After killing frost, but no later than December 1, 2006.
 - b) Seeding: No later than December 15, 2006.

Document 00140 – Bidder's Qualification Statement

- 1) On page 00140-1, under Experience Statement, delete paragraph 2 (experience in herbicide application) in its entirety.

Document 00400 – Bid Form

- 1) On page 00400-4, under Article 4 – Bid Price, paragraphs A and D are hereby deleted. Enclosed is a revised page 00400-4 which shall be taped or stapled over the existing page 00400-4.

Document 00430 – List of Subcontractors

- 1) On page 00430-1, references to herbicide application are deleted. Enclosed is a revised page 00430-1 which shall be taped or stapled over the existing page 00430-1.

Document 00500 – Agreement

- 1) On page 00500-1, under Article 1 – Work, Section 1.02, paragraph 3, change the second sentence to read, "More specifically, this project includes a controlled burn of the site and seeding approximately 16.5 acres of upland prairie habitat and 14.5 acres of wetland prairie habitat."
- 2) On page 00500-2, under Article 2 – Engineer, Section 2.02, in the second sentence, delete the phrase "actual herbicide application."

Section 01110 – Summary of Work

- 1) On page 01110-1, under Section 1.02.B, change the second sentence to read, "More specifically, this project includes a controlled burn of the site and seeding approximately 16.5 acres of upland prairie habitat and 14.5 acres of wetland prairie habitat."
- 2) On page 01110-2, under Section 1.06.A, Milestones 1-4 shall be deleted and shall be replaced with the following Milestones:
 1. Controlled Burn: After killing frost, but no later than December 1, 2006.
 2. Seeding: No later than December 15, 2006.

Section 01125 – Methods of Measurement and Payment

- 1) On page 01125-1, under Section 1.01.A, Summary, delete paragraphs 1 and 4. The remaining paragraphs 2 and 3 shall become paragraphs 1 and 2 and Bid Items 1 and 2, respectively.

Section 02921 – Phase I Wetland Mitigation Site Seedbed Preparation and Seeding Specifications

- 1) On page 02921-4, Article 1.2.F.1, delete paragraph e, Goal 5: Control Invasive and Non-Native Plant Species, in its entirety.
- 2) On page 02921-5, the first paragraph on this page shall be changed to read: "Services under the contract contained herein shall be for Phase I Tasks that shall include: Controlled burning and no-till broadcast seeding."
- 3) On page 02921-5, Article 1.3, paragraph A – Contractor Qualifications, change paragraph 1 to read as follows: "Contractor and Contractor's personnel shall collectively have proficient technical skills, knowledge of, and experience with: wet prairie plant taxonomy; wet prairie entomology, herpetology, ornithology, and mammalogy; identification of ecologically sensitive species; and wetland/prairie vegetation management and restoration."
- 4) On page 02921-5, Article 1.3, paragraph A – Contractor Qualifications, delete paragraph 2 (regarding herbicide application) in its entirety.
- 5) On page 02921-5, Article 1.3, paragraph B.1 – Mitigation Site Management, in first sentence, delete the phrase "herbicide application."
- 6) On page 02921-6, Article 1.3, paragraph C.1.a, change this sentence to read: "This work shall include, but is not limited to, seedbed preparation prior to seeding, including a prescribed, controlled burn."
- 7) On page 02921-6, Article 1.3, paragraph C – Wetland Mitigation Site Seedbed Preparation, delete subparagraph d (regarding Phase II herbicide application) in its entirety.
- 8) On page 02921-16, Article 1.3.D, delete Section 9, Herbicide and Herbicide Application Equipment, paragraphs a through g, in their entirety.
- 9) On page 02921-19, Article 1.3.F.1, paragraph a, change the second sentence to read: "The area must be properly prepared before commencement of controlled burning or seeding operations."
- 10) On page 02921-19, Article 1.3.F.1, paragraph c, delete items i through iv, and replace with the following:
 - i. Prescribed burn: The prescribed burn shall be completed after October 31, 2006, but no later than December 1, 2006.

- ii. Fall seeding shall not commence until completion of prescribed burn, but completion of seeding must be before December 15, 2006.
- 11) On page 02921-19, Article 1.3.F, delete Section 2 (Early Fall Herbicide Applications), paragraphs a through k in their entirety.
- 12) On page 02921-21, Article 1.3.F.3 – Prescribed Burning, in paragraph a, change the first sentence to read: "Prior to October 31, 2006, Contractor shall prepare for a controlled burn within each of the seven (7) wetland cells."
- 13) On page 02921-27, Article 1.3.F, delete Section 8 (Cool Season Herbicide Application) in its entirety.
- 14) On page 02921-27, Article 1.3.G, delete Section 1 – Acceptance of Herbicide Application Work, in its entirety.
- 15) On page 02921-28, Article 1.3.I, delete Section 2 – Herbicide Application Submittals, in its entirety.

PLANS

Sheets WC2 and WC3

- 1) Delete the words, "for herbicide application" from text located one time on each sheet, describing the Buffer Zone.

GENERAL

Acknowledge receipt of this Addendum by returning the attached acknowledgment form by facsimile transmission to the Engineer at (479)443-4340. Also acknowledge receipt of the Addendum in the space provided on page 00400-2 of the Bid Form.

Two Attachments: Page 00400-4 and Page 00430-1.

September 14, 2006

McGoodwin, Williams and Yates, Inc.
Consulting Engineers
909 Rolling Hills Drive
Fayetteville, Arkansas 72703
Phone (479)443-3404
FAX (479)443-4340

DOCUMENT 00400 – BID FORM (continued)

ARTICLE 4 - BID PRICE

4.01 Bidder will complete the Work in accordance with the Contract Documents for the following lump sum prices:

A. Controlled Burn: After killing frost, but no later than December 1, 2006.

1. Lump Sum: Completion of a controlled burn of the wetland site, including wetland cells and upland prairie berms.

Dollars (\$_____).

B. Seeding: No later than December 15, 2006.

2. Lump Sum: Completion of no-till, broadcast seeding of approximately 31 acres of wetland cells and upland berms with specified seed mix, as approved by Wetland Scientist. Hydro-mulching of existing berms will be allowed.

Dollars (\$_____).

Total – Items 1 and 2: _____

Dollars (\$_____).

DOCUMENT 00430 – LIST OF SUBCONTRACTORS

In compliance with the Instructions to Bidders and other Contract Documents, the undersigned submits the following names of Subcontractors to be used in performing the Work for Contract No. WP-2b, Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding, and other items of work throughout the site.

Bidder certifies that all Subcontractors listed are eligible to perform the Work.

Subcontractor's Work	Subcontractor's Name and Address	Contract Value (or Percentage)

NOTE: This form must be submitted in accordance with the Instructions to Bidders.

Bidder's Signature

END OF DOCUMENT 00430



McGoodwin Williams & Yates
Engineering Confidence

909 Rolling Hills Drive • Fayetteville, AR 72703 • 479-443-3404

TO: Planholders	DATE: August 30, 2006
FROM: M. Lane Crider, P.E., Vice President Project Engineer	

RE: Addendum No. 2
Phase I – Wetland Mitigation Site
Seedbed Preparation and Seeding
Fayetteville Wastewater System
Improvements Project
City of Fayetteville, Arkansas
MWY Project No. Fy-316WLR

ACKNOWLEDGMENT

- ◆ Please attach this addendum to your bid documents in accordance with instructions in your Project Manual and the Addendum Document.
- ◆ Please acknowledge receipt of the above referenced addendum by signing below and returning via FAX as soon as possible. FAX No. (479) 443-4340.

C. GREEN SCAPING, LP
Contractor/Planholder

CURTIS H. GREEN
Recipient for the above referenced company

PLEASE FAX ACKNOWLEDGMENT TO MWY

FAX NO: (479) 443-4340

ADDENDUM NO. 2

Fayetteville Wastewater System Improvements Project

Contract No. WP-2b

Bid #06-50, WSIP Wetland Mitigation

PHASE I – WETLAND MITIGATION SITE

SEEDBED PREPARATION AND SEEDING

Fayetteville, Arkansas

Fayetteville Project No. 02133-0314

Plans No. Fy-316

Dated August, 2006

The Project Manual for the above project is hereby changed or clarified in the following particulars:

PROJECT MANUAL

Document 00120 – Invitation to Bid

- 1) Page 00120-1, under BID INFORMATION, in the first sentence, change the date to receive bids from August 31, 2006 to **September 21, 2006**. Other provisions regarding the place and time of day to receive bids remain the same.

GENERAL

Acknowledge receipt of this Addendum by returning the attached acknowledgment form by facsimile transmission to the Engineer at (479)443-4340. Also acknowledge receipt of the Addendum in the space provided on page 00400-2 of the Bid Form.

August 30, 2006

McGoodwin, Williams and Yates, Inc.
Consulting Engineers
909 Rolling Hills Drive
Fayetteville, Arkansas 72703
Phone (479)443-3404
FAX (479)443-4340



McGoodwin Williams & Yates
Engineering Confidence

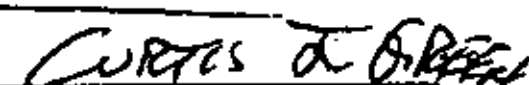
TO: Planholders	DATE: August 24, 2006
FROM: M. Lane Crider, P.E., Vice President Project Engineer	

RE: Addendum No. 1
Phase I – Wetland Mitigation Site,
Seedbed Preparation and Seeding
Fayetteville Wastewater System
Improvements Project
City of Fayetteville, Arkansas
MWY Project No. Fy-316WLR

ACKNOWLEDGMENT

- ◆ Please attach this addendum to your bid documents in accordance with instructions in your Project Manual and the Addendum Document.
- ◆ Please acknowledge receipt of the above referenced addendum by signing below and returning via FAX as soon as possible. FAX No. 479-443-4340.


Bid Document Holder

 
Recipient for the above referenced company

PLEASE FAX ACKNOWLEDGMENT TO MWY

FAX NO: (479) 443-4340

909 Rolling Hills Drive • Fayetteville, AR 72703

☎ 479-443-3404 ☎ 479-443-4340 • WWW.MWYUSA.COM

ADDENDUM NO. 1

Fayetteville Wastewater System Improvements Project
Contract No. WP-2b

Bid #06-50, WSIP Wetland Mitigation
PHASE I – WETLAND MITIGATION SITE
SEEDBED PREPARATION AND SEEDING
Fayetteville, Arkansas

Fayetteville Project No. 02133-0314
Plans No. Fy-316
Dated August, 2006

The Project Manual and the Plans for the above project are hereby changed or clarified in the following particulars:

PROJECT MANUAL

Document 00140 – Bidder's Qualification Statement

- 1) On page 00140-3, under Financial Statement, Item 1, Assets and Liabilities, change the sentence to read: "Attach a current financial statement, audited if available, including...."

Document 00400 – Bid Form

- 1) On page 00400-4, paragraph 4.01.C, Bid Item 3. After the words, "Wetland Scientist," add the following sentence: "Hydro-mulching of existing berms will be allowed."

Document 00800 – Supplementary Conditions

- 1) On page 00800-4, under SC-5.4.3, SC-5.4.4 and SC-5.4.5, Comprehensive General Liability, change the Combined Single Limit from \$2,000,000 to "\$1,000,000."
- 2) On page 00800-4, under SC-5.4.6, Comprehensive Automobile Liability, change the text to read:

Bodily Injury:

\$300,000

Each Person

\$300,000

Each Occurrence

Property Damage:

\$300,000

Each Occurrence

Or a combined single limit of \$1,000,000.

- 3) On page 00800-4, under SC-5.5, Owner's Liability Insurance, in the last sentence, change the amount of \$2,000,000 to "\$1,000,000."

Section 02921 – Phase I Wetland Mitigation Site Seedbed Preparation and Seeding Specifications

- 1) On page 02921-2, under paragraph D, at the end of line 3, change the 3.06 acres to read "3.15 acres."
- 2) On page 02921-3, under paragraph F.1.a.i, in the first line, change the 4.22 acres to read "4.23 acres."
- 3) On page 02921-3, under paragraph F.1.a.ii, in the first line, change the 2.64 acres to read "2.54 acres."

- 4) On page 02921-3, under paragraph F.1.b.i, in the first line, change the 3.06 acres to read "3.15 acres."
- 5) On pages 02921-6 and 7, under paragraph C.1.e, in line 4, change the 8.27 acres to read "8.28 acres;" in line 5, change the 2.64 acres to read "2.54 acres;" in line 7, change the 3.06 acres to read "3.15 acres;" and in lines 7 and 8, change the wetland cells W1, E1, E2 and E5 to read "wetland cells W-1, E-1, and E-3."
- 6) On page 02921-7, under paragraph C.1.e, in the Planting Zone Acreage table, many of the numbers in the first three rows, Wet Meadow, Forested, and Marsh, are hereby changed. The last four rows of the table remain unchanged. The entire revised table is shown below to minimize confusion:

Planting Zone Acreage

Zone	Cell W1	Cell W2	Cell E1	Cell E2	Cell E3	Cell E4	Cell E5	TOTALS
Wet Meadow	-0-	4.45	-0-	0.78	-0-	1.80	1.25	8.28
Forested	2.34	-0-	0.46	-0-	0.35	-0-	-0-	3.15
Marsh	0.12	0.67	0.36	0.77	0.19	0.43	-0-	2.54
Open Water	-0-	0.05	0.03	0.04	-0-	0.31	-0-	0.43
Upland Buffer	2.8	1.61	1.15	1.41	0.91	2.67	1.67	12.22
Berms	0.88	0.83	0.41	0.48	0.40	0.76	0.63	4.39
TOTALS	6.14	7.61	2.41	3.48	1.85	5.97	3.55	31.01

- 7) On page 02921-16, under paragraph 9.b, add the following items to the herbicide list:
Imazapyr
Foramsulfuron
- 8) On page 02921-20, under paragraph 2.g, add the following language at the end of the paragraph: "Contractor shall not apply herbicides for control of wood vegetation to desirable woody plant species in forested planting zones in Cells W-1, E-1, and E-3. Contractor shall apply herbicides for control of all woody plant species in upland, wet meadow, and marsh planting zones."
- 9) On page 02921-24, under paragraph 5.a, add the following language at the end of the paragraph: "Contractor shall conduct seeding on earthen berms via hydro-seeding/mulching."

PLANS

Sheets WC1, WC2 and WC3

- 1) Attached are new revised sheets WC1, WC2 and WC3 "Addendum 1." These attached sheets replace the original sheets WC1, WC2 and WC3 contained in the Plans.

GENERAL

Acknowledge receipt of this Addendum by returning the attached acknowledgment form by facsimile transmission to the Engineer at (479)443-4340. Also acknowledge receipt of the Addendum in the space provided on page 00400-2 of the Bid Form.

August 24, 2006

McGoodwin, Williams and Yates, Inc.

Consulting Engineers

909 Rolling Hills Drive

Fayetteville, Arkansas 72703

Phone (479)443-3404; FAX (479)443-4340

PROJECT MANUAL

Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding
Fayetteville Wastewater System Improvements Project
Fayetteville, Arkansas

City of Fayetteville Project No. 02133-0314
Water and Wastewater Department Contract No. WP-2b

Engineer's Project No. Fy-316WLR

Engineer:

McGoodwin, Williams and Yates, Inc.
909 Rolling Hills Drive
Fayetteville, Arkansas 72703
Tel. 479-443-3404
Fax. 479-443-4340

City of Fayetteville, Arkansas
Wastewater System Improvement Project:
Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding
Contract No. WP-2b

DOCUMENT 00005 – INDEX AND CERTIFICATION PAGE

SPECIFICATION INDEX

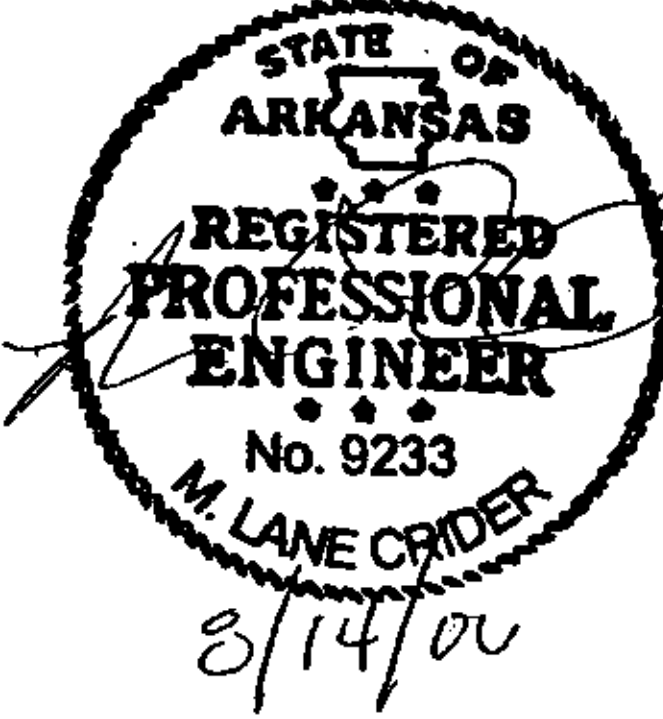
<u>DOCUMENT / DIVISION</u>	<u>DESCRIPTION</u>	<u>NUMBER OF PAGES</u>
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00800 - 00900	Supplementary Conditions; Forms	19
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Div. 5	Metals	0
Div. 6	Wood and Plastics	0
Div. 7	Thermal and Moisture Protection	0
Div. 8	Doors and Windows	0
Div. 9	Finishes	0
Div. 10	Specialties	0
Div. 11	Equipment	0
Div. 12	Furnishings	0
Div. 13	Special Construction	0
Div. 14	Conveying Systems	0
Div. 15	Mechanical	0
Div. 16	Electrical	0

CERTIFICATION(S)



Certifications are on the following pages.

STAMPS, SEALS AND SIGNATURES

CERTIFICATE OF AUTHORIZATION	SEAL AND SIGNATURE	APPLICABLE SECTIONS
	Jeffrey L. Richards, P. E. 	Sections 00120 through 00860.
	M. Lane Crider, P. E. 	Sections 00930 through 01780.

STAMPS, SEALS AND SIGNATURES (continued)

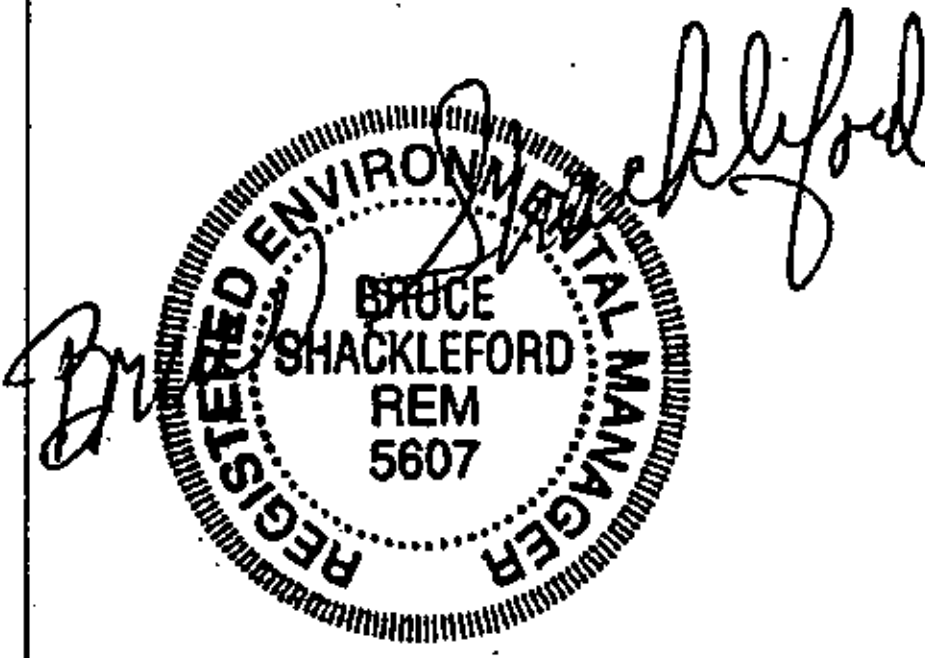
CERTIFICATE OF AUTHORIZATION	SEAL AND SIGNATURE	APPLICABLE SECTIONS
	Bruce Shackleford, M.S., REM, REPA 	Sections 02270, 02921.



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Contract Number: WP-2b
Contract Title: Wastewater System
Improvement Project – Phase I Mitigation
Site Seedbed Preparation and Seeding

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END OF DOCUMENT

DOCUMENT 00120 – INVITATION TO BID

City of Fayetteville

113 W. Mountain Street

Fayetteville, Arkansas 72701

Project Name: Wastewater System Improvement Project (WSIP)

Contract Name: Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding

Contract No.: WP-2b

Bid No.: 06-50

Project No.: 02133-0314

Date: August 3, 2006

DESCRIPTION OF WORK OF THIS CONTRACT

The Contract provides for the implementation of WETLAND COMPENSATORY MITIGATION requirements of the individual Section 404 Permit File No. 14207, issued by the U. S. Army Corps of Engineers to the City of Fayetteville, Arkansas. The Contractor shall be responsible for implementing all applicable requirements of the Section 404 Permit associated with the construction activities that the successful Bidder will be contracted to perform. The wetland berms and water control structures are currently being constructed under a separate contract.

Contract tasks shall include seedbed preparation and seeding at an approximately 31-acre site owned by the City of Fayetteville. More specifically, this project includes spot-application of herbicide, a controlled burn of the site, seeding approximately 16.5 acres of upland prairie habitat and 14.5 acres of wetland prairie habitat.

BID INFORMATION

Sealed bids will be received by the City of Fayetteville, Arkansas (the Owner) until 1:30 p.m., local time, Thursday, August 31, 2006. Bids received after this time will not be accepted. Bids will be opened in Room 326 at City Hall and publicly read aloud immediately after specified closing time. All interested parties are invited to attend. Bids will be received at the following location:

Purchasing Agent's Office (Room 306) at City Hall
113 West Mountain Street
Fayetteville, Arkansas 72701

Copies of the Bid Documents may be obtained for bidding purposes from McGoodwin, Williams and Yates, Inc. at a purchase price of Seventy-Five Dollars (\$75.00) for each set of documents. Bid

Documents may be obtained at the following Issuing Office:

McGoodwin, Williams and Yates, Inc.
909 Rolling Hills Drive
Fayetteville, Arkansas 72703
Phone: 479-443-3404; Fax: 479-443-4340

DOCUMENT 00120 – INVITATION TO BID (continued)

Payment must be received prior to shipment of the Bid Documents. NO REFUND of payment will be made and no partial sets will be issued. No half-size sets will be issued prior to bid opening.

Bid documents may be examined at the following locations:

McGraw Hill Construction Dodge/Little Rock
Koger Center, Redding Building
1701 Centerview Drive, Suite 110
Little Rock, AR 72211-4311
(501)225-9453; Fax (501)225-9534

McGraw Hill Construction Dodge/Springfield
1313 N. Nias, Suite B
Springfield, MO 65802
(417)866-9237; Fax (417)866-9351

McGraw Hill Construction Dodge/Tulsa
12101 E. 51st Street, Suite 105
Tulsa, OK 74146
(918)307-1786; Fax (918)307-1788

Reed Construction Data
www.reedconstructiondata.com

Northwest Arkansas Planning Room
103-A Apple Blossom Road
Lowell, AR 72745
(479)750-7704; Fax (479)750-7709

ABC Plan Room
c/o Southern Reprographics, Inc.
2905 Pointe Circle
Fayetteville, AR 72703
(479)582-4022; Fax (479)582-4021

A prebid conference will be held at 1:30 p.m., local time, on August 17, 2006. Attendance is non-mandatory for prospective Bidders. Prebid conference will be held at the following location:

Fayetteville City Hall – Room 326
113 West Mountain Street
Fayetteville, Arkansas

Bids will be received on a unit price basis.

Bidders shall be qualified to do business and licensed in accordance with all applicable laws of the state and local governments where the Project is located.

Bids received from Bidders who are not recorded by Engineer as having received the Bid Documents will not be opened.

Owner will evaluate Bidders in accordance with the Instructions to Bidders and Bidder's Qualification Statement.

Bid security in the form of a certified or bank cashier's check or a Bid Bond in the amount of 5 percent of the Bid Amount shall accompany each Bid in accordance with the Instructions to Bidders.

Bids shall be in accordance with the Bid Documents.

COMPLETION

Completion time shall be as follows:

DOCUMENT 00120 – INVITATION TO BID (continued)

The Work shall be Substantially Completed within One Hundred Fifty (150) days after the date when the Contract Times commence to run as provided in the GENERAL CONDITIONS, and completed and ready for final payment in accordance with the GENERAL CONDITIONS within One Hundred Eighty (180) days after the date when the Contract Times commence to run. Contract Milestones are to be completed, as follows:

- a) Spot-Application of Herbicides: Prior to November 1, 2006.
- b) Controlled Burn: After initial herbicide application and killing frost, but no later than December 1, 2006.
- c) Seeding: No later than December 15, 2006.
- d) Follow-Up Spot-Application of Herbicides for Cool Season Species: After seeding through end of Contract.

These milestone dates are subject to change by the Wetland Scientist.

ADDITIONAL PROVISIONS

The Bid shall be conditioned upon compliance with all applicable labor related requirements including the regulations and stipulations concerning equal employment opportunity, minority manpower utilization, affirmative action requirements, and minimum wage rates. The Arkansas Department of Labor Prevailing Wage Rate shall establish the minimum wages to be paid to workers under this Contract.

OWNER'S RIGHT TO REJECT

The Owner reserves the right to reject any or all Bids and to waive irregularities therein, and all Bidders shall agree that such rejection shall be without liability on the part of the Owner for any damage or claim brought by any Bidder because of such rejections, nor shall the Bidders seek any recourse of any kind against the Owner because of such rejections. The Owner further reserves the right to withhold the awarding of the contract for a period not to exceed 60 days after the receipt of Bids. The filing of any Bid in response to this invitation shall constitute an agreement of the Bidder to these conditions.

AWARD OF CONTRACT

Any contract or contracts awarded under this Invitation for Bids will be subject to the requirements described in the Contract Documents.

OWNER:

CITY OF FAYETTEVILLE, ARKANSAS

By Peggy Vice

Title: Purchasing Manager

END OF DOCUMENT 00120

DOCUMENT 00140 – BIDDER'S QUALIFICATION STATEMENT:

Project Name: Wastewater System Improvement Project

Contract Name: Phase I - Wetland Mitigation Site Seedbed Preparation and Seeding

Contract No.: WP-2b

Date: 9/20/06

SUBMITTED TO:

The City of Fayetteville, Arkansas

113 West Mountain Street

Fayetteville, Arkansas 72701

SUBMITTED BY:

Company C. GREEN SCAPING, LP

Name CURTIS B. GREEN

Address 8917 CARDINAL LN. N.E.H., TX 76180

Principal Office ABOVE

Corporation, partnership, individual, joint

venture, other LIMITED PARTNERSHIP

EXPERIENCE STATEMENT

1. Bidder has been engaged as a Contractor in this type of wetland mitigation construction for 23 years and has performed work of the nature and magnitude of this Contract for 23 years. Bidder has been in business under its present name for 6 years. PREVIOUS NAMES: GREEN SCAPING CO., GREEN SCAPING, INC.

~~2~~
10/13 List and describe relevant project experience in herbicide application for restoration of wet prairies and forested wetlands. Include name of project, location, project owner, acreage of restoration site, date of completion, herbicides used, targeted plant species, season of use, method of application, and percent effective removal of undesirable plant species.

DOCUMENT 00140 – BIDDER'S QUALIFICATION STATEMENT: (CONTINUED)

3. List and describe relevant project experience in prescribed burning for restoration of wet prairies and forested wetlands. Include name of project, project owner, date of completion, acreage of restoration site, burning methodology and equipment used.

SEE ATTACHED

4. List and describe relevant project experience in grass and forb seeding for restoration of prairie uplands and wetlands. Include name of project, project owner, acreage of restoration site, plant species seeded, date of completion, seeding methodology and percent success of establishing desired plant species.

SEE ATTACHED

5. Has Bidder ever failed to complete any project? If so, state when, where, and why.

6. Construction experience of key individuals in the organization is as follows
(continued on attached sheets if needed):

SEE ATTACHED

DOCUMENT 00140 – BIDDER'S QUALIFICATION STATEMENT: (CONTINUED)

7. In the event the Contract is awarded to Bidder, the required surety Bonds will be furnished by the following surety company and name and address of agent:

U.S. SPECIALTY INSURANCE COMPANY
13403 NORTHWEST FREEWAY
HOUSTON, TX 77040
Sam FLETCHER 469/241-1488

FINANCIAL STATEMENT

Bidder possesses adequate financial resources as indicated by the following:

** SEE ATTACHED **

1. Assets and Liabilities: Attach a financial statement, audited if available, including Bidder's latest balance sheet and income statements showing the following items:
 - a. Current assets (cash, joint venture accounts, accounts receivable, notes receivable, accrued income, deposits, materials inventory, and prepaid expenses).
 - b. Net fixed assets.
 - c. Other assets.
 - d. Current liabilities (accounts payable, notes payable, accrued expenses, provision for income taxes, advances, accrued salaries, and accrued payroll taxes).
 - e. Other liabilities (capital, capital stock, authorized and outstanding shares par values, earned surplus, and retained earnings).
 - f. Name of firm preparing financial statement and date thereof:

D/M/WBE HFD827526Y0506 and Small Business Enterprise

GREEN SCAPING



Grass Establishment • Erosion Control • Wetland Development • Mitigation • Biotechnical Embankment

3. Green Scaping has never provided a control burn service on any project in the past 23 years. The described methodology described in the plans and specifications appear to be perfect for this project. In addition to following the specified procedure Green Scaping would provide a water truck on site equipped to spray water from a cannon or hose with personnel to extinguish any fire that may form out of the site.

4. Green Scaping has completed the following projects in recent years that include wetland aquatic plantings, trees, seeding of low land and upland prairie projects.

***Deepwood/Loop 12 Landfill Restoration - \$5,000,000+-** - The project was completed late 2005, but it is currently in an establishment phase. The project was for the City of Dallas (Charles Leung 214.630.1010) Green Scaping was a subcontractor to Rodman Excavation (Curtis Davee 972.335.4510). The project encompasses an area of 160 acres that once was an illegal landfill. The project restoration included the addition of a Wetland Habitat, Upland Prairie, Low Land Prairie and Forest. The project included 1400+- Trees, 600,000+- Aquatic Plants, Irrigation System and 100+- acres of Seeding. The project is a success with recent wildlife habitat that is moving back into the area and will provide a new Audubon Learning Center that will be constructed in the coming months.

***Collin County Adventure Camp Mitigation Project - \$250,000+-** - The project is surrounded by a newly constructed youth camp. The project was for Collin County, Texas (Don Harris 214.205.7322). The project consists of Aquatic Planting, Mitigation Trees, and Prairie Grasses. It was recently completed, but is still in the establishment phase. Due to the record draught North Texas is currently experiencing the establishment period has been slowed.

***East Fork Wetland Nursery Phase II - \$680,000+-** - This project is a wetland area that is currently being constructed to "buff" or clean effluent water from the Trinity River south of Dallas. The project was for NTMWD (Tim Noack 214.631.6100) Green Scaping was a subcontractor to Rodman Excavation (Curtis Davee 972.335.4510). The project encompasses an area of 200 acres that is planted with Aquatic plants in depths from 2"-3' deep. The water moves from cell to cell by using a system of dikes and flow controls. The project is in the establishment phase and will become operational by late 2007.

The above are just a few of recently constructed Wetland Mitigation projects that Green Scaping has completed. Green Scaping has specialized for years in vegetation establishment on sites. The vegetation planted can vary from grass turf, native grasses, wetland plants and trees. The sites can vary from landfills, developments, industrial sites, municipal projects, airports etc. These sites have been located in numerous states and vary in size from very small to sometimes very large. Green Scaping is a vegetation establishment company that provides services on large projects, not a landscape company that attempts to plant Wetland Sites. We have equipment and personnel to accommodate project sites, weather conditions and demanding schedules.

5. Green Scaping has never failed to complete any project.

6. The Project Superintendent we purpose is Marty Bauer. Marty has worked for us 3+ years, but has a lengthy background in heavy site construction. This background in heavy construction has proven to be beneficial when the unforeseen obstacles arise.

The Project Manager we purpose is Cody Johnson. Cody has worked for us 9 years starting in the field. His experience in the field has proven to be a benefit in the office.

DOCUMENT 00200 – INSTRUCTIONS TO BIDDERS:

ARTICLE 1- INTRODUCTORY INFORMATION

1.01 DEFINED TERMS:

- A. Terms used in these Instructions to Bidders and which are defined in the GENERAL CONDITIONS, have the meanings assigned to them in the GENERAL CONDITIONS.
- B. Bid Documents shall include the following:
 - 1. Bidding Requirements:
 - a. Invitation to Bid.
 - b. Instructions to Bidders.
 - c. Bid Form.
 - d. Bid Bond.
 - 2. Contract Forms:
 - a. Agreement Between Owner and Contractor.
 - b. Performance Bond and Payment Bond.
 - 3. Contract Conditions:
 - a. General Conditions.
 - b. Supplementary Conditions.
 - c. Labor-Related Regulations.
 - 4. Specifications.
 - 5. Drawings.
 - 6. Addenda issued prior to receipt of Bids.
- C. Certain additional items used in these Instructions to Bidders have the meanings indicated below which are applicable to both the singular and plural thereof.
 - 1. Bidder – one who submits a Bid directly to Owner as distinct from a sub-bidder, who submits a Bid to a Bidder.
 - 2. Issuing Office – the office from which the Bid Documents are to be issued and where the bidding procedures are to be administered.
 - 3. Successful Bidder – the lowest, responsible, and responsive Bidder to whom Owner on the basis of Owner's evaluation as hereinafter provided makes an award.

1.02 COPIES OF BID DOCUMENTS:

- A. Complete sets of the Bid Documents in the number and for the purchase sum stated in the Invitation to Bid, may be obtained from the Issuing Office.
- B. Complete sets of Bid Documents shall be used in preparing Bids; neither Owner nor Engineer assume any responsibility for errors or misinterpretations resulting from the use of incomplete sets of Bid Documents.
- C. Owner and Engineer in making copies of Bid Documents available on the above terms do so only for the purpose of obtaining Bids on the Work and do not confer a license or grant for any other use.

DOCUMENT 00200 – INSTRUCTIONS TO BIDDERS: (continued)

1.03 EXAMINATION OF CONTRACT DOCUMENTS AND SITE:

- A. Before submitting a Bid, it is the responsibility of each Bidder:
 - 1. To thoroughly examine the Contract Documents and other related data identified in the Bid Documents.
 - 2. To visit the Site to become familiar with and satisfy Bidder as to the general, local, and Site conditions that may in any manner affect cost, progress, and performance of the Work.
 - 3. To consider federal, state, and local laws, ordinances, rules, and regulations that may in any manner affect cost, progress, performance, and furnishing of the Work.
 - 4. To study and carefully correlate Bidder's knowledge and observations with the Contract Documents and such other related data.
 - 5. To promptly notify Engineer of all conflicts, errors, ambiguities, or discrepancies which Bidder has discovered in or between the Contract Documents and such other related documents.
- B. Before submitting a Bid, each Bidder shall be responsible to obtain such additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and Underground Facilities) at or contiguous to the Site or otherwise, which may affect cost, progress, performance, and furnishing of the Work or which relate to any aspect of the means, methods, techniques, sequences, or procedures of construction to be employed by Bidder, including safety precautions and programs incident thereto or which Bidder deems necessary to determine its Bid for performing and furnishing the Work in accordance with the time, price, and other terms and conditions of the Contract Documents.
- C. In the preparation of the Contract Documents, reports of explorations and tests of any Hazardous Environmental Condition(s) at the Site of the Work have not been prepared.
- D. Access to the Site:
 - 1. On request, Owner will provide each Bidder access to the Site to conduct such examinations, investigations, explorations, tests, and studies as each Bidder deems necessary for submission of his Bid. Bidder shall fill all holes, clean up, and restore the Site to its former conditions upon completion of such explorations, investigations, tests, and studies.
 - 2. The lands upon which the Work is to be performed and rights-of-way in performing the Work are owned by the City of Fayetteville, Arkansas.
- E. The submission of a Bid will constitute an incontrovertible representation by the Bidder that he has complied with every requirement of this paragraph "Examination of Contract Documents and Site," and that the Bid Documents are sufficient in scope and detail to indicate and convey understanding of all terms and conditions for performance and furnishing of the Work.

1.04 INTERPRETATIONS, MODIFICATIONS, AND ADDENDA:

- A. Any Bidder who discovers ambiguities, inconsistencies, or errors or is in doubt as to the meaning or intent of any part of the Bid Documents shall promptly request an interpretation from Engineer listed at the end of these Instructions to Bidders. Interpretations or clarifications considered necessary by Engineer in response to such requests will be issued by Addenda mailed or delivered to all parties recorded by

DOCUMENT 00200 – INSTRUCTIONS TO BIDDERS: (continued)

Engineer as having received the Bid Documents. Requests for certification or interpretation received within 10 days of date of opening Bids will not be answered.

- B. Addenda may also be issued to modify the Bid Documents as deemed advisable by Owner or Engineer.
- C. Because of the time required to publish and deliver, no Addenda will be issued within the last 3 days before the date of opening Bids.
- D. Only questions answered by formal written Addenda will be binding. Oral and other interpretations or clarifications will be without legal effect.

1.05 PREBID CONFERENCE:

- A. A prebid conference will be held at 1:30 p.m., local time, on August 17, 2006. Attendance is non-mandatory for prospective Bidders. Prebid conference will be held at the following location:
Fayetteville City Hall – Room 326
113 West Mountain Street
Fayetteville, Arkansas

1.06 LABOR-RELATED REGULATIONS:

- A. The Arkansas Department of Labor Prevailing Wage Rate shall establish the minimum wages to be paid to workers under this contract.
- B. Pursuant to Arkansas Code Annotated 22-9-203, the City of Fayetteville encourages all qualified minority and women business enterprises to bid on and receive contracts for goods, services, and construction. Also, City of Fayetteville encourages all general contractors to subcontract portions of their contract to qualified, small, minority, and women business enterprises.

ARTICLE 2 - BASIS OF BIDDING

2.01 SPECIFIED EQUIPMENT AND MATERIALS:

- A. Substitutions will be considered only after the Effective Date of the Agreement and as set forth in the GENERAL CONDITIONS.

2.02 INDIRECT COSTS:

- A. Taxes: All applicable sales, use, compensating, or other taxes to be paid or withheld by Bidder, now imposed by any taxing authority, on Equipment and Materials to be incorporated in the Work, and on any or all other cost items entering into the Contract Price, shall be included in the Bid price.
- B. The cost of all construction licenses, building and other permits, and governmental inspections required by public authorities for performing the Work, which are applicable at the time Bids are opened and which are not specified to be obtained by Owner, shall be included in the Bid price.
- C. Tests, inspections, and related activities called for throughout the Bid Documents are a responsibility of Successful Bidder unless specified otherwise. The Bid shall include all costs arising from such responsibility.

DOCUMENT 00200 – INSTRUCTIONS TO BIDDERS: (continued)

- D. The cost of all electrical, water, gas, telephone, sanitary, and similar facilities and services required by Successful Bidder in performing the Work shall be included in the Bid price unless specified otherwise.

2.03 SUBCONTRACTORS:

- A. The experience, past performance, and ability of each proposed Subcontractor will be considered in the evaluation of Bids. Any Subcontractor so requested shall be required to furnish experience statements prior to the Notice of Awards.
- B. No Successful Bidder shall be required to employ any Subcontractor, other person, or organization against whom Contractor has reasonable objection. Owner or Engineer may accept or reject Subcontractors in accordance with the GENERAL CONDITIONS.

2.04 CONTRACT TIMES AND LIQUIDATED DAMAGES:

- A. The number of days within which, or the dates by which, the Work is to achieve Substantial Completion and also final completion and be ready for final payment shall be as stated in the Agreement.
- B. Provisions for liquidated damages, if any, are as set forth in the Agreement.

ARTICLE 3 - BIDDING PROCEDURE

3.01 PREPARATION OF BID:

- A. Submission of Bids: Bids shall be submitted at the time and place indicated in the Advertisement or Invitation to Bid and shall be enclosed in an opaque sealed envelope, marked with the Project title (and, if applicable, the designated portion of the Project for which the Bid is submitted) and name and address of the Bidder and accompanied by the Bid security and other required documents. If the Bid is sent through the mail or other delivery, the sealed envelope shall be enclosed in a separate envelope with the notation "BID ENCLOSED" on the face of it. THE BID FORM SHALL NOT BE REMOVED FROM THE PROJECT MANUAL.
- B. The Bid Forms shall be filled out in detail in black ink and signed by the Bidder.
- C. Bids by partnerships shall be executed in the partnership name and signed by a partner whose title shall appear under his signature, and the official address of the partnership shall be shown below the signature.
- D. Bids by corporations shall be executed in the corporate name by the president or a vice president (or other corporate officer accompanied by evidence of authority to sign), and the corporate seal shall be affixed and attested by the secretary or an assistant secretary. The corporate address and state of incorporation shall be shown below the signature.
- E. Names of all persons signing shall be printed below their signatures.
- F. A power of attorney shall accompany the signature of anyone not otherwise authorized to bind the Bidder.
- G. The Bid shall contain an acknowledgement of receipt of all Addenda, the numbers of which shall be filled in on the Bid Form.

DOCUMENT 00200 – INSTRUCTIONS TO BIDDERS: (continued)

- H. The address to which communications regarding the Bids are to be directed shall be shown.

3.02 METHOD OF BIDDING:

- A. Bids will be received on the basis as set forth in the Bid Form.
B. Firm Bids are required.

3.03 SUBCONTRACTORS INFORMATION SUBMITTED WITH BID:

- A. The Bidder shall include with his Bid subcontractor name, address, and amount or percent of total contract for each specialty subcontract area noted. The subcontractors shall be submitted with the Bid on Document 00430-1 – List of Subcontractors.

3.04 FORMS TO BE SUBMITTED WITH BID:

- A. The following forms shall be submitted with the Bid in the envelope provided.
1. DOCUMENT 00140 BIDDER'S QUALIFICATION STATEMENT
 2. DOCUMENT 00400 BID FORM
 3. DOCUMENT 00410 BID BOND
 4. DOCUMENT 00430 LIST OF SUBCONTRACTORS

3.05 BID SECURITY:

- A. Each Bid shall be accompanied by Bid security, payable to Owner, of the amount stipulated in the Invitation to Bid.
- B. The required security shall be in the form of a certified or bank cashier's check or a Bid Bond on the form attached.
- C. Bid Bond shall be executed by a surety meeting the requirements set forth for "Surety Bonds" in the GENERAL CONDITIONS.
- D. Bid security of the Successful Bidder will be retained until Bidder has executed the Agreement and furnished the required surety Bonds as set forth in the GENERAL CONDITIONS, whereupon Bid security will be returned. If the Successful Bidder fails to execute the Agreement and furnish the surety Bonds within 15 days after the date of Notice of Award, Owner may annul the Notice of Award, and Bid security of that Bidder will be forfeited to Owner.
- E. The Bid security of any Bidder whom Owner believes to have a reasonable chance of receiving the award may be retained by Owner until the earlier of 10 days after the Effective Date of the Agreement and the required surety Bonds furnished, or the 61st day after the Bid opening. Bid security of other Bidders will be returned within 10 days of the bid opening.

3.06 SUBMISSION OF BID:

- A. Bids shall be submitted at the time and place designated in the Invitation to Bid.
- B. Bid Documents with accompanying Bid security and other required information shall be enclosed in a sealed envelope and marked with the following:
1. Project name.

DOCUMENT 00200 – INSTRUCTIONS TO BIDDERS: (continued)

2. Contract title and number.
3. Name and address of Bidder.
4. Date and time of Bid opening.

3.07 MODIFICATION OR WITHDRAWAL OF BIDS:

- A. Bids may be modified or withdrawn by an appropriate document duly executed (in the manner that Bid must be executed) and delivered to the place where Bids are to be submitted at any time prior to the opening of Bids.
- B. If, within 24 hours after Bids are opened, any Bidder files a duly signed written notice with Owner and promptly thereafter demonstrates to the reasonable satisfaction of Owner that there was a material and substantial mistake in the preparation of his Bid, that Bidder may withdraw its Bid, and the Bid security will be returned. Thereafter, that Bidder will be disqualified from further bidding on the Work to be provided under the Contract Documents.

ARTICLE 4 - OPENING OF BIDS

4.01 OPENING OF BIDS:

- A. Bids will be opened and (unless obviously non-responsive) read aloud publicly at the place where Bids are to be submitted. An abstract of the amounts of the base Bids will be made available to Bidders after the opening of Bids.
- B. All Bids shall remain open for a period of 60 days after Bids are opened, but Owner may, at his sole discretion, release any Bid and return the Bid security at any time prior to that date.

ARTICLE 5 - AWARD OF CONTRACT

5.01 OWNER'S RIGHT TO REJECT BIDS:

- A. Owner reserves the right to reject any or all Bids, including without limitation the rights to reject any or all nonconforming, non-responsive, unbalanced, or conditional Bids and to reject the Bid of any Bidder if Owner believes that it would not be in the best interest of the Project to make an award to that Bidder, whether because the Bid is not responsive or fails to meet any other pertinent standard or criteria established by Owner. Owner also reserves the right to waive all informalities not involving price, times, or changes in the Work and to negotiate Contract terms with the Successful Bidder. Discrepancies between the indicated sum of any column of figures and the correct sum thereof will be resolved in favor of the correct sum. Discrepancies between words and figures will be resolved in favor of the words.
- B. All Bidders must agree that such rejection shall be without liability on the part of the Owner nor shall the Bidders seek recourse of any kind against the Owner because of such rejections. The filing of any Bid shall constitute an agreement of the Bidder to these conditions.

DOCUMENT 00200 -- INSTRUCTIONS TO BIDDERS: (continued)

5.02 EVALUATION OF BIDS:

- A. In evaluating Bids, Owner will consider whether or not the Bids comply with the prescribed requirements and other data, as may be requested in the Bid Form or prior to the Notice of Award.
- B. Owner may consider the qualifications and experience of Subcontractors, Suppliers, and other persons and organizations proposed for those portions of the Work.
- C. Owner may conduct such investigations as he deems necessary to assist in the evaluation of any Bid and to establish the responsibility, qualifications, and financial ability of the proposed Subcontractors and other persons and organizations to perform and furnish the Work in accordance with the Contract Documents to Owner's satisfaction within the prescribed time.
- D. Owner reserves the right to reject the Bid of any Bidder who does not pass any such evaluation to Owner's satisfaction.
- E. The Bidder shall submit with his Bid, a list of all Subcontractors Bidder expects to use in the Work. The use of Subcontractors listed by the Bidder and accepted by Owner prior to the Notice of Award will be required in the performance of the Work.
- F. Within 10 days after the Bids are opened, the apparent Successful Bidder, and any other Bidder so requested, shall submit an itemized breakdown of any lump sum portion of its Bid. This breakdown must include a separate item for each major category of work and each major piece of equipment. This breakdown may or may not be reflected in subsequent time schedule submittals.
- G. The award of the Contract, if it is awarded, will be to the lowest, responsive, responsible Bidder whose evaluation by Owner indicates to Owner that the award will be in the best interest of Project and Owner.

5.03 NOTICE OF AWARD:

- A. After considering the basis of award and evaluation of Bids, if the Contract is to be awarded, Owner shall within 60 days after the date of opening Bids notify the Successful Bidder of acceptance of his Bid.

ARTICLE 6 - SIGNING OF AGREEMENT

- 6.01 When Owner gives Notice of Award to Successful Bidder, Engineer will issue the required number of bound, unsigned counterparts of the Agreement and other Contract Documents to Successful Bidder.
- 6.02 Within 15 days thereafter, Contractor (Successful Bidder) shall sign all copies of the Agreement leaving the dates blank, insert the properly executed Bonds, power of attorney documents, and other required documents in the appropriate places, and deliver all copies to Owner.

END OF DOCUMENT 00200

DOCUMENT 00400 – BID FORM

Project Name: Wastewater System Improvement Project

Contract Name: Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding

Contract No.: WP-2b

Bid No.: 06-50

Project No.: 02133-0314

Owner: The City of Fayetteville, Arkansas
113 West Mountain Street
Fayetteville, Arkansas 72701

Contractor: C. Green Scaping, L.P.
8917 Cardinal Lane
North Richland Hills, TX 76180

ARTICLE 1 - INTENT

- 1.01 The undersigned Bidder proposes and agrees, if this Bid is accepted, to enter into an agreement with Owner in the form included in the Contract Documents to perform and furnish all Work as specified or indicated in the Contract Documents for the Bid price and within the Bid time indicated in this Bid and in accordance with the other terms and conditions of the Contract Documents.

ARTICLE 2 - TERMS AND CONDITIONS

- 2.01 Bidder accepts all of the terms and conditions of the Invitation to Bid and Instructions to Bidders, including without limitation those dealing with the disposition of Bid security. This Bid will remain subject to acceptance for 60 days after the day of Bid opening. Bidder will sign and deliver the required number of counterparts of the Agreement with the Bonds and other documents required by the Bidding Requirements within 15 days after the date of Owner's Notice of Award.

DOCUMENT 00400 –BID FORM (continued)

ARTICLE 3 - BIDDER'S REPRESENTATIONS

3.01 In submitting this Bid, Bidder represents, as more fully set forth in the Agreement, that:

- A. Bidder has examined and carefully studied the Bid Documents, and the following Addenda, receipt of all which is hereby acknowledged:

<u>Number</u>	<u>Date</u>
<u>1</u>	<u>August 24, 2006</u>
<u>2</u>	<u>August 30, 2006</u>
<u>3</u>	<u>September 14, 2006</u>
<u> </u>	<u> </u>
<u> </u>	<u> </u>

- B. Bidder has visited the Site and become familiar with and is satisfied as to the general, local, and Site conditions that may affect cost, progress, performance, and furnishing of the Work.
- C. Bidder is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, performance, and furnishing of the Work.
- D. Bidder has obtained and carefully studied (or assumes responsibility for having done so) all such additional or supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and Underground Facilities) at or contiguous to the Site or otherwise which may affect cost, progress, performance, or furnishing of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by Bidder and safety precautions and programs incident thereto.
- E. Bidder does not consider that any additional examinations, investigations, explorations, tests, studies, or data are necessary for the determination of this

DOCUMENT 00400 – BID FORM (continued)

Bid for performing and furnishing of the Work in accordance with the times, price, and other terms and conditions of the Contract Documents.

- F. Bidder is aware of the general nature of work to be performed by Owner and others at the Site that relates to Work for which this Bid is submitted as indicated in the Contract Documents.
- G. Bidder has correlated the information known to Bidder, information and observations obtained from visits to the Site, reports, and drawings identified in the Contract Documents, and all additional examinations, investigations, explorations, tests, studies, and data with the Contract Documents.
- H. Bidder has given Engineer written notice of all conflicts, errors, ambiguities, or discrepancies that Bidder has discovered in the Contract Documents, and the written resolution thereof by Engineer is acceptable to Bidder.
- I. The Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performing and furnishing the Work for which this Bid is submitted.
- J. This Bid is genuine and not made in the interest of or on behalf of any undisclosed person, firm, or corporation and is not submitted in conformity with any agreement or rules of any group, association, organization, or corporation; Bidder has not directly or indirectly induced or solicited any other Bidder to submit a false or sham bid; Bidder has not solicited or induced any person, firm, or a corporation to refrain from bidding; and Bidder has not sought by collusion to obtain for himself any advantage over any other Bidder or over Owner.

DOCUMENT 00400 - BID FORM (continued)

ARTICLE 4 - BID PRICE

4.01 Bidder will complete the Work in accordance with the Contract Documents for the following lump sum prices:

A. Controlled Burn: After killing frost, but no later than December 1, 2006.

1. Lump Sum: Completion of a controlled burn of the wetland site; including wetland cells and upland prairie berms.

Twenty-Three Thousand Eight Hundred and no/100-----

----- Dollars (\$ 23,800.00).

B. Seeding: No later than December 15, 2006.

2. Lump Sum: Completion of no-till, broadcast seeding of approximately 31 acres of wetland cells and upland berms with specified seed mix, as approved by Wetland Scientist. Hydro-mulching of existing berms will be allowed.

One Hundred Twenty-One Thousand Four Hundred and

no/100----- Dollars (\$ 121,400.00).

Total -- Items 1 and 2: One Hundred Forty-Five Thousand Two Hundred

and no/100----- Dollars (\$ 145,200.00).

DOCUMENT 00400 -BID FORM (continued)

If Bidder is:

An Individual

Name (type or printed): _____

By: _____ (SEAL)

(Individual's Signature)

Doing business as: _____

Business address: _____

Phone No.: _____ FAX No.: _____

A Partnership

Partnership Name: C. Green Scaping, L.P. (SEAL)

By: /s/ Curtis J. Green

(Signature of general partner -- attach evidence of authority to sign)

Name (type or printed): Curtis J. Green

Business address: 8917 Cardinal Lane

North Richland Hills, TX 76180

Phone No.: 817-577-9299 FAX No.: 817-577-9331

DOCUMENT 00400 –BID FORM (continued)

A Corporation

Corporation Name: _____(SEAL)

State of Incorporation: _____

Type (General Business, Professional, Service, Limited Liability): _____

By: _____

(Signature – attach evidence of authority to sign)

Name (type or printed): _____

Title: _____

(CORPORATE SEAL)

Attest: _____

(Signature of Corporate Secretary)

Business address: _____

Phone No.: _____ FAX No.: _____

END OF DOCUMENT 00400

DOCUMENT 00410 - BID BOND

KNOW ALL MEN BY THESE PRESENTS: that we

C. Green Scaping, L.P.

8917 Cardinal Lane

North Richland Hills, TX 76180

as Principal, hereinafter called the Principal, and

U. S. Specialty Insurance Company

13403 Northwest Freeway

Houston, TX 77040

a corporation duly organized under the laws of the State of Texas as Surety,
hereinafter called Surety, are held and firmly bound unto

City of Fayetteville, Arkansas

113 West Mountain Street

Fayetteville, Arkansas 72701

as Obligee, hereinafter called Owner, in the sum of Five Percent of the Greatest Amount
Bid Dollars (\$ 5% GAB), for the payment of which
sum, well and truly to be made, Principal and said Surety, bind ourselves, our heirs, executors,
administrators, successors and assigns, jointly and severally, firmly by these presents.

WHEREAS, Principal has submitted a Bid for Phase I - Wetland Mitigation Site Seedbed
Preparation and Seeding for the City of Fayetteville, Arkansas.

NOW, THEREFORE, if the Owner shall accept the Bid of Principal and the Principal shall enter
into a Contract with the Owner in accordance with the terms of such Bid, and give such Bond or
Bonds as may be specified in the Bidding or Contract Documents with good and sufficient surety
for the faithful performance of such Contract and for the prompt payment of labor and material
furnished in the prosecution thereof, or in the event of the failure of Principal to enter such
Contract and give such Bond or Bonds, if the Principal shall pay to the Owner the difference not
to exceed the penalty hereof between the amount specified in said Bid and such larger amount for

DOCUMENT 00410 – BID BOND (continued)

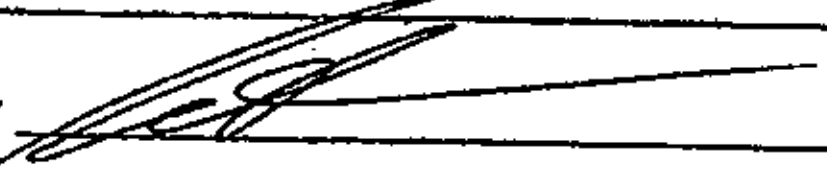
which the Owner may in good faith contract with another party to perform the Work covered by said Bid, then this obligation shall be null and void, otherwise to remain in full force and effect.

Signed and sealed this 31st day of August 20 06.

PRINCIPAL

(CORPORATE SEAL)

C. Green Scaping, L.P.

By 

CURTIS J. GREEN ITS. VP

SURETY

U. S. Specialty Insurance Company

By 

Cam Fletcher, Attorney-in-Fact

ATTORNEY-IN-FACT

(CORPORATE SEAL)

9737 Great Hills Trail, Suite 320

Austin, TX 78759

(This Bond shall be accompanied with
Attorney-in-Fact's authority from Surety)

END OF DOCUMENT 00410

POWER OF ATTORNEY

(To be used with bonds issued on behalf of U.S. SPECIALTY INSURANCE COMPANY)

Know All Men by These Presents, That U.S. SPECIALTY INSURANCE COMPANY (the "Company"), a corporation duly organized and existing under the laws of the State of Texas, and having its principal office in Houston, Harris County, Texas, does by these presents make, constitute and appoint

John Knox, Jr., B.J. King, M. Brent Beaty, Don Weidenfeller, Christina Breining, Robert D. Cave, Steven D. Nelson, Paul B. Robinson, Lindsey Jennings, Michael P. Whisenant, Cam Fletcher, Martha M. Elliott

its true and lawful Attorney(s)-in-fact, with full power and authority hereby conferred in its name, place and stead, to execute, acknowledge and deliver any and all bonds, recognizances, undertakings or other instruments or contracts of suretyship to include riders, amendments, and consents of surety, providing the bond penalty does not exceed Five Million Dollars (\$5,000,000.00) and to bind the Company thereby as fully and to the same extent as if such bond were signed by the President, sealed with the corporate seal of the Company and duly attested by its Secretary, hereby ratifying and confirming all that the said Attorney-in-Fact may do in the premises. Said appointment is made under and by authority of the following resolutions of the Board of Directors of the U.S. Specialty Insurance Company:

Be it Resolved, that the President, any Vice-President, any Assistant Vice-President, any Secretary or any Assistant Secretary shall be and is hereby vested with full power and authority to appoint any one or more suitable persons as Attorney(s)-in-Fact to represent and act for and on behalf of the Company subject to the following provisions:

Attorney-in-Fact may be given full power and authority for and in the name of and of behalf of the Company, to execute, acknowledge and deliver, any and all bonds, recognizances, contracts, agreements or indemnity and other conditional or obligatory undertakings and any and all notices and documents canceling or terminating the Company's liability thereunder, and any such instruments so executed by any such Attorney-in-Fact shall be binding upon the Company as if signed by the President and sealed and effected by the Corporate Secretary.

Be it Resolved, that the signature of any authorized officer and seal of the Company heretofore or hereafter affixed to any power of attorney or any certificate relating thereto by facsimile, and any power of attorney or certificate bearing facsimile signature or facsimile seal shall be valid and binding upon the Company with respect to any bond or undertaking to which it is attached. (Adopted by unanimous written consent in lieu of meeting on May 30, 2003.)

In Witness Whereof, U.S. SPECIALTY INSURANCE COMPANY has caused these presents to be signed by its Executive Vice President, and its corporate seal to be hereto affixed this 28th day of October, A.D. 2005.

Corporate Seal

U.S. SPECIALTY INSURANCE COMPANY

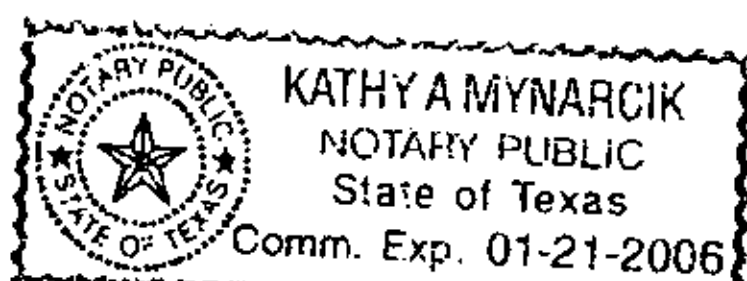
By:

Edward H. Ellis, Jr., Executive Vice President

State of Texas ss:
County of Harris

On this 28th day of October, A.D. 2005 before me personally came Edward H. Ellis, Jr., to me known, who, being by me duly sworn, did depose and say, that he resides in Houston, Texas, that he is the Executive Vice President of U.S. SPECIALTY INSURANCE COMPANY, the company described in and which executed the above instrument; that he knows the seal of said Company; that the seal affixed to said instrument is such corporate seal; that it was so affixed by order of the Board of Directors of said Company; and that he signed his name thereto by like order.

Notary Seal



Kathy A. Mynarcik, Notary Public
My commission expires on January 21, 2006

I, Christopher L. Martin, Secretary of U.S. SPECIALTY INSURANCE COMPANY, do hereby certify that the above and foregoing is a true and correct copy of a Power of Attorney, executed by said Company, which is still in full force and effect; furthermore, the resolutions of the Board of Directors, set out in the Power of Attorney are in full force and effect.

In Witness Whereof, I have hereunto set my hand and affixed the seal of said Company at Houston, Texas this 31st day of August, 2006, A.D.

Corporate Seal

Christopher L. Martin, Secretary

Any instrument issued in excess of the penalty stated above is totally void and without any validity.
For verification of the authority of this power you may call (713) 812-0800 any business day.

U.S. Specialty Insurance Company

THIS BOND RIDER CONTAINS IMPORTANT COVERAGE INFORMATION

Statutory Complaint Notice

To obtain information or make a complaint:

You may call the Surety's toll free telephone number for information or to make a complaint at: 1-866-732-0099

You may also write to the Surety at:

U.S. Specialty Insurance Company
9737 Great Hills Trail, Suite 320
Austin, Tx 78759

You may contact the Texas Department of Insurance to obtain information on companies, coverage, rights or complaints at 1-800-252-3439. You may write the Texas Department of Insurance at

PO Box 149104
Austin, TX 78714-9104
Fax#: 512-475-1771

PREMIUM OR CLAIM DISPUTES: Should you have a dispute concerning your premium or about a claim, you should contact the Surety first. If the dispute is not resolved, you may contact the Texas Department of Insurance.

Terrorism Risks Exclusion

The Bond to which this Rider is attached does not provide coverage for, and the surety shall not be liable for, losses caused by acts of terrorism, riot, civil insurrection, or acts of war.

Exclusion of Liability for Mold, Mycotoxins, and Fungi

The Bond to which this Rider is attached does not provide coverage for, and the surety thereon shall not be liable for, molds, living or dead fungi, bacteria, allergins, histamines, spores, hyphae, or mycotoxins, or their related products or parts, nor the remediation thereof, nor the consequences of their occurrence, existence, or appearance.

Warranty Limitation Rider

In no event shall Surety have any obligation for any loss occurring or claim made by Obligee more than twenty five months after the date on which Subcontractor either substantially completed its work or breached the Subcontract, whichever is the first to occur.

DOCUMENT 00430 – LIST OF SUBCONTRACTORS

In compliance with the Instructions to Bidders and other Contract Documents, the undersigned submits the following names of Subcontractors to be used in performing the Work for Contract No. WP-2b, Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding, and other items of work throughout the site.

Bidder certifies that all Subcontractors listed are eligible to perform the Work.

Subcontractor's Work	Subcontractor's Name and Address	Contract Value (or Percentage)
N/A		

NOTE: This form must be submitted in accordance with the Instructions to Bidders.

/s/ Curtis J. Green

Bidder's Signature

END OF DOCUMENT 00430

DOCUMENT 00500 – AGREEMENT

BETWEEN THE CITY OF FAYETTEVILLE AND C. GREEN SCAPING, L.P.

Project Name: Wastewater System Improvement Project (WSIP)

Contract Name: Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding

Contract No.: WP-2b

Bid No.: 06-50

Project No.: 02133-0314

Date: August 3, 2006

THIS AGREEMENT is dated as of the _____ day of _____ in the year 2006 by and between City of Fayetteville (hereinafter called Owner) and C. Green Scaping, L.P. (hereinafter called C. GREEN SCAPING, L.P.).

ARTICLE 1 - WORK

- 1.01 C. GREEN SCAPING, L.P. shall complete all Work as specified or indicated in the Contract Documents. The Work under this Contract is generally described as follows:

Project Name: Wastewater System Improvement Project (WSIP)

Contract Name: Phase I - Wetland Mitigation Site Seedbed Preparation and Seeding.

- 1.02 The Project for which the Work under the Contract Documents may be the whole or only a part is generally described as follows:

The Contract provides for the implementation of WETLAND COMPENSATORY MITIGATION requirements of the individual Section 404 Permit File No. 14207, issued by the U. S. Army Corps of Engineers to City of Fayetteville, Arkansas. C. GREEN SCAPING, L.P. shall be responsible for implementing all applicable requirements of the Section 404 Permit associated with the construction activities that the successful Bidder will be contracted to perform. The wetland berms and water control structures are currently being constructed under a separate contract.

Contract tasks shall include seedbed preparation and seeding at an approximately 31-acre site owned by City of Fayetteville. More specifically, this project includes a controlled burn of the site and seeding approximately 16.5 acres of upland prairie habitat and 14.5 acres of wetland prairie habitat.

DOCUMENT 00500 – AGREEMENT (continued)

ARTICLE 2 - ENGINEER

- 2.01 The Project has been designed by McGoodwin, Williams and Yates, Inc., who is hereinafter called Engineer. The Engineer assumes all duties and responsibilities, and has the rights and authority assigned to Engineer in the Contract Documents in connection with completion of the Work in accordance with the Contract Documents.
- 2.02 All work and materials shall be subject to direction and approval by the Wetland Scientist. For this work, City of Fayetteville has contracted a Wetland Scientist to augment the staff of the Engineer and to evaluate the controlled burning, and seeding operations, including the evaluation and acceptance of the material and work performed by C. GREEN SCAPING, L.P.. This individual shall serve as City of Fayetteville's project representative as it relates to this specification. This individual shall have the authority of the Engineer in performing wetland science-related services. The work of the Wetland Scientist is subject to approval by the Engineer and City of Fayetteville. The Wetland Scientist is identified as Environmental Consulting Operations, Inc.

ARTICLE 3 - CONTRACT TIME

3.01 **TIME OF THE ESSENCE:**

- A. All time limits for milestones, if any, Substantial Completion, and completion and readiness for final payment as stated in the Contract Documents are of the essence of the Contract.

3.02 **DATES FOR SUBSTANTIAL COMPLETION AND FINAL PAYMENT:**

- A. The Work will be Substantially Completed within One Hundred Fifty (150) calendar days after the date when the Contract Times commence to run as provided in the GENERAL CONDITIONS, and completed and ready for final payment in accordance with the GENERAL CONDITIONS within One Hundred Eighty (180) calendar days after the date when the Contract Times commence to run.

DOCUMENT 00500 – AGREEMENT (continued)

3.03 LIQUIDATED DAMAGES:

- A. City of Fayetteville and C. GREEN SCAPING, L.P. recognize that time is of the essence of this Agreement and that City of Fayetteville will suffer financial loss if the Work is not completed within the time specified above, plus any extensions thereof allowed in accordance with the GENERAL CONDITIONS. The parties also recognize the delays, expense, and difficulties involved in proving the actual loss suffered by City of Fayetteville if the Work is not Substantially Completed on time. Accordingly, instead of requiring any such proof, City of Fayetteville and C. GREEN SCAPING, L.P. agree that as liquidated damages for delay (but not as a penalty) C. GREEN SCAPING, L.P. shall pay City of Fayetteville Two Hundred Fifty (\$250.00) for each calendar day that expires after the time specified above in Paragraph 3.02 for Substantial Completion until the Work is Substantially Complete.

ARTICLE 4 - CONTRACT PRICE

- 4.01 City of Fayetteville shall pay C. GREEN SCAPING, L.P. for completion of the Work in accordance with the Contract Documents an amount in current funds equal to the sum of the amounts determined pursuant to paragraphs below:

- A. LUMP SUM CONTRACT PRICE: For all Work (other than Unit Price Work) a Lump Sum of:
- _____ Dollars (\$_____).

- 4.02 Changes, modifications or amendments in scope, price or fees to this contract shall not be allowed without a formal contract amendment approved by the Mayor and the City Council in advance of the change in scope, costs, fees, or delivery schedule.

DOCUMENT 00500 – AGREEMENT (continued)

ARTICLE 5 - PAYMENT PROCEDURES

5.01 SUBMITTAL AND PROCESSING OF PAYMENTS:

- A. C. GREEN SCAPING, L.P. shall submit Applications for Payment in accordance with the GENERAL CONDITIONS. Applications for Payment will be processed by City of Fayetteville and Engineer as provided in the GENERAL CONDITIONS.

5.02 PROGRESS PAYMENTS, RETAINAGE:

- A. City of Fayetteville shall make progress payments on account of the Contract Price on the basis of C. GREEN SCAPING, L.P.'s Applications for Payment as recommended by Engineer, within approximately 30 days of receipt of the Application for Payment, during construction. All such payments will be measured by the schedule of values established in the GENERAL CONDITIONS or, in the event there is no schedule of values, as provided in the General Requirements.
 - 1. Prior to Substantial Completion, progress payments will be made in an amount equal to the percentage indicated below, but, in each case, less the aggregate of payments previously made and less such amounts as Engineer shall determine, or City of Fayetteville may withhold, in accordance with the GENERAL CONDITIONS.
 - a. 90% of Work Completed (with the balance being retainage). If Work has been 50% completed as determined by Engineer and Wetland Scientist, and if the character and progress of the Work have been satisfactory to City of Fayetteville and Engineer, City of Fayetteville on recommendation of Engineer, may determine that as long as the character and progress of the Work subsequently remain satisfactory to them, there will be no additional retainage on account of Work subsequently completed, in which case the remaining progress payments prior to Substantial Completion will be an amount equal to 100% of

DOCUMENT 00500 – AGREEMENT (continued)

the Work Completed less the aggregate of payments previously made; and

- b. 100% of Equipment and Materials not incorporated in the Work but delivered, suitably stored, and accompanied by documentation satisfactory to City of Fayetteville as provided in the GENERAL CONDITIONS.

- 2. Upon Substantial Completion, City of Fayetteville shall pay an amount sufficient to increase total payments to C. GREEN SCAPING, L.P. to 95% of the Contract Price (with the balance being retainage), less such amounts as Engineer shall determine, or City of Fayetteville may withhold, in accordance with the GENERAL CONDITIONS.

5.03 **FINAL PAYMENT:**

- A. Upon final completion and acceptance of the Work in accordance with the GENERAL CONDITIONS, City of Fayetteville shall pay the remainder of the Contract Price as recommended by Engineer and as provided in the GENERAL CONDITIONS.

ARTICLE 6 - C. GREEN SCAPING, L.P.'S REPRESENTATIONS

6.01 In order to induce City of Fayetteville to enter into this Agreement, C. GREEN SCAPING, L.P. makes the following representations:

- A. C. GREEN SCAPING, L.P. has examined and carefully studied the Contract Documents including the Addenda and other related data identified in the Bid Documents.
- B. C. GREEN SCAPING, L.P. has visited the Site and become familiar with and is satisfied as to the general, local, and Site conditions that may affect cost, progress, performance, and furnishing of the Work.

DOCUMENT 00500 – AGREEMENT (continued)

- C. C. GREEN SCAPING, L.P. is familiar with and is satisfied as to all federal, state, and local Laws and Regulations that may affect cost, progress, performance, and furnishing of the Work.
- D. C. GREEN SCAPING, L.P. acknowledges that City of Fayetteville, Engineer, and Wetland Scientist do not assume responsibility for the accuracy or completeness of information and data shown or indicated in the Contract Documents with respect to Underground Facilities at or contiguous to the Site.
- E. C. GREEN SCAPING, L.P. has obtained and carefully studied (or assumes responsibility of having done so) all such additional supplementary examinations, investigations, explorations, tests, studies, and data concerning conditions (surface, subsurface, and Underground Facilities) at or contiguous to the Site or otherwise which may affect cost, progress, performance, and furnishing of the Work or which relate to any aspect of the means, methods, techniques, sequences, and procedures of construction to be employed by C. GREEN SCAPING, L.P. and safety precautions and programs incident thereto.
- F. C. GREEN SCAPING, L.P. does not consider that any additional examinations, investigations, explorations, tests, studies, or data are necessary for the performing and furnishing of the Work at the Contract Price, within the Contract Times, and in accordance with the other terms and conditions of the Contract Documents.
- G. C. GREEN SCAPING, L.P. is aware of the general nature of work to be performed by City of Fayetteville and others at and contiguous to the Site that relates to the Work as indicated in the Contract Documents.
- H. C. GREEN SCAPING, L.P. has given Engineer written notice of all conflicts, errors, ambiguities, or discrepancies that C. GREEN SCAPING, L.P. has discovered in the Contract Documents and the written resolution thereof by Engineer is acceptable to C. GREEN SCAPING, L.P..

DOCUMENT 00500 – AGREEMENT (continued)

- I. The Contract Documents are generally sufficient to indicate and convey understanding of all terms and conditions for performance and furnishing of the Work.

ARTICLE 7 - CONTRACT DOCUMENTS

7.01 **CONTENTS:**

- A. The Contract Documents which comprise the entire Agreement between City of Fayetteville and C. GREEN SCAPING, L.P. concerning the Work consist of the following and may only be amended, modified, or supplemented as provided in the GENERAL CONDITIONS:
 1. This Agreement.
 2. Exhibits to this Agreement (enumerated as follows):
 - a. C. GREEN SCAPING, L.P.'s Bid.
 - b. Documentation submitted by C. GREEN SCAPING, L.P. prior to Notice of Award.
 3. Performance, Payment, and other Bonds.
 4. General Conditions.
 5. Supplementary Conditions.
 6. Labor-Related Regulations.
 7. Specifications consisting of divisions and sections as listed in table of contents of Project Manual.
 8. Drawings consisting of a cover sheet and sheets as listed in the table of contents thereof, with each sheet bearing the following general title:

Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding
 9. Addenda numbers 1 to 3, inclusive.
 10. The following which may be delivered or issued after the Effective Date of the Agreement and are not attached hereto: All Written

DOCUMENT 00500 – AGREEMENT (continued)

Amendments and other documents amending, modifying, or supplementing the Contract Documents pursuant to the GENERAL CONDITIONS and Notice to Proceed.

ARTICLE 8 - MISCELLANEOUS

8.01 **TERMS:**

- A. Terms used in this Agreement which are defined in the GENERAL CONDITIONS shall have the meanings stated in the GENERAL CONDITIONS.

8.02 **ASSIGNMENT OF CONTRACT:**

- A. No assignment by a party hereto of any rights under or interests in the Contract Documents will be binding on another party hereto without the written consent of the party sought to be bound; and specifically but without limitation, moneys that may become due and moneys that are due may not be assigned without such consent (except to the extent that the effect of this restriction may be limited by Law), and unless specifically stated to the contrary in any written consent to an assignment, no assignment will release or discharge the assignor from any duty or responsibility under the Contract Documents.

8.03 **SUCCESSORS AND ASSIGNS:**

- A. City of Fayetteville and C. GREEN SCAPING, L.P. each binds himself, his partners, successors, assigns, and legal representatives to the other party hereto, its partners, successors, assigns, and legal representatives in respect to all covenants, agreements, and obligations contained in the Contract Documents.

8.04 **SEVERABILITY:**

- A. Any provision or part of the Contract Documents held to be void or unenforceable under any Law or Regulation shall be deemed stricken, and all

DOCUMENT 00500 – AGREEMENT (continued)

remaining provisions shall continue to be valid and binding upon City of Fayetteville and C. GREEN SCAPING, L.P., who agree that the Contract Documents shall be reformed to replace such stricken provision or part thereof with a valid and enforceable provision that comes as close as possible to expressing the intention of the stricken provision.

8.05 CONTROLLING LAW

- A. This Agreement shall be subject to, interpreted and enforced according to the laws of the State of Arkansas without regard to any conflicts of law provisions.

8.06 ARKANSAS FREEDOM OF INFORMATION ACT

- A. City contracts and documents, including internal documents and documents of subcontractors and sub-consultants, prepared while performing City contractual work are subject to the Arkansas Freedom of Information Act (FOIA). If a Freedom of Information Act request is presented to City of Fayetteville, C. GREEN SCAPING, L.P. will do everything possible to provide the documents in a prompt and timely manner as prescribed in the Arkansas Freedom of Information Act (A.C.A. §25-19-101 et. seq.) Only legally authorized photocopying costs pursuant to the FOIA may be assessed for this compliance.

IN WITNESS WHEREOF, City of Fayetteville and C. GREEN SCAPING, L.P. have signed this Agreement in quadruplicate. One counterpart each has been delivered to City of Fayetteville, C. GREEN SCAPING, L.P., and Engineer.

DOCUMENT 00500 – AGREEMENT (continued)

This Agreement will be effective on _____, 20____, which is the
Effective Date of the Agreement.

C. GREEN SCAPING, L.P. _____ CITY OF FAYETTEVILLE _____

By: _____ By: _____

Title: _____ Title: _____

(SEAL)

(SEAL)

Attest _____

Attest _____

Address for giving notices

Address for giving notices

License No. _____
attach

(If City of Fayetteville is a public body,

evidence of authority to
sign and resolution or other documents
authorizing execution of Agreement)

Agent for Service of process

(If C. GREEN SCAPING, L.P. is a corporation,
attach evidence of authority to
sign.)

Approved As to Form:

By: _____

Attorney For: _____

END OF DOCUMENT 00500

DOCUMENT 00550 – NOTICE TO PROCEED

TO: _____ (Contractor)

Project Name : Wastewater System Improvement Project

Contract Name: Phase I – Wetland Mitigation Site Seedbed Preparation and Seeding

Contract No: WP-2b

Owner: City of Fayetteville, Arkansas

SAMPLE

You are notified that the Contract ~~Time(s)~~ under the above Contract will commence to run on

_____, 20____. By that date, you are to start performing your obligations under the Contract Documents. In accordance with the Agreement Between Owner and Contractor, the date(s) of Substantial Completion and final completion ready for final payment are _____, 20____ and _____, 20____, respectively.

Before you may start any work at the Site, the General Conditions provide that you and Owner must each deliver to the other, (with copies to Engineer and other identified additional insureds) certificates of insurance, which each is required to purchase and maintain in accordance with the Contract Documents.

Also before you may start any work at the Site, you must submit the following:

1. Preliminary construction progress schedule.
2. Preliminary schedule of Submittals.
3. Preliminary schedule of values.
4. Satisfactory evidence of insurance in accordance with the requirements of the General Conditions.

You are required to return an acknowledgement copy of this Notice to Proceed to the Owner.

Dated this _____ day of _____, 20____.

DOCUMENT 00550 - NOTICE TO PROCEED: (continued)

OWNER

By _____

Title _____

ACCEPTANCE OF NOTICE TO PROCEED

CONTRACTOR

SAMPLE

Title _____

Date _____, 20____

Copy to Engineer
(Use Certified Mail,
Return Receipt Requested)

END OF DOCUMENT 00550

DOCUMENT 00600 - PERFORMANCE BOND

KNOW ALL MEN BY THESE PRESENTS: That we (1) _____
_____ a (2) _____ hereinafter
called "Principal" and (3) _____
of _____, State of _____, hereinafter called
the "Surety," are held and firmly bound unto (4) _____
_____, hereinafter called the "Owner," in the penal sum of
_____ dollars (\$ _____) in lawful money of the United States, for the payment of
which sum well and truly to be made, we bind ourselves, our heirs, executors,
administrators and successors, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION is such that whereas, the Principal
entered into a certain contract with Owner, dated the _____ day of _____,
_____, a copy of which is hereto attached and made a part hereof for the construction of:

Wastewater System Improvement Project: PHASE I - WETLAND MITIGATION SITE SEEDBED
PREPARATION AND SEEDING, City of Fayetteville, AR Contract #WP-2b; Plans No. Fy-316WLR.

NOW THEREFORE, if the Principal shall well, truly and faithfully perform its duties,
all the undertakings, covenants, terms and conditions, and agreements of said contract
during the original term thereof, and any extensions thereof which may be granted by the
Owner, with or without notice to the Surety, and if he shall satisfy all claims and demands
incurred under such contract, and which it may suffer by reason of failure to do so, and
shall reimburse and repay the Owner all outlay and expense which the Owner may incur
in making good any default, then this obligation shall be void; otherwise to remain in full
force and effect.

PROVIDED, FURTHER, that the said Surety, for value received hereby stipulates
and agrees that no change, extension of time, alteration or addition to the terms of the
contract or to the work to be performed thereunder or the specifications accompanying
the same shall in any wise affect its obligation on this bond, and it does hereby waive
notice of any such change, extension of time, alteration or addition to the terms of the
contract or to the work or to the specifications.

PROVIDED, FURTHER, that no final settlement between the Owner and the
Contractor shall abridge the right of any beneficiary hereunder, whose claim may be
unsatisfied.

DOCUMENT 00600 – PERFORMANCE BOND

This bond is given in compliance with Act 261, Arkansas Acts of 1953, and Act 209, Arkansas Acts of 1957, the same appearing as Arkansas Statutes (1957), Section 51-635, Cumulative Supplement.

IN WITNESS WHEREOF, this instrument is executed in six (6) counterparts, each one of which shall be deemed as original, this the _____ day of _____,

Attest:

(Principal) Secretary
(Seal)

Witness as to Principal

Address

Attest:

(Surety) Secretary

(Seal)

Witness as to Surety

Address

Principal

By _____

Address

Surety

By _____

Attorney-in-Fact

Address

NOTE: Date of bond must not be prior to date of contract.

- (1) Correct name of Contractor.
- (2) A corporation, a partnership, or an individual, as the case may be.
- (3) Correct name of Surety.
- (4) Correct name of Owner.
- (5) If Contractor is a partnership, all partners should execute bond.
- (6) This bond must be filed with the Circuit Clerk of the county where the work is to be performed prior to the start of construction.

DOCUMENT 00600 – PAYMENT BOND

KNOW ALL MEN BY THESE PRESENTS: That we (1) _____
_____ a (2) _____ hereinafter
called "Principal" and (3) _____
of _____, State of _____, hereinafter called
the "Surety," are held and firmly bound unto (4) _____
_____, hereinafter called the "Owner," in the penal sum of

dollars (\$ _____) in lawful money of the United States, for the payment of
which sum well and truly to be made, we bind ourselves, our heirs, executors,
administrators and successors, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION is such that whereas, the Principal
entered into a certain contract with Owner, dated the _____ day of _____,
_____, a copy of which is hereto attached and made a part hereof for the construction of:

Wastewater System Improvement Project: PHASE I - WETLAND MITIGATION SITE SEEDBED
PREPARATION AND SEEDING, City of Fayetteville, AR Contract #WP-2b; Plans No. Fy-316WLR.

NOW THEREFORE, if the Principal shall promptly make payment to all persons,
firms, subcontractors and corporations furnishing materials for or performing labor in the
prosecution of the work provided for in such contract, and any authorized extension or
modification thereof, all amounts due for but not limited to, materials, lubricants, oil,
gasoline, coal and coke, repair on machinery, equipment and tools, consumed or used in
connection with the construction of said work, fuel oil, camp equipment, food for men,
feed for animals, premium for bonds and liability and workmen's compensation insurance,
rentals on machinery, equipment and draft animals; also for taxes or payments due the
State of Arkansas or any political subdivision thereof which shall have arisen on account
of or in connection with the wages earned by workmen covered by the bond; and for all
labor, performed in such work whether by subcontractor or otherwise, then this obligation
shall be void, otherwise to remain in full force and effect.

The Surety agrees the terms of this bond shall cover the payment by the Principal
of not less than the prevailing hourly rate of wages as found by the Arkansas Department
of Labor or as determined by the court on appeal to all workmen performing work under
the contract.

PROVIDED, FURTHER, that the said Surety, for value received hereby stipulates
and agrees that no change, extension of time, alteration or addition to the terms of the
contract or to the work to be performed thereunder or the specifications accompanying
the same shall in any wise affect its obligation on this bond, and it does hereby waive
notice of any such change, extension of time, alteration or addition to the terms of the
contract or to the work or to the specifications.

DOCUMENT 00600 – PAYMENT BOND

PROVIDED, FURTHER, that no final settlement between the Owner and the Contractor shall abridge the right of any beneficiary hereunder, whose claim may be unsatisfied.

This bond is given in compliance with Act 261, Arkansas Acts of 1953, and Act 209, Arkansas Acts of 1957, the same appearing as Arkansas Statutes (1957), Section 51-635, Cumulative Supplement.

IN WITNESS WHEREOF, this instrument is executed in six (6) counterparts, each one of which shall be deemed as original, this the _____ day of _____,

Attest:

(Principal) Secretary
(Seal)

Witness as to Principal

Address

Attest:

(Surety) Secretary

(Seal)

Witness as to Surety

Address

Principal

By _____

Address

Surety

By _____

Attorney-in-Fact

Address

NOTE: Date of bond must not be prior to date of contract.

- (1) Correct name of Contractor.
- (2) A corporation, a partnership, or an individual, as the case may be.
- (3) Correct name of Surety.
- (4) Correct name of Owner.
- (5) If Contractor is a partnership, all partners should execute bond.
- (6) This bond must be filed with the Circuit Clerk of the county where the work is to be performed prior to the start of construction.

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

10/17/2006
City Council Meeting Date

Greg Tabor
Submitted By

Police
Division

Police
Department

Action Required:

City Council accepts the 2006-2007 Selective Traffic Enforcement Project grant and approves a budget adjustment recognizing the revenue.

\$ 68,000.00
Cost of this request

\$ 68,000.00
Category / Project Budget

Patrol Salaries and Supplies
Program Category / Project Name

See attached BA
Account Number

\$ -
Funds Used to Date

Police Patrol and Warrant
Program / Project Category Name

06-030
Project Number

\$ 68,000.00
Remaining Balance

General
Fund Name

Budgeted Item ☐

Budget Adjustment Attached ☒


Department Director 10-2-06
Date

Previous Ordinance or Resolution # _____

Original Contract Date: _____

Original Contract Number: _____


City Attorney 10/2/06
Date


Finance and Internal Service Director
Date

Mayor
Date

Received in City Clerk's Office
ENTERED
10/2/06

Received in Mayor's Office
ENTERED
10/3/06
P.B.

Comments:

FAYETTEVILLE

THE CITY OF FAYETTEVILLE, ARKANSAS

A. 7
Selective Traffic Enforcement
Project (STEP) Grant
Page 2 of 18

DEPARTMENTAL CORRESPONDENCE

TO: Mayor Dan Coody and Members of the City Council

FROM: Greg Tabor, Interim Chief of Police 

DATE: September 29, 2006

SUBJECT: Accept Selective Traffic Enforcement Project (STEP) Grant

Recommendation: Council accepts the 2006/07 STEP grant and approves a budget adjustment recognizing the revenue.

Background: The Police Department has received STEP grants since 1990. These grants are used to cover officer overtime while working either seat belt enforcement or DWI/DUI enforcement. The officers must be designated to one of these tasks and cannot answer normal calls for service. This grant also includes \$8,000.00 for the purchase of child safety seats.

Discussion: The funds provided by this grant specifically support the Departments efforts in reducing traffic accidents. Officers can be assigned to a specific accident-prone area and enforce traffic laws which in turn reduce accidents. The matching requirements will be provided by using the cost of car seats (state funds); the expense of monthly administration; vehicle expense which includes motorpool, shop overhead, replacement and gasoline with the balance being met by assigning on-duty officers to the STEP project when available. The match is not expected to require additional funds.

Budget Impact: Accepting this grant will increase the Minor Equipment Fund by \$8,000.00 and overtime for the Patrol Program by \$60,000.00.

RESOLUTION NO. _____

A RESOLUTION ACCEPTING THE 2006-2007 SELECTIVE TRAFFIC ENFORCEMENT PROGRAM (STEP) GRANT IN THE AMOUNT OF \$68,000.00 FOR THE PURPOSE OF PAYING OVERTIME TO OFFICERS ENGAGED IN THE ENFORCEMENT OF DWI/DUI AND SEATBELT LAWS; AND APPROVING A BUDGET ADJUSTMENT RECOGNIZING THE GRANT REVENUE.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby accepts the 2006-2007 Selective Traffic Enforcement Program (STEP) Grant in the amount of \$68,000.00 for the purpose of paying overtime to officers engaged in the enforcement of DWI/DUI and seatbelt laws.

Section 2. That the City Council of the City of Fayetteville, Arkansas hereby approves a Budget Adjustment recognizing the grant revenue.

PASSED and APPROVED this 17th day of October 2006

APPROVED:

By: DAN COODY, Mayor

ATTEST:

By: SONDRA SMITH, City Clerk

**City of Fayetteville, Arkansas
Budget Adjustment Form**

A. 7
Selective Traffic Enforcement
Project (STEP) Grant
Page 4 of 18

Budget Year	Department: Police Division: Police Program: Patrol	Date Requested	Adjustment Number
2006		9/28/2006	

Project or Item Added/Increased: Patrol Overtime & Car seats funds in the Minor Equipment account.	Project or Item Deleted/Reduced:
--	---

Justification of this Increase: This increase is needed to recognize the acceptance of the 2006-2007 Selective Traffic Enforcement Grant.	Justification of this Decrease:
---	--

Increase Expense Budget (Decrease Revenue Budget)

Account Name	Account Number				Amount	Project Number	
Overtime	1010	2940	5104 5100	00	60,000	06030	1
Minor equipment	1010	2940	5210	00	8,000	06030	1

Decrease Expense Budget (Increase Revenue Budget)

Account Name	Account Number				Amount	Project Number	
State Grants-Operational	1010	0001	4302	01	8,000	06030	1
Federal Grant-Operational	1010	0001	4309	01	60,000	06030	1

Approval Signatures

Requested By		Date	
Budget Manager		Date	10-2-06
Department Director		Date	
Finance & Internal Services Director		Date	
Mayor		Date	

Budget Office Use Only

Type:	A	B	C	D	E
Posted to General Ledger	Initial		Date		
Posted to Project Accounting	Initial		Date		
Entered in Category Log	Initial		Date		



Mike Huckabee
Governor

State of Arkansas

ARKANSAS STATE POLICE

1 State Police Plaza Drive - Little Rock, Arkansas 72209 - www.asp.state.ar.us



Steve Dozier
Director

FY 2007 HIGHWAY SAFETY SUBGRANT AGREEMENT OCCUPANT PROTECTION PROGRAM ALCOHOL & OTHER DRUGS COUNTERMEASURES PROGRAM

RECIPIENT

Fayetteville Police Department
100-A West Rock Street
Fayetteville, Arkansas 72701-6191
Telephone: (479) 587-3555
Fax: (479) 587-3522

GOVERNMENTAL UNIT

City of Fayetteville
100-A West Rock Street
Fayetteville, Arkansas 72701-6191

PROJECT NO. J8-2007-08-09-08

PROJECT NO. OP-2007-03-02-10

TYPE OF APPLICATION

Initial: _____
Revision: _____
Continuation: X

TAX ID NO. 71-6018462

PROJECT TITLE

Selective Traffic Enforcement Project

INITIAL PROJECT STARTING DATE

October 1, 1998

OPERATIONAL AREA OF PROJECT

City of Fayetteville

<u>COST CATEGORY</u>	<u>AMOUNT</u>		
	<u>FEDERAL</u>	<u>STATE</u>	<u>LOCAL</u>
Personal Services	\$60,000		\$28,000
Equipment			
Maintenance & Operation			24,000
Other Direct Costs		\$8,000	
Indirect Costs			
Administrative Costs			
Total	\$60,000	\$8,000	\$52,000

<u>PROJECT PERIOD</u>	<u>FUNDING PERIOD</u>
From: <u>10-1-2006</u>	From: <u>10-1-2006</u>
To: <u>9-30-2007</u>	To: <u>9-30-2007</u>

<u>FUNDING</u>	
<u>SOURCE</u>	<u>AMOUNT</u>
Federal	\$60,000
State	8,000
Local	52,000
Total	\$120,000

20 Jan

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

INDEX

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AGREEMENT PREPARED BY: Chip Payne
TITLE: Program Manager
ADDRESS: Arkansas State Police
Arkansas Highway Safety Office
1 State Police Plaza
Little Rock, AR 72209
PHONE: (501) 618 - 8137
FAX: (501) 618 - 8124

ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT

SCOPE OF WORK

PROJECT GOAL: To reduce traffic-related fatalities and injuries by conducting a selective traffic enforcement project in Fayetteville. The goal for each component of this dual funded project is as follows:

Alcohol Component (Section 410) – Reduce alcohol-related crashes below six percent of all traffic crashes.

Seat Belt Component (Section 402) – Increase seat belt usage by three percentage points from 73% to 76%.

SUMMARY OF PROJECT OBJECTIVES: The project's primary objectives are to achieve an average of three vehicle stops per hour during traffic enforcement (with an emphasis on enforcement of speed and occupant restraint laws) and one DWI/DUI arrest per eight hours of alcohol enforcement. A public information and education program will support these objectives.

METHOD OF EVALUATION BY ASP

ADMINISTRATIVE: X
IMPACT EVALUATION: X By achievement of performance standards.

REIMBURSEMENT - ACTUAL COST ONLY

 ASP will reimburse the recipient an amount equal to % of all eligible cost.

 X ASP will reimburse the recipient an amount equal to all eligible costs as identified in work statement.

REIMBURSEMENT LIMITS

1. Maximum amount eligible for reimbursement:

Federal Funds: \$60,000
State Funds: \$ 8,000

2. Only those orders placed and costs incurred during the following time period shall be eligible for reimbursement:

(Date) 10-1-2006 to (Date) 9-30-2007

3. The recipient must bear all costs not eligible for Federal reimbursement.

Federal and State regulations shall be the basis for determining eligibility of costs, as detailed in the General Provisions and Subgrant Agreement/Contract Terms.

This agreement may be amended only by written notice in advance and in accordance with ASP policy. (See Subgrant Agreement/Contract Term II.)

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

AUDIT REQUIREMENTS

The recipient will arrange for an organization-wide financial and compliance audit, as required by OMB Circular A-133, within the prescribed audit reporting cycle. The audit report must separately identify highway safety funds from other Federal funds. Two (2) copies of the report will be furnished to the Arkansas State Police within three months of the report date. Failure to furnish an acceptable audit as determined by the cognizant Federal audit agency may be a basis for denial and/or refunding of Federal funds. A copy of A-133 is available on request. The recipient has been made aware of audit requirements.

CERTIFICATION REGARDING FEDERAL LOBBYING:

The recipient certifies, to the best of his or her knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- (2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- (3) The undersigned shall require that the language of this certification be included in the award documents for all sub-award at all tiers (including subcontracts, subgrants, and contracts under grant, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be Subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

RESTRICTION ON STATE LOBBYING:

None of the funds under this program will be used for any activity specifically designed to urge or influence a State or local legislator to favor or oppose the adoption of any specific legislative proposal pending before any State or local legislative body. Such activities include both direct and indirect (e.g., "grassroots") lobbying activities, with one exception. This does not preclude a State official whose salary is supported with NHTSA funds from engaging in direct communications with State or local legislative officials, in accordance with customary State practice, even if such communications urge legislative officials to favor or oppose the adoption of a specific pending legislative proposal.

CERTIFICATION REGARDING DEBARMENT AND SUSPENSION:

In accordance with the provisions of 49 CFR Part 29, the State agrees that it shall not knowingly enter into any agreement under its Highway Safety Plan with a person or entity that is barred, suspended, declared ineligible, or voluntarily excluded from participation in the Section 402 program, unless otherwise authorized by NHTSA. The State further agrees that it will include the following clause and accompanying instruction, without modification, in all lower tier covered transactions, as provided by 49 CFR Part 29, and in all solicitations for lower tier covered transactions.

Instructions for Lower Tier Certification

1. By signing and submitting this proposal, the prospective lower tier participant is providing the certification set out below.
2. The certification in this clause is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the prospective lower tier participant knowingly rendered an erroneous certification, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.
3. The prospective lower tier participant shall provide immediate written notice to the person to which this proposal is submitted if at any time the prospective lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.
4. The terms *covered transaction*, *debarred*, *suspended*, *ineligible*, *lower tier covered transaction*, *participant*, *person*, *primary covered transaction*, *principal*, *proposal*, and *voluntarily excluded*, as used in this clause, have the meanings set out in the Definition and Coverage sections of 49 CFR Part 29. You may contact the person to whom this proposal is submitted for assistance in obtaining a copy of those regulations.

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

5. The prospective lower tier participant agrees by submitting this proposal that, should the proposed covered transaction be entered into, it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under 48 CFR Part 9, subpart 9.4, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by the department or agency with which this transaction originated.
6. The prospective lower tier participant further agrees by submitting this proposal that it will include the clause titled "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion -- Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions. (See below)
7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not proposed for debarment under 48 CFR Part 9, subpart 9.4, debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant may decide the method and frequency by which it determines the eligibility of its principals. Each participant may, but is not required to, check the List of Parties Excluded from Federal Procurement and Non-procurement Programs.
8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.
9. Except for transactions authorized under paragraph 5 of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is proposed for debarment under 48 CFR Part 9, subpart 9.4, suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion -- Lower Tier Covered Transactions:

1. The prospective lower tier participant certifies, by submission of this proposal, that neither it nor its principals is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
2. Where the prospective lower tier participant is unable to certify to any of the statements in this certification, such prospective participants shall attach an explanation to this proposal.

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

WORK STATEMENT

A. The recipient, Fayetteville Police Department, in exchange for consideration offered by the Arkansas State Police (ASP), and in the interest of improving highway safety, hereby agrees to pursue the achievement of the following objectives:

1. Appoint a Project Coordinator to be a liaison between the recipient and the Arkansas Highway Safety Office (AHSO) and to be responsible for coordinating selective enforcement activities and financial transactions associated with this subgrant agreement. Herein, give signature authorization for the Project Coordinator to request reimbursement and agreement change orders when applicable. Compensation for the Project Coordinator will be from local funds.
2. Ensure that the Project Coordinator, or designee, has successfully completed the Arkansas Highway Safety Office Project Management Course. This course will provide information and updates on State, Federal and Highway Safety Offices policies and procedures. Travel, meals and lodging will be reimbursed for eligible participants. Participants will be notified of the specific dates and location of this course.
3. Implement a seat belt policy if one does not exist. If not previously submitted, provide a copy of the policy to the AHSO no later than sixty days after the start of this project.
4. Conduct selective enforcement of the State's seat belt, driving while intoxicated (DWI)/driving under the influence (DUI), speed limit, child passenger protection and motorcycle helmet laws. Officers are to ensure compliance with the State's seat belt and child restraint laws during all vehicle stops. Enforcement should target locations where fatal/serious injury crashes are occurring.
5. Seat belt enforcement (enforcement during daylight hours) will emphasize enforcement of seat belt, child restraint and speed limit laws. DWI/DUI enforcement will start no earlier than 9:00 p.m. and end no later than 6:00 a.m. the following morning, any day of the week providing the performance standard (listed below) is met. The AHSO retains the right to limit or modify the enforcement hours and days at its discretion and as necessary to meet performance compliance requirements. Officers working on the project are expected to enforce all the laws cited in this agreement during both seat belt and DWI/DUI enforcement.
6. Performance standards are as follows:

During Seat Belt Enforcement

Average three vehicle stops
per hour of enforcement

During DWI/DUI Enforcement

Average one DWI/DUI arrest
per eight hours of enforcement

ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT

WORK STATEMENT

Persons arrested for violation of Arkansas Code Annotated 5-65-103 and 5-56-205 shall be determined to be DWI arrests. Youthful offenders arrested for violation of Arkansas Code Annotated 5-65-303 shall be determined to be DUI arrests.

7. Participate in one seat belt and one DWI/DUI national enforcement mobilization during the project period. Also must participate in three additional State DWI/DUI mobilizations. The mobilization dates will be provided in advance by the AHSO. Must participate in the public information and education (PI&E) activities (press conferences/news releases) in conjunction with the mobilization activities. An informal seat belt survey conducted by the agency will also precede and follow the seat belt mobilization for evaluation purposes. The national seat belt mobilization will be conducted in May surrounding Buckle Up America Week and Memorial Day. The national DWI/DUI mobilization will be conducted in August/September surrounding the Labor Day holiday period. **Manage project activity to ensure that sufficient funds are available to participate in mobilizations. Submit a mobilization report within 15 days after a mobilization period in accordance with the format provided by the AHSO. Agencies are urged to participate in sobriety checkpoints and/or saturation patrols during DWI mobilizations.**
8. Conduct other PI&E activities to support the objectives of this project. These activities may include, but are not limited to, conducting news conferences, issuing press releases, having members of the media ride with officers during selective enforcement patrol, conducting child safety seat clinics, making presentations to schools and/or civic groups and distributing educational materials. At the beginning of the project period a press release must be issued and/or a press conference must be conducted to notify the community of the project activities.
9. The only costs eligible for reimbursement are selective enforcement (which includes officer pay and applicable benefits) and child safety seats. Officers may also be compensated at the selective enforcement rate for hours spent conducting seat belt surveys associated with mobilizations and time spent working at clinics associated with the proper installation of child safety seats. Hours spent conducting seat belt surveys, participating in sobriety checkpoints, or working at child safety seat clinics will not be used when calculating enforcement performance. The recipient will be reimbursed for officers working selective traffic enforcement at a rate that does not exceed one and one-half times the officer's regular hourly rate. Reimbursement is limited to one officer per patrol vehicle. Officers compensated through this agreement shall work strictly within the scope of this project while performing duties in connection with and being funded by this agreement. Hours worked on and compensated through this agreement must not supplant (be a substitute for) regular officer hours and pay. Routine patrol functions, including crash investigations, will be assigned to personnel on regular duty. Should a project officer become involved in routine patrol functions while conducting selective enforcement, the officer will be compensated from other funds. **No part-time personnel can be compensated through this agreement.**

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

WORK STATEMENT

10. Purchase and loan child safety seats in accordance with AHSO policy. Seats must be purchased no later than March 30, 2007. Invoices for the seats must be submitted to the AHSO within 30 days of purchase. All purchases must be in compliance with local and state purchasing laws and regulations.
11. Ensure that all officers working on this project have successfully completed the National Highway Traffic Safety Administration's approved courses on occupant protection usage and enforcement (OPUE) or traffic occupant protection strategies (TOPS) training and standardized field sobriety testing (SFST) during the project period.
12. Ensure that all officers working on this project are familiar with Act 470 of 2001 (the amended "Child Passenger Protection Act"). Effective August 13, 2001, all children under the age of fifteen (15) years must be restrained and any child under six (6) years of age and under sixty (60) pounds in weight must be restrained in a child safety seat. Violation of this Act is a primary offense, meaning that a vehicle may be stopped if there is probable cause to believe that the law is being violated.
13. Ensure that all officers working on this project are familiar with Act 561 of 2001 (the ".08 BAC law").
14. Submit monthly reimbursement requests, local match reporting form and activity reports, including PI&E activities, along with a cover letter(s) by the 15th of the subsequent month in accordance with formats provided by the AHSO. An Annual Project Activity Report will be submitted in accordance with the format provided by the AHSO. **Include with the annual report a tabulation of local funds contributed (50% required) to this project.** This annual report and the final reimbursement request are due within 30 days following the end of the project period. Final reimbursement will not be made until a satisfactory annual report is submitted.
15. Create a project file for maintaining the agreement and financial documents. The file will contain a copy of this agreement, agreement terms, related ASP policies and procedures, policies or procedures of the recipient related to this project's activities, copies of monthly activity reports and reimbursement requests, correspondence relating to the agreement, a copy of daily time sheets which reflect regular and selective enforcement hours worked and documentation of any public information activities. The file must be maintained in one location and is subject to review by State and Federal authorities responsible for oversight of this agreement. **Copies of all time sheets for all selective enforcement officers paid through this agreement must be kept in this file. All time sheets must have officer's and supervisor's signatures with attached supporting documents.**

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

WORK STATEMENT

- B. The Arkansas State Police (ASP) hereby agrees to perform the following activities:
1. Reimburse the recipient for all eligible costs incurred in accordance with provisions stated in the Subgrant Agreement/Contract Terms. An analysis of reimbursable costs is provided in the attached Subgrantee Invoice Form.
 2. Provide reasonable consultative assistance to the recipient to aid in the achievement of project objectives.
 3. Conduct administrative and/or on-site evaluations to assess the effectiveness of the project. Evaluations will include, but are not limited to, a review of activity reports examining progress toward objectives stated in the work statement, reimbursement requests, fiscal management and on-site monitoring visits.



Arkansas State Police
Highway Safety Office
Subgrantee Invoice Form



Selective Traffic Enforcement Program

SUBGRANT #:	J8-2007-08-09-08	AWARD PERIOD:	10/1/06 - 9/30/07
OP: 2007-03-02-10	CFDA TITLE: State & Community Highway Safety		
EIN (Tax ID #):	71-6018462	AWARD AMOUNT:	\$30,000.00
	CFDA #	20.600	
	CFDA TITLE: Alcohol Traffic Safety and Drunk Driving Prevention Incentive Grants		
	AWARD AMOUNT:	\$30,000.00	CFDA #
	20.601		
	TITLE: Child Passenger Protection Fund (SCP)		
	AWARD AMOUNT:	\$8,000.00	CFDA #
	N/A		
Request Period:			
Project:	Selective Traffic Enforcement Project (STEP)		

Subgrantee Name:	Fayetteville Police Department		Telephone #:	(479) 587-3555		
Mailing Address:	100-A West Rock Street	Fayetteville	Arkansas	72701-6191		
Budget Categories	Approved Budget	Revised Budget	Previous Expenditures	Expenditures This Period	Total Expenditures	Remaining Budget
Overtime - Selective Enforcement (402)	30,000				-	30,000.00
Overtime - Selective Enforcement (410)	30,000				-	30,000.00
Child Safety Seats (State)	8,000				-	8,000.00
Total	68,000	-	-	-	-	68,000.00

Must include all equipment acquisitions of low value (500.00 - 2,500.00) or capital (2,500.00 or greater) and submit subgrantee low value and capital equipment inventory form with invoice form.

On behalf of the subgrantee listed above, I certify that the items for which payment is claimed were furnished under the authority of the law and in accordance with the terms of our grant with the Arkansas State Police, Highway Safety Program and that the charges are reasonable, proper, and no part of this claim has been paid.

Amount of this Request

\$

Signature of Subgrantee:		Date:	
Title:			
Contact Person:		Contact Phone:	

ARKANSAS STATE POLICE USE ONLY:		OUTLINE AGREEMENT #:	
VENDOR # 108036504	AGENCY CODE: 0960	DOC#:	
PO #:	GOODS REC. #:	MATERIAL #:	10119381
		AMOUNT:	
General Ledger #	Fund	Fund Center	Invoice / Reference #
5100001000	SMP2003	1FJ	456708
5100001000	SMP2203	1FJ	456709
5100001000	SCP0000	1FD	456714
			IO/WBS
			F.0960.402-07-001
			F.0960.410-07-001
			NA
			TOTAL

REVIEWED & APPROVED TO PAY BY:	DATE:
--------------------------------	-------

Attach Completed Line Item Detail Sheet and Mail To:	Arkansas State Police Highway Safety Office #1 State Police Plaza Drive Little Rock, Arkansas 72209
FAXED BILLS WILL NOT BE ACCEPTED	



Arkansas State Police
Highway Safety Office
Line Item Details



A. 7
Selective Traffic Enforcement
Project (STEP) Grant
Page 16 of 18

Selective Traffic Enforcement Program

Attach to Page 11

Fayetteville Police Department
Selective Traffic Enforcement Project (STEP)

FOR THE PERIOD Transfer
Totals to
Page 11

Budget Amount

Overtime Selective Enforcement (402)	_____
Overtime Selective Enforcement (410)	_____
Child Safety Seats (State)	_____

Subtotal	_____ 0
----------	---------

TOTAL BILLED	_____ 0
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**Arkansas State Police
 Highway Safety Office
 Subgrantee Local Match Form**



Selective Traffic Enforcement Program

SUBGRANT #:	J8-2007-08-09-08	AWARD PERIOD:	10/1/06 - 9/30/07
	OP-2007-03-02-10	CFDA TITLE:	State & Community Highway Safety
EIN (Tax ID #):	71-6018462		
Report Period:			
Project:	Selective Traffic Enforcement Project (STEP)		

Subgrantee Name:	Fayetteville Police Department		Telephone #:	(479) 587-3555		
Mailing Address:	100-A West Rock Street	Fayetteville	Arkansas	72701-6191		
Budget Categories	Approved Budget	Revised Budget	Previous Expenditures	Expenditures This Period	Total Expenditures	Remaining Budget
Personal Services	28,000				-	28,000.00
Maintenance & Operation					-	-
(Vehicle Expense)	24,000				-	24,000.00
Total	52,000		-	-	-	52,000.00

			Amount of this Report
Signature of Subgrantee:		Date:	
Title:			
Contact Person:		Contact Phone:	

Arkansas State Police
 Highway Safety Office
 #1 State Police Plaza Drive
 Little Rock, Arkansas 72209

**ARKANSAS STATE POLICE
HIGHWAY SAFETY SUBGRANT AGREEMENT**

ACCEPTANCE AND AUTHORIZATION TO PROCEED

It is understood and agreed by the undersigned that a subgrant received for this agreement is subject to the Transportation Equity Act for the 21st Century; Safe, Accountable, Flexible and Efficient Transportation Equity Act – A Legacy for Users (SAFETEA-LU); subsequent U.S. Department of Transportation funding reauthorization; and all administrative regulations governing this grant established by the U.S. Department of Transportation approved in accordance with 49 CFR Part 18 subject to the availability of Federal funds. It is further understood that any State funds utilized within are subject to all applicable State regulations and are likewise subject to their availability. It is expressly agreed that this agreement including the Appendix (Subgrant Agreement/Contract Terms and Attachment), constitute an official part of the State's Highway Safety Program and that said recipient will meet the requirements as set forth herein.

The recipient has appointed the following official representatives with legal authority to accept this subgrant agreement and to provide such additional information as may be required.

A. SUBGRANT DIRECTOR

1. Signature: 
2. Name: Greg Tabor
3. Title: Interim Chief of Police
4. Date: _____

B. AUTHORIZING OFFICIAL

1. Signature: 
2. Name: Honorable Dan Coody
3. Title: Mayor
4. Date: _____

Approval to proceed, effective (date) 10-1-2006 to (date) 9-30-2007 with committed Federal funds of (amount) \$60,000 State funds of (amount) \$8,000, given by the State Official responsible to the Governor for administration of the State Highway Safety Program:

Approved:

Director, Arkansas State Police
and
Governor's Highway Safety Representative

Date

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

3-Oct-06
City Council Meeting Date

Jeremy Pate *[Signature]*
Submitted By

Planning
Division

Operations
Department

Action Required:

VAC 06-2136: (Petunia Court, 371): Submitted by John Carpenter for property located between Lots 31 and 32 of Glenbrook Phase II. The property is zoned RSF-4, Residential Single-family, 4 Units per Acre. The request is to vacate a street right-of-way that has not been constructed.

N/A	N/A	N/A
Cost of this request	Category/Project Budget	Program Category / Project Name
N/A	N/A	N/A
Account Number	Funds Used to Date	Program / Project Category Name
N/A	N/A	N/A
Project Number	Remaining Balance	Fund Name

Budgeted Item ☐

Budget Adjustment Attached ☐

[Signature]
Department Director

9-12-06
Date

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a

[Signature]
City Attorney

9-13-06

Original Contract Number: n/a

Paul A. Beck
Finance and Internal Service Director

9-13-06
Date

Received in City Clerk's Office

ENTERED
9-13-06
[Signature]

Mayor

Date

Received in Mayor's Office

ENTERED
9/13/06
[Signature]

Comments:

Left on the Second Reading 10/3/06

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Gary Dumas, Director of Operations

From: Jeremy C. Pate, Director of Current Planning

Date: September 8, 2006

Subject: Right-of-way for Wilkins/Petunia Court (VAC 06-2136)

RECOMMENDATION

The Planning Commission recommends approval of an ordinance vacating 50' of unconstructed right-of-way located between Lots 31 and 32 of the Glenbrook Subdivision Phase II.

Planning Staff recommends denial of the subject request, finding that a secondary means of ingress/egress to this neighborhood is beneficial for emergency and service vehicles, and meets the City's policies of connectivity.

BACKGROUND

The subject property is located south of State Highway 45 (Mission Boulevard) in the Glenbrook Subdivision and is a 50' right-of-way located between Lots 31 and 32. The final plat for the Glenbrook Subdivision was approved by the City in 1994 requiring a 50' future street easement for connectivity to the north, a vacant tract of land zoned commercially.

The applicant requests to vacate a 50' right-of-way in order to avoid a potential street connection between Glenbrook Subdivision and the commercial property to the north. It should be noted that the 50' easement is located within a larger piece of property. If vacated, a home could be constructed on the property without any variances or waivers. The ability to create an additional, buildable lot was discussed during the preliminary and final plat reviews of the subject subdivision. Conditions recommended by the Planning Commission as part of this vacation request would preclude an additional home, as provisions for emergency access is required.

DISCUSSION

Notification was provided to all appropriate utility representatives and to the City. This item was heard on at the regular Planning Commission on July 10, 2006. The Planning Commission voted 7-1-0 to recommend this vacation request to the City Council. A condition of approval was added regarding the use of the property for emergency access, stating that "the subject right-of-way if vacated by the City Council shall remain as an

access easement. At the time of development of the adjacent commercial tract, the developer shall provide emergency and pedestrian access only from the commercial tract to Petunia Court, subject to approval of the Planning Commission.”

BUDGET IMPACT

None.

ORDINANCE NO. _____

**AN ORDINANCE APPROVING VAC 06-2136 SUBMITTED
BY JOHN CARPENTER FOR PROPERTY LOCATED BETWEEN LOTS 31 & 32
OF GLENBROOK PHASE II, VACATING UN-CONSTRUCTED RIGHT-OF-
WAY WITHIN THE SUBJECT PROPERTY.**

WHEREAS, the City Council has the authority under A.C.A. §14-54-104 to vacate public grounds or portions thereof which are not required for corporate purposes; and

WHEREAS, the City Council has determined that the following described portion of the platted street easement is not required for corporate purposes.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY
OF FAYETTEVILLE, ARKANSAS:**

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby vacates and abandons the following described street easement:

See Exhibit "A" attached hereto and made a part hereof.

Section 2: That a copy of this Ordinance duly certified by the City Clerk along with the map attached hereto and labeled Exhibit "B" shall be filed in the office of the Recorder of the County and recorded in the Deed Records of the County.

Section 3: That this vacation approval is subject to the conditions of approval as follows, and shall not be in effect until all conditions are met herein.

1. A 10' utility easement shall be dedicated from the center of the existing sewer line along the west side of the subject property.
2. The subject right-of-way if vacated by the City Council shall remain as an access easement. At the time of development of the adjacent commercial tract, the developer shall provide emergency and pedestrian access only from the commercial tract to Petunia Court, subject to approval of the Planning Commission.
3. A revised survey shall be submitted indicating the location of the existing utility easements.

PASSED and APPROVED this ___ day of ___, 2006.

APPROVED:

By: _____
DAN COODY, Mayor

ATTEST:

By: _____
SONDRA SMITH, City Clerk

EXHIBIT "A"
VAC 06-2136

A TRACT OF LAND IN GLENBROOK SUBDIVISION, PHASE II, TO THE CITY OF FAYETTEVILLE, ARKANSAS, SAID TRACT BEING SHOWN ON THE PLAT OF SAID SUBDIVISION AS BEING RESERVED FOR FUTURE STREET EASEMENT AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS: COMMENCING AT THE NORTHEAST CORNER OF LOT NUMBERED THIRTY-TWO (32) OF SAID SUBDIVISION, SAID POINT BEING AN EXISTING IRON REBAR; THENCE EAST 13.50 FEET TO THE TRUE POINT OF BEGINNING; THENCE EAST 50.00 FEET TO A POINT WHICH IS 13.50 FEET WEST OF THE NORTHWEST CORNER OF LOT NUMBERED THIRTY-ONE (31) OF SAID SUBDIVISION; THENCE SOUTH 103.00 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF PETUNIA COURT, SAID POINT BEING ON A 50.00 FOOT RADIUS CURVE CONCAVE TO THE SOUTHEAST; THENCE SOUTHWESTERLY ALONG SAID CURVE AND RIGHT-OF-WAY LINE 2.76 FEET, THE CHORD FOR WHICH BEING $S43^{\circ}22'37''W$ 2.76 FEET TO THE BEGINNING OF A 25.00 FOOT RADIUS CURVE CONCAVE TO THE NORTHWEST; THENCE SOUTHWESTERLY ALONG SAID CURVE AND RIGHT-OF-WAY 21.03 FEET, THE CHORD FOR WHICH BEING $S65^{\circ}54'33''W$ 20.41 FEET TO THE POINT OF TANGENCY; THENCE WEST 42.97 FEET TO THE SOUTHEAST CORNER OF SAID LOT THIRTY-TWO (32); THENCE NORTH 2.80 FEET ALONG THE EAST LINE OF SAID LOT THIRTY-TWO (32) TO A POINT ON A 25.00 FOOT RADIUS CURVE CONCAVE TO THE NORTHWEST; THENCE LEAVING THE EAST LINE OF SAID LOT THIRTY-TWO (32) AND RUNNING NORTHEASTERLY ALONG SAID CURVE 27.32 FEET, THE CHORD FOR WHICH BEING $N31^{\circ}18'15''E$ 25.98 FEET TO THE POINT OF TANGENCY; THENCE NORTH 88.34 FEET TO THE POINT OF BEGINNING, CONTAINING 0.131 ACRES (5725.2 SQUARE FEET), MORE OR LESS.

EXHIBIT "B" Glenbrook Phase II Final Plat

VAC 06-2136 Petition
 Page 5 of 5

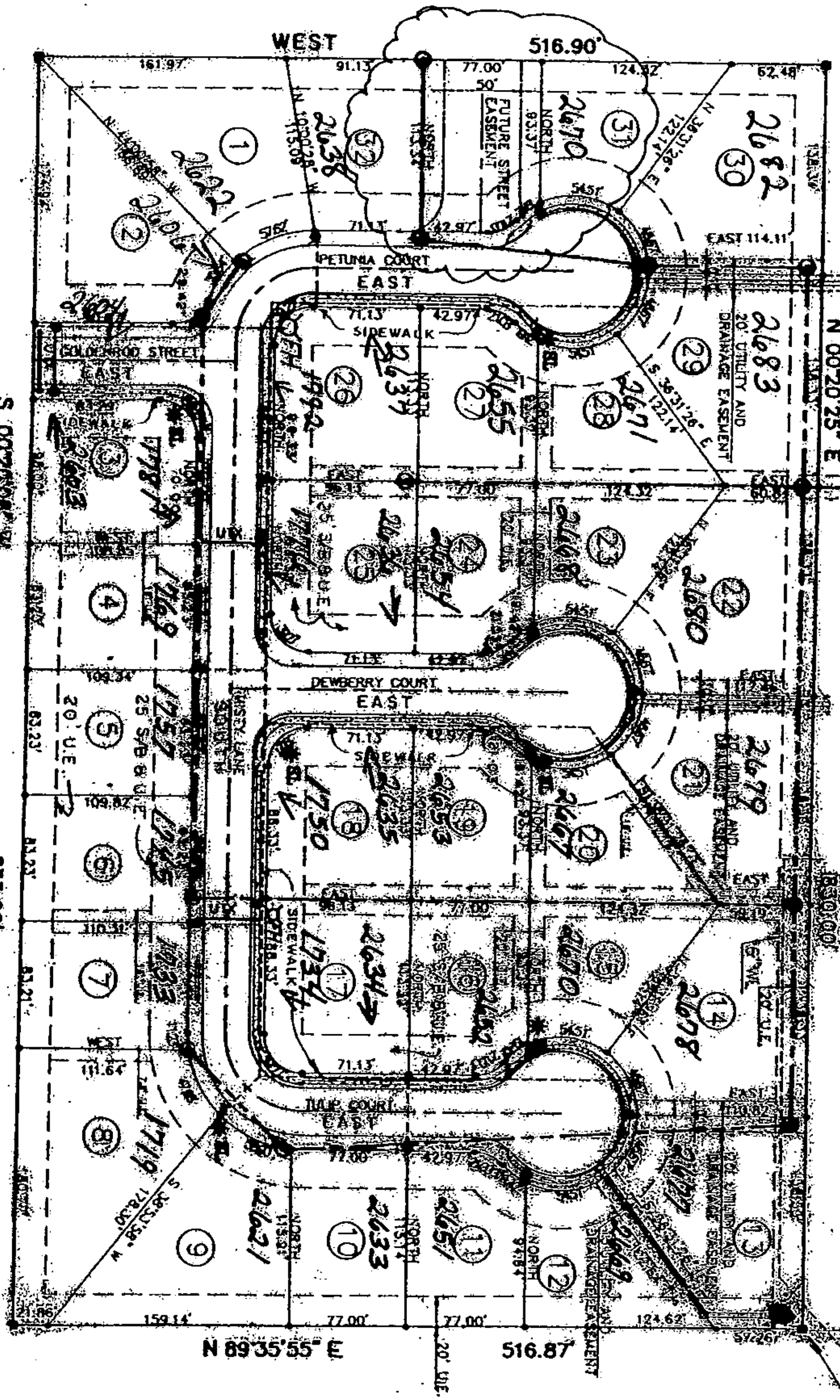
STREET CENTERLINE
 BACK LINE
 BACK OF CURB



← VILINES PROPERTY

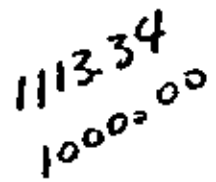
7TH DAY ADVENTIST CHURCH

S 89° 35' 55" W 41



GLENBROOK PHASE I

JIM LINDSEY PROPERTY



P.O.B.

EAST

77.00

1113.34
1077.00

EACT
124.32

1113.34
1201.32

0.131 Δc .
5,725.2 ϕ

CURVE 'C'
 $\Delta = 03^{\circ}09'54''$
 $R = 50.00$
 $L = 2.76'$
 $CH = 543^{\circ}22'37'' W$
 $2.76'$

Curve 'D'

$\Delta = 62^{\circ} 36' 46''$

$R = 25.00$

$L = 27.32'$

$CH = N 31^{\circ} 18' 15'' E$
 $25.98'$

$\Delta = 22-15-19$

См. п. 1

$$\begin{aligned}\Delta &= 48^{\circ} 11' 20'' \\ R &= 25.00 \\ L &= 21.03 \\ CH &= N 65^{\circ} 54' 33'' E \\ &\quad 20.41'\end{aligned}$$

Curve 'B'

$\Delta = 22^{\circ} 15' 19''$
 $R = 50.00'$
 $L = 19.42'$
 $\angle H = N 53^{\circ} 09' 14'' E$

DESCRIPTION OF STREET TO BE VACATED

A TRACT OF LAND IN GLENBROOK SUBDIVISION, PHASE II, TO THE CITY OF FAYETTEVILLE, ARKANSAS, SAID TRACT BEING SHOWN ON THE PLAT OF SAID SUBDIVISION AS BEING RESERVED FOR FUTURE STREET EASEMENT AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS: COMMENCING AT THE NORTHEAST CORNER OF LOT NUMBERED THIRTY-TWO (32) OF SAID SUBDIVISION, SAID POINT BEING AN EXISTING IRON REBAR; THENCE EAST 13.50 FEET TO THE TRUE POINT OF BEGINNING; THENCE EAST 50.00 FEET TO A POINT WHICH IS 13.50 FEET WEST OF THE NORTHWEST CORNER OF LOT NUMBERED THIRTY-ONE (31) OF SAID SUBDIVISION; THENCE SOUTH 103.00 FEET TO A POINT ON THE NORTH RIGHT-OF-WAY LINE OF PETUNIA COURT, SAID POINT BEING ON A 50.00 FOOT RADIUS CURVE CONCAVE TO THE SOUTHEAST; THENCE SOUTHWESTERLY ALONG SAID CURVE AND RIGHT-OF-WAY LINE 2.76 FEET, THE CHORD FOR WHICH BEING S43°22'37"W 2.76 FEET TO THE BEGINNING OF A 25.00 FOOT RADIUS CURVE CONCAVE TO THE NORTHWEST; THENCE SOUTHWESTERLY ALONG SAID CURVE AND RIGHT-OF-WAY 21.03 FEET, THE CHORD FOR WHICH BEING S65°54'33"W 20.41 FEET TO THE POINT OF TANGENCY; THENCE WEST 42.97 FEET TO THE SOUTHEAST CORNER OF SAID LOT THIRTY-TWO (32); THENCE NORTH 2.80 FEET ALONG THE EAST LINE OF SAID LOT THIRTY-TWO (32) TO A POINT ON A 25.00 FOOT RADIUS CURVE CONCAVE TO THE NORTHWEST; THENCE LEAVING THE EAST LINE OF SAID LOT THIRTY-TWO (32) AND RUNNING NORTHEASTERLY ALONG SAID CURVE 27.32 FEET, THE CHORD FOR WHICH BEING N31°18'15"E 25.98 FEET TO THE POINT OF TANGENCY; THENCE NORTH 88.34 FEET TO THE POINT OF BEGINNING, CONTAINING 0.131 ACRES (5725.2 SQUARE FEET), MORE OR LESS.

ADDRESS: PETUNIA COURT
FAYETTEVILLE, ARKANSAS



PC Meeting of July 10, 2006

THE CITY OF FAYETTEVILLE, ARKANSAS

125 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 575-8267

PLANNING DIVISION CORRESPONDENCE

TO: Fayetteville Planning Commission
FROM: Jesse Fulcher, Current Planner
Matt Casey, Assistant City Engineer
THRU: Jeremy Pate, Director of Current Planning
DATE: July 5, 2006 Updated July 11, 2006

VAC 06-2136: (WILKINS/PETUNIA COURT, pp 371) Submitted by JOHN CARPENTER/REMAX for property located at BETWEEN LOTS 31 & 32 OF GLENBROOK PHASE II. The property is zoned RSF-4, SINGLE FAMILY - 4 UNITS/ACRE. The request is to vacate a street right-of-way that has not been constructed.

Planner: JESSE FULCHER

Findings:

Property Description and Background: The subject property is located south of State Highway 45 (Mission Boulevard) in the Glenbrook Subdivision and is a 50' right-of-way located between Lots 31 and 32. The final plat for the Glenbrook Subdivision was approved by the City in 1994 requiring a 50' future street easement for connectivity to the north, a vacant tract of land.

Request: The applicant's request is to vacate a 50' right-of-way in order to avoid a potential street connection between Glenbrook Subdivision and the commercial property to the north. It should be noted that the 50' easement is located within a larger piece of property. If vacated, a home could be constructed on the property without any variances or waivers. The ability to create an additional, buildable lot was discussed during the preliminary and final plat reviews of the subject subdivision.

The applicant has submitted the required notification forms to the utility companies and to the City with the results summarized below.

UTILITIES

RESPONSE

Ozarks Electric

No Objections

Cox Communications

No Objections*

Southwestern Electric Power Company No Objections*

Arkansas Western Gas No Objections

Southwestern Bell Telephone No Objections*

CITY OF FAYETTEVILLE:

RESPONSE

Water/Sewer No Objections*

Transportation No Objections

Solid Waste No Objections

Engineering No Objections

*** There are two existing easements that are not indicated on the survey, but were filed of record with the final plat document. All existing utility easements (20' on north property line and 25' on south property line) are to remain as indicated on the final plat.**

Public Comment: The applicant has submitted the required notification forms to the adjacent property owners. Adjacent property owners had no objections to the proposed vacation. Further, these property owners strongly encourage the abandonment of this right-of-way citing that a street connection through the subject area would result in safety concerns, and increased traffic.

Recommendation: Staff finds that vacating the right-of-way would be inconsistent with City of Fayetteville policy to encourage street connectivity. City of Fayetteville Guiding Policy 9.19d states:

Discourage perimeter walls and guard houses around the perimeter of new residential developments and promote "connectivity" to increase accessibility and provide more livable neighborhoods.¹

This policy was created with the intent to provide street connectivity which allows drivers and pedestrians more than one choice into and out of a subdivision or development and more choices when driving or walking through the City. Street connectivity allows for smoother traffic flow and reduces congestion at intersections and on road segments, which ultimately results in safer conditions for drivers and pedestrians.

The ability to connect to the undeveloped property to the north was found to be necessary after a substantial amount of discussion and analysis in 1993-1994 (see Planning Commission and Subdivision Committee minutes). Vacating the subject 50' right-of-way stub-out would eliminate a potential second point of ingress/egress to the 61 lot

¹ Fayetteville, City of. General Plan 2020. 2001 Revision

subdivision. Currently, all property owners within Glenbrook Phases I and II must utilize Glenbrook Place for sole access onto Mission Boulevard. The subject stub-out was designed to provide an eventual second point of connectivity from Glenbrook to the north. This connection was designed to help improve traffic flow into and out of the Glenbrook Subdivision for residents, emergency and other public service vehicles. The rationale that originally led to the creation of this right-of-way stub-out is still valid and the right-of-way is still needed. The likelihood of this future connection creating cut-through traffic is low, for there is no place to which a motorist could travel as a short cut elsewhere. Rather, this future connection could allow residents of the neighborhood a means to access the developing neighborhood commercial property without accessing the busy state highway arterial multiple times. The desires of the existing home owners are certainly taken into consideration; however, the long-term effects of not providing street connectivity are far-reaching, beyond this development and existing property owners. Staff finds that vacating this right-of-way would be inconsistent with adopted city policies.

The 4.02 acre property to the north has been recently split into 2.65 and 1.37 acre tracts, with an approved large scale development on the 1.37 acre tract. However the 1.37 acre tract is not adjacent to the subject 50' right-of-way, therefore connectivity will be evaluated with development of the 2.65 acre tract.

Based on these findings, staff recommends denial of the proposed right-of-way vacation VAC 06-2136. *The Planning Commission recommending forwarding the subject request with added conditions of approval.*

If the Planning Commission forwards the request to vacate the subject right-of-way, the following conditions of approval shall be addressed prior to City Council:

- 1. A revised legal description shall be submitted indicating only that portion of the right-of-way that is to be vacated.**
- 2. A revised survey shall be submitted indicating the location of the existing utility easements.**
- 3. A 10' utility easement shall be dedicated from the center of the existing sewer line along the west side of the subject property.**
- 4. *The subject right-of-way if vacated by the City Council shall remain as an access easement. At the time of development of the adjacent commercial tract, the developer shall provide emergency and pedestrian access only from the commercial tract to Petunia Court, subject to approval of the Planning Commission.***

CITY COUNCIL ACTION: Required
PLANNING COMMISSION ACTION: Required

Planning Commission Action: ☒ Forwarded ☐ Denied ☐ Tabled
Date: July 10, 2006

Motion: Clark
Second: Trumbo
Vote: 7-1-0

Comments: See conditions of approval.

The "CONDITIONS OF APPROVAL", as stated in this report, are accepted in total without exception by the entity requesting approval of this development item.

By _____

Title _____

Date _____

From: Matt Casey
To: Fulcher, Jesse
Date: 7/5/06 3:14PM
Subject: Vacation Comments

Jesse,

I have no comments or objections for the Vacation for Corral.

On The Vacation for Carpenter, they need to dedicate an easement 10' from the center of the existing sewer line along the west side of the subject property.

Matt Casey, P.E.
Assistant City Engineer
City of Fayetteville
Engineering Division

MINUTES OF A SUBDIVISION COMMITTEE MEETING

A meeting of the Fayetteville Subdivision Committee was held on Thursday, July 29, 1993 at 10:30 a.m., in Room 111 of the City Administration Building, 113 West Mountain Street, Fayetteville, Arkansas.

MEMBERS PRESENT:

Jerry Allred and Bob Reynolds

MEMBERS ABSENT:

Kenneth Pummill

OTHERS PRESENT:

Don Bunn, Tim Conklin, Dave Jorgensen, Bill Rudasill, Dee Wright, Sharon Langley, and others

PRELIMINARY PLAT - GLENBROOK SUBDIVISION, PHASE II
GORDON WILKINS - S OF MISSION, W OF CROSSOVER

The first item was a request for approval of a preliminary plat for Glenbrook Subdivision, Phase II, presented by Dave Jorgensen on behalf of Gordon Wilkins for property located south of Mission, west of Crossover Road. The property is zoned R-1, Low Density Residential, and contains 10 acres with 32 proposed lots.

Mr. Jorgensen pointed out a connecting street between the subject subdivision and Glenbrook Phase I. He further advised there was commercial property to the north of the subject tract.

Mr. Conklin advised they would require a waiver for the length of the street and a tree preservation plan. He further advised Mr. Bunn had mentioned an easement going over to Highway 265.

Mr. Jorgensen stated they had not yet worked out the easement but, when they worked on the plans, they would get it worked out.

Mr. Allred asked if they could tie this subdivision into Boardwalk.

Mr. Conklin pointed out Boardwalk was in final plat stage.

MOTION

Mr. Reynolds moved to forward the plat to the full Planning Commission with staff comments.

Mr. Allred seconded the motion.

August 4, 1993

Zed Johnson
937 W. Willow
Louisville, CO 80027

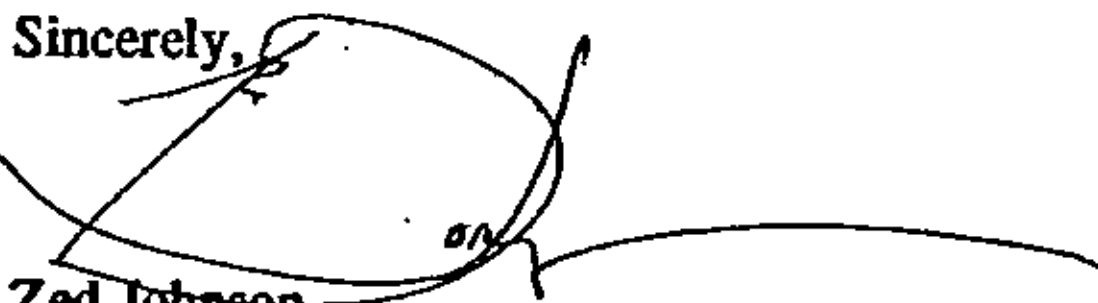
Tim Conklin
Assistant City Planner
Administration Building
113 W. Mountain
Fayetteville, AR 72701

Dear Tim:

Per our phone conversation Wednesday morning, I wish to reiterate that regarding the proposed Glenbrook Phase II development, it was specifically agreed with the developer that the only access to the property would be from the west (Glenbrook Phase I). No access to this property will be provided from the Johnson property directly to the north. Currently, this northern parcel, zoned C-1, has no plans for future development. However, while a rear access might possibly be incorporated in plans at a future time, the location that would be appropriate is not clear at this time. Certainly no access through the Johnson property will be allowed for the indefinite future and possibly never. An additional concern is the street dead ending at the property line. This opening through the development will stimulate the residents to walk across the Johnson property to the Mercantile and Hot Wheels Mini Marts at the intersection of 265 and Highway 45. This crossing of the Johnson property is not desirable, having obvious liability and vandalism issues.

Please review these issues and advise. With the upcoming planning commission meeting on August 9th, we would appreciate a response as soon as possible. Please call me at 303-665-5401.

Sincerely,



Zed Johnson

xc: Mr. Keith Robbins
Century 21 Robbins Realty
2818 W 6
Fayetteville, AR 72701

Mr. Zed Johnson Sr.
Route 13 Box 640
Fayetteville, AR 72701

DEPARTMENTAL CORRESPONDENCE

TO: Fayetteville Planning Commission

FROM: City Engineer

SUBJECT: Preliminary Plat, Glenbrook Subdivision
South of Mission, West of Crossover Rd
Zoned R-1, Low Density Residential

DATE: August 5, 1993

This preliminary plat is being submitted by Jorgensen and Associates on behalf of the owner, Gordon Wilkins of Fayetteville. The development consists of 32 single family lots on 10 acres.

The utility companies requested several additional easements and several crossings which were agreed to by the owner. Staff remarks included comments on the location of sidewalks, street names, the need for a drainage and grading plan, and water service.

The Subdivision Committee voted to forward the Preliminary Plat to the full Planning Commission with Staff comments.

Since the Subdivision Committee reviewed the plat, it was decided by the owner that the connection to the north would not be a part of the preliminary plat.

It is the recommendation of the Staff that the Preliminary Plat be approved subject to:

1. Plat Review and Subdivision Committee comments,
2. Approval of detailed plans for water, sewer, streets, and drainage,
3. Approval of a grading and drainage plan,
4. Construction of sidewalks and the payment of parks fees in accordance with City Ordinances, and
5. Conformance with the City's Tree Preservation Ordinance.

Planning Commission
August 9, 1993
Page 3

**PRELIMINARY PLAT - GLENNBROOK ADDITION, PHASE II
GORDON WILKINS - S OF MISSION, W OF CROSSOVER**

The next item was a preliminary plat for Glennbrook Addition, Phase II, submitted by Dave Jorgensen on behalf of Gordon Wilkins for property located south of Mission and west of Crossover. The property is zoned R-1, Low Density Residential, and contains 10.0 acres with 33 lots.

Mr. Bunn stated the utility company representatives had requested several additional easements and several crossings which were agreed to by the owner. He further stated staff comments had included comments on the location of sidewalks, street names, the need for a drainage and grading plan, and water service.

He advised the Subdivision Committee voted to forward the Preliminary Plat to the full Planning Commission with staff comments. He noted that, since the subdivision committee had reviewed the plat, it was decided by the owner that the connection to the north would not be a part of the preliminary plat. He stated that staff did believe that right-of-way should be left open to the north to provide a future access directly to Highway 45.

Mr. Bunn recommended approval of the preliminary plat subject to plat review and subdivision committee comments; approval of detailed plans for water, sewer, streets, and drainage; approval of a grading and drainage plan; construction of sidewalks and the payment of parks fees in accordance with city ordinances; conformance with the city's tree preservation ordinance; and the provision of a right-of-way to the north in the vicinity of the cul-de-sac (lots 31 or 32) to be used as access to Highway 45 at some point in the future.

Mr. Allred stated there had been only 32 lots on the plat when presented to the subdivision committee. He asked if the access were provided it would be the same as the original plat.

Mr. Bunn stated it would. He explained that, by eliminating the access to the north, the applicants were able to create one more lot. He noted that, by adding the access back in, the subdivision would go back down to 32 lots.

Mr. Reynolds stated he was in favor of staff recommendations regarding access to the north be provided.

Ms. Little explained there was an intervening piece of property between the subdivision and Highway 45 which was zoned commercial.

Mr. Bunn explained they would not need all of lot 32 for the access easement so some of the lot lines would have to be re-drawn.

Ms. Britton asked where the access had originally been shown.

Mr. Reynolds stated it had been on lot 32.

Ms. Little showed Ms. Britton the original plat showing the access.

Mr. Jorgensen explained the adjacent property owners, the Johnsons, did not want the access through their property. He stated they had written a letter expressing their desire that the access be removed. He explained the applicant was purchasing the property from the Johnsons. He stated Mr. Johnson believed the access would render his commercial property less valuable. He advised the petitioner desired to work with the city but also had to please Mr. Johnson. He proposed providing a 50-foot right-of-way instead of putting in a street.

Planning Commission
August 9, 1993
Page 4

→ Ms. Britton asked if the developer would be required to pave the street to the property line.

→ Ms. Little explained the city had recently begun requiring the pavement of all stub outs so the persons who purchased the lots on either side understood there would be a street at that location. She further expressed her belief that, in this case, it would be acceptable for the Commission to allow for just the right-of-way, especially since the property did not adjoin any other residential areas.

→ Ms. Britton stated she believed it was a good idea to go ahead and pave it. She explained that if someone purchased the commercial property they would understand the right-of-way was intended as a street. She pointed out most people did not see their plats.

→ Ms. Little noted that, at the time the commercial property was considered for a large scale development the issue could be addressed.

Ms. Britton stated that, sometimes, was too late.

Mr. Tarvin pointed out one of the problems with paving the stub out at this time was that it might not match up with the grade on the adjacent property.

Mr. Allred also expressed concern that delivery trucks, etc. could take short cuts through the residential area.

Ms. Britton disagreed, stating that would not be a short cut.

Mr. Allred asked who would bear the cost of paving the roadway if, in the future, it was determined the roadway should go through.

Ms. Little stated it was usually the city's responsibility when there was a dedicated right-of-way and the need for a street occurred.

In response to a question from Mr. Tarvin, Mr. Jorgensen explained traditionally staff wanted two means of access to a tract. He further stated it was the petitioner's wish to not have the stub out.

Mr. Suchecki stated there would be a 50-foot access easement so that, if sometime in the future someone wanted to develop the commercial property, the roadway would be there.

Mr. Jorgensen explained the commercial property to the north really needed a street. He stated the problem was Mr. Johnson did not want a street dividing his commercial property; there was a possibility the property would be developed as one tract. He went on to say the petitioner would prefer to not dedicate the right-of-way but would do so.

Ms. Britton asked how many lots were in Phase I.

Mr. Jorgensen stated there would be 28 lots in Phase I.

Ms. Britton pointed out there were approximately 60 homes on a single access.

Mr. Springborn stated it appeared the applicant believed the roadway would not be extended but was willing to hold it for some time into the future in the event the adjoining property owner changed his mind. He pointed out if the access was not paved the applicant could request the right-of-way be abandoned, another lot made and sold.

Planning Commission
August 9, 1993
Page 5

→ Mr. Reynolds expressed his opinion the 50-foot right-of-way should be required in order to provide another outlet if it was needed in the future. He stated if it was not needed, it would revert to the adjoining land owners.

MOTION

→ Mr. Springborn moved to approve the preliminary plat subject to the provision of right-of-way across lot 32 and subject to staff comments.

Ms. Britton seconded the motion.

The motion carried unanimously.

→ Ms. Little asked for clarification so the minutes would reflect the motion did require the provision of right-of-way but not the paving of the right-of-way.

Mr. Suchecki stated that was correct.

Subdivision Committee
March 17, 1994
Page 3

FINAL PLAT - GLENBROOK ADDITION, PHASE II
DANNY VILLINES - W OF HWY 265, S OF HWY 45

The next item was a final plat for Glenbrook Addition, Phase II submitted by Dave Jorgensen on behalf of Danny Villines for property located west of Highway 265, south of Highway 45. The property contains 10 acres with 32 proposed lots. The property is zoned R-1, Low Density Residential.

→ Mr. Jorgensen pointed out the easement for future access between lots 31 and 32 and advised the owner to the north did not want the access nor did the owner of the subject property want such access.

→ Mr. Conklin explained the reason the access had originally be required was because there was only one access into the subdivision. He reminded the Committee cul-de-sacs over 500 feet were not allow and pointed out the entire subdivision was a large cul-de-sac.

Mr. Pummill asked if Mr. Jorgensen knew Mr. Johnson's plans for the property to the north.

Mr. Jorgensen stated he was not aware of Mr. Johnson's plans but knew he did not want the access from the south.

→ Mr. Nickle advised he would prefer to leave the access easement in place, and noted it could be vacated later if it was not used.

MOTION

Mr. Suchecki moved to forward the plat to the full Planning Commission.

Mr. Nickle seconded the motion.

MINUTES OF A MEETING OF THE
FAYETTEVILLE CITY PLANNING COMMISSION

A meeting of the Fayetteville Planning Commission was held on Monday, March 28, 1994 in the Board of Directors Room on the second floor of the City Administration Building, 113 West Mountain Street, Fayetteville, Arkansas.

MEMBERS PRESENT: Robert E. Reynolds, Gary R. Head, Tom Suchecki, Jana Lynn Britton, Charles Nickle, Jerry Allred, Phyllis Hall Johnson, Joe Tarvin, and Kenneth Pummill

OTHERS PRESENT: Alett Little, Tim Conklin, Don Bunn, Jerry Rose, Sharon Langley, members of the press and others

CONSENT AGENDA:

Commissioner Britton requested items C. and D. on the consent agenda be discussed and voted on separately.

MINUTES:

Approval of the minutes of the regular Planning Commission meeting of March 14, 1994.

FINAL PLAT - GLENBROOK PHASE II

A final plat of Glenbrook Phase II submitted by Dave Jorgensen on behalf of Danny Villines for property located south of Mission, west of Crossover Road. The property is zoned R-1, Low Density Residential and contains 10 acres with 32 proposed lots.

MOTION

A motion was made by Mr. Suchecki to approve the consent agenda excluding items C. and D.

The motion was seconded by Mr. Pummill.

The motion carried 9-0-0.

OCT-20-2005 THU 02:57

OCT-20-2005 THU 12:20 PM

N K. CARPENTER

FAX No. 4...45741

P. 01

B. 1

VAC 06-2136 Petunia Court
Page 22 of 40

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND
UTILITY EASEMENT VACATIONS

DATE: 10/20/05

UTILITY COMPANY: Ozarks Electric

REQUESTED VACATION (*applicant must check all that apply*):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (*alley, easement, right-of-way*), described as follows:

General location / Address: All attached survey for legal.

(*Include legal description and graphic representation of what is being vacated*)

UTILITY COMPANY COMMENTS:

- ☒ No objections to the vacation(s) described above.
- ☐ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

Mike Shipps
Signature of Utility Company Representative

System Staking Tech
Title

UTILITY APPROVAL FORM

FOR RIGHT-OF-WAY, ALLEY, AND
UTILITY EASEMENT VACATIONS

DATE:

10/20/05

UTILITY COMPANY:

Cox CommunicationsREQUESTED VACATION (applicant must check all that apply):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right-of-way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (alley, easement, right-of-way), described as follows:

General location / Address:

See attached survey for
legal.

(Include legal description and graphic representation of what is being vacated)

UTILITY COMPANY COMMENTS:

- ☐ No objections to the vacation(s) described above.
- ☒ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

NEED 20' U.E. ALONG NORTH PROPERTY LINE THAT
MATCHES UP TO EXISTING U.E.'s ON LOTS 31 AND 32.

[Signature]
Signature of Utility Company Representative

Title

PLANNER

UTILITY APPROVAL FORM

FOR RIGHT-OF-WAY, ALLEY, AND UTILITY EASEMENT VACATIONS

DATE: 10/20/05

UTILITY COMPANY: SWEPCO

REQUESTED VACATION (applicant must check all that apply):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right-of-way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (alley, easement, right-of-way), described as follows:

General location / Address: See attached survey for legal

(Include legal description and graphic representation of what is being vacated)

UTILITY COMPANY COMMENTS:

- ☐ No objections to the vacation(s) described above.
- ☒ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

The north 20' of this lot is a UE and is described in the Filed Glenbrook Phase II Final Plat. SWEPCO retains the easement (20') on the N boundary.

Kenny Sullivan
Signature of Utility Company Representative

Title



**SOUTHWESTERN
ELECTRIC POWER
COMPANY**

A unit of American Electric Power

Kenny Sullivan
Distribution Right of Way Associate

Southwestern Electric Power Company
101 W Township St
Fayetteville, AR 72703 2823
AEP.com

479-973-2303
audinet 8-759-2303
fax 479-973-2326
cell 479-530-1681
ksullivan@aep.com

FEB-20-2006 MON 01:53 PM

HN K. CARPENTER

FAX N 396845741

VAC 06-2136 Petunia Court
Page-25 of 40

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND
UTILITY EASEMENT VACATIONSDATE: 2/20/06UTILITY COMPANY: Arkansas Western GasREQUESTED VACATION (*applicant must check all that apply*):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (*alley, easement, right-of-way*), described as follows:General location / Address: See attached survey*(Include legal description and graphic representation of what is being vacated)*

UTILITY COMPANY COMMENTS:

- ☒ No objections to the vacation(s) described above.
- ☐ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

[Signature]
Signature of Utility Company RepresentativeNW REGIONAL MANAGER
Title

Received Time Feb. 20. 1:59PM

February 2004
Page 5

UTILITY APPROVAL FORM
FOR RIGHT-OF-WAY, ALLEY, AND
UTILITY EASEMENT VACATIONSDATE: 2/20/06UTILITY COMPANY: SWBTREQUESTED VACATION (applicant must check all that apply):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right-of-way.
- ☐ Alley
- ☒ Street right-of-way

PETUNIA COURT

I have been notified of the petition to vacate the following (alley, easement, right-of-way), described as follows:

General location / Address: All attached survey.

(Include legal description and graphic representation of what is being vacated)

UTILITY COMPANY COMMENTS:

- ☐ No objections to the vacation(s) described above.
- ☒ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

**ALL EXISTING UTILITY EASEMENTS
TO REMAIN**Susan K. Clouse

Signature of Utility Company Representative

Manager - Engineering Design

Title

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND
UTILITY EASEMENT VACATIONSDATE: 1-4-06UTILITY COMPANY: Fayetteville City Water & SewerREQUESTED VACATION (applicant must check all that apply):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (alley, easement, right-of-way), described as follows:

General location / Address: see attached survey for legal(Include legal description and graphic representation of what is being vacated)

UTILITY COMPANY COMMENTS:

- ☐ No objections to the vacation(s) described above.
- ☒ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

that The Sewer Easements stay as is For maintenance
Signature of Utility Company RepresentativeWater & Sewer Superintendent
Title

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND
UTILITY EASEMENT VACATIONS

RECEIVED

APR 03 2006

PLANNING DIV.

DATE: 1-4-06

UTILITY COMPANY:

Freightville City Water & SewerREQUESTED VACATION (applicant must check all that apply):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (alley, easement, right-of-way), described as follows:

General location / Address: see attached survey for legal(Include legal description and graphic representation of what is being vacated)

UTILITY COMPANY COMMENTS:

- ☐ No objections to the vacation(s) described above.
- ☒ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

as Long That all water + sewer easements stay as they
are. Sewer main is currently within 25 ft building
Set back.

Randall Patrick

Signature of Utility Company Representative

Filed Service Rep

Title

ROMAN & ASSOC.
GLEN BROOK SUB PH II

UTILITY APPROVAL FORM

FOR RIGHT- OF- WAY, ALLEY, AND
UTILITY EASEMENT VACATIONS

DATE: 1.4.06

UTILITY COMPANY: Fayetteville City Streets

REQUESTED VACATION (applicant must check all that apply):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right- of- way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (alley, easement, right-of-way), described as follows:

General location / Address: See attached Survey for legal.

(Include legal description and graphic representation of what is being vacated)

UTILITY COMPANY COMMENTS:

- ☒ No objections to the vacation(s) described above.
- ☐ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

[Signature] 1/4/06
Signature of Utility Company Representative

Title

Transportation Supt.

Operations Dept.

CITY OF FAYETTEVILLE

Transportation Division

PH 575-8227

JAN-04-2006 WED 09:09 AM

K. CARPENTER

FAX No. 15741

VAC 06-2138 B.1
P. 002
P. 002
Page 30 of 40

UTILITY APPROVAL FORM

FOR RIGHT-OF-WAY, ALLEY, AND
UTILITY EASEMENT VACATIONS

DATE: 1.4.06

UTILITY COMPANY: Fayetteville City Sanitation

REQUESTED VACATION (applicant must check all that apply):

- ☐ Utility Easement
- ☐ Right-of-way for alley or streets and all utility easements located within the vacated right-of-way.
- ☐ Alley
- ☒ Street right-of-way

I have been notified of the petition to vacate the following (alley, easement, right-of-way), described as follows:

General location / Address: See survey for legal.

(Include legal description and graphic representation of what is being vacated)

UTILITY COMPANY COMMENTS:

- ☒ No objections to the vacation(s) described above.
- ☐ No objections to the vacation(s) described above, provided following described easements are retained.
(State the location, dimensions, and purpose below.)

Signature of Utility Company Representative

Commercial Solid Waste Rep.
Title

ADJACENT PROPERTY OWNER NOTIFICATION FORM

FOR RIGHT-OF-WAY, ALLEY, AND EASEMENT VACTION REQUESTS

Date: 10/24/05
Address/location of vacation: Petunia Court
Adjacent property address: 2683 Petunia Court
Lot: 29 Block: 0 Subdivision: Glenbrook II

REQUESTED VACATION:

I have been notified of the petition to vacate the following easement described as follows:

See Attached Survey

ADJACENT PROPERTY OWNERS COMMENTS:

☐ I have been notified of the requested vacation and decline to comment.

☒ I do not object to the vacation described above.

☐ I do object to the requested vacation because:

A street on that lot would ruin
the neighborhood and jeopardize the
safety of its residents, especially the
children who live in the cul-de-sac.

Caroline Snodgrass
Name of Property Owner (printed)

Caroline Snodgrass
Signature of Property Owner

ADJACENT PROPERTY OWNER NOTIFICATION FORM

FOR RIGHT-OF-WAY, ALLEY, AND EASEMENT VACATION REQUESTS

Date: 10/24/05
Address/location of vacation: Petunia Court
Adjacent property address: 2655 Petunia Court
Lot: 27 Block: 0 Subdivision: Glenbrook II

REQUESTED VACATION:

I have been notified of the petition to vacate the following easement described as follows:

See Attached Survey

ADJACENT PROPERTY OWNERS COMMENTS:

- ☐ I have been notified of the requested vacation and decline to comment.
- ☒ I do not object to the vacation described above.
- ☐ I do object to the requested vacation because:

We do not want to have a street made here. One of
the reasons we bought here was the one street entrance
to exit. This would ruin the neighborhood extremely.

KENNETH MORAN & Jacquelyn A. Moran
Name of Property Owner (printed)

Kenneth Moran & Jacquelyn A. Moran
Signature of Property Owner

ADJACENT PROPERTY OWNER NOTIFICATION FORM

FOR RIGHT-OF-WAY, ALLEY, AND EASEMENT VACTION REQUESTS

Date: 10/24/05
Address/location of vacation: Petunia Court
Adjacent property address: 2638 Petunia Court
Lot: 32 Block: 0 Subdivision: Glenbrook II

REQUESTED VACATION:

I have been notified of the petition to vacate the following easement described as follows:

See Attached Survey

ADJACENT PROPERTY OWNERS COMMENTS:

- ☐ I have been notified of the requested vacation and decline to comment.
- ☒ I do not object to the vacation described above.
- ☐ I do object to the requested vacation because:

We do not think a street easement is in the best interest of the community. We would be happy to attend any council meetings to express our opinion.

Bill & Mary Frances Hemm

William Hemm
Name of Property Owner (printed)

444-0107 - home
466-8175 - Bill's cell
479-845-3702 - Bill's work

[Signature]
Signature of Property Owner

ADJACENT PROPERTY OWNER NOTIFICATION FORM

FOR RIGHT-OF-WAY, ALLEY, AND EASEMENT VACTION REQUESTS

Date: 10/24/05
Address/location of vacation: Petunia Court
Adjacent property address: 2622 Petunia Court
Lot: 1 Block: 0 Subdivision: Glenbrook II

REQUESTED VACATION:

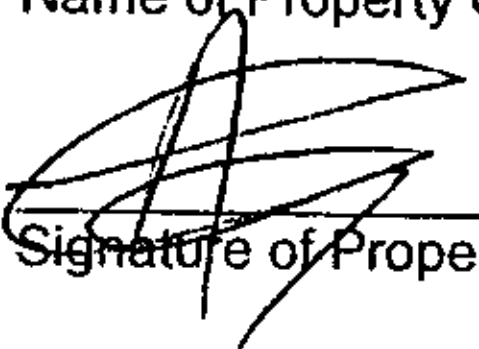
I have been notified of the petition to vacate the following easement described as follows:

See Attached Survey

ADJACENT PROPERTY OWNERS COMMENTS:

- ☐ I have been notified of the requested vacation and decline to comment.
- ☒ I do not object to the vacation described above.
- ☐ I do object to the requested vacation because:

AIMEE GATLIN
Name of Property Owner (printed)


Signature of Property Owner

ADJACENT PROPERTY OWNER NOTIFICATION FORM

**FOR RIGHT-OF-WAY, ALLEY, AND
EASEMENT VACTION REQUESTS**

Date: 10/24/05

Address/location of vacation: Petunia Court

Adjacent property address: 2682 Petunia Court

Lot: 30 Block: 0 Subdivision: Glenbrook II

REQUESTED VACATION:

I have been notified of the petition to vacate the following easement described as follows:

See Attached Survey

ADJACENT PROPERTY OWNERS COMMENTS:

☐ I have been notified of the requested vacation and decline to comment.

☒ I do not object to the vacation described above.

☐ I do object to the requested vacation because:

Maureen G. Butler
Name of Property Owner (printed)

Maureen G. Butler
Signature of Property Owner

ADJACENT PROPERTY OWNER NOTIFICATION FORM

**FOR RIGHT-OF-WAY, ALLEY, AND
EASEMENT VACTION REQUESTS**

Date: 10/24/05
Address/location of vacation: Petunia Court
Adjacent property address: 2670 Petunia Court
Lot: 31 Block: 0 Subdivision: Glenbrook II

REQUESTED VACATION:

I have been notified of the petition to vacate the following easement described as follows:

See Attached Survey

ADJACENT PROPERTY OWNERS COMMENTS:

☐ I have been notified of the requested vacation and decline to comment.

☒ I do not object to the vacation described above.

☐ I do object to the requested vacation because:

Patricia D. Blasingame
Name of Property Owner (printed)

Pat Blasingame
Signature of Property Owner

ADJACENT PROPERTY OWNER NOTIFICATION FORM

FOR RIGHT- OF- WAY, ALLEY, AND EASEMENT VACATION REQUESTS

Date: 10.24.05

Address / location of vacation: Petunia Court

Adjacent property address: 2607 Mission Blvd

Lot: Block: Subdivision: Fayetteville Outlots

REQUESTED VACATION:

I have been notified of the petition to vacate the following (*alley, easement, right-of-way*), described as follows:

(Include legal description and graphic representation of what is being vacated)

ADJACENT PROPERTY OWNERS COMMENTS:

- ☐ I have been notified of the requested vacation and decline to comment.
- ☒ I do not object to the vacation described above.
- ☐ I do object to the requested vacation because:

SUSAN F. SMITH, SREVP - Metropolitan Nat Bank
Name of Property Owner (*printed*)

Susan Smith
Signature of Property Owner

SF EVP

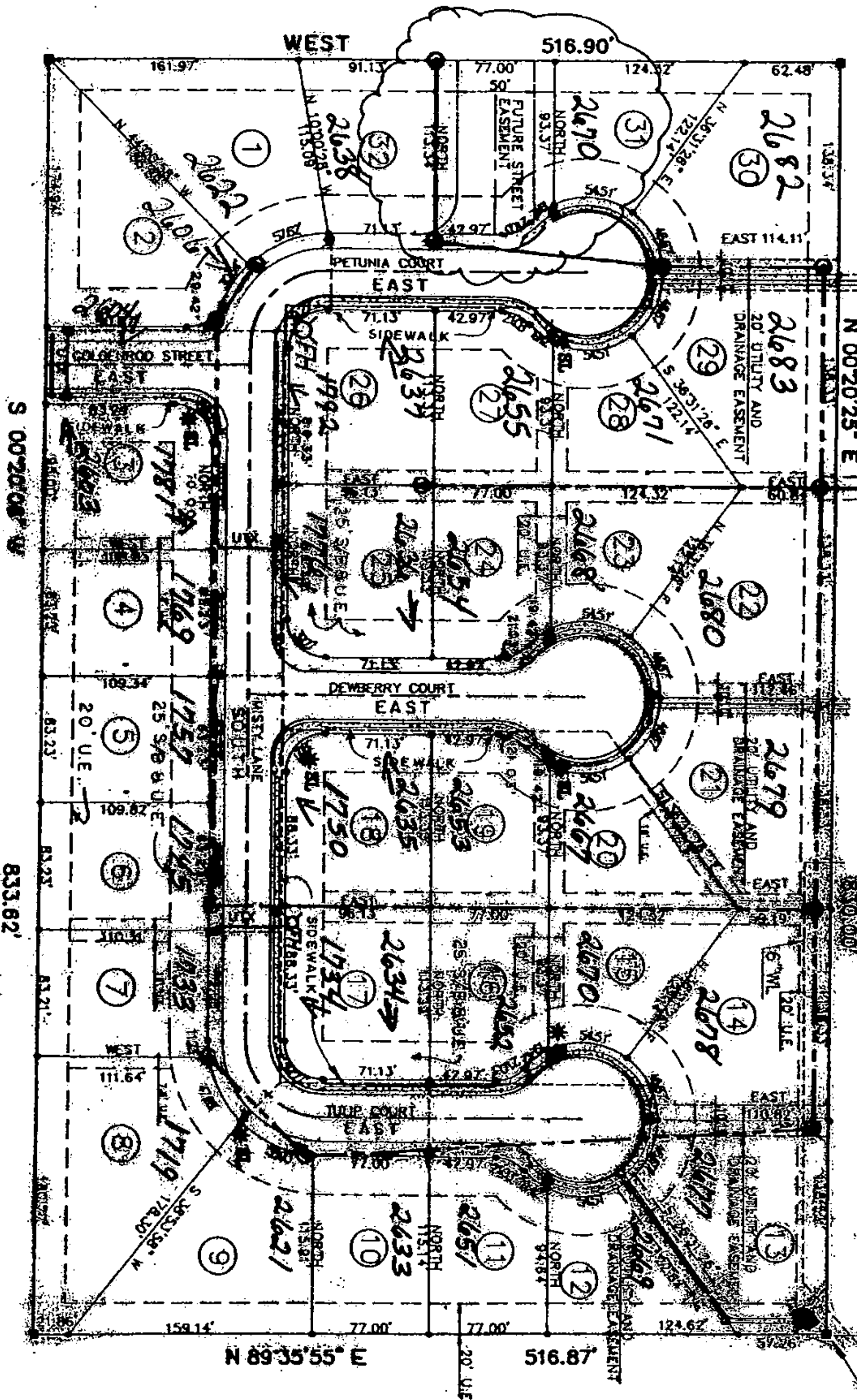
STREET CENTERLINE
SETBACK LINE
BACK OF CURB



→ WILLIAMS PROPERTY

7TH DAY ADVENTIST CHURCH

S. 89° 35' 55" W. 41



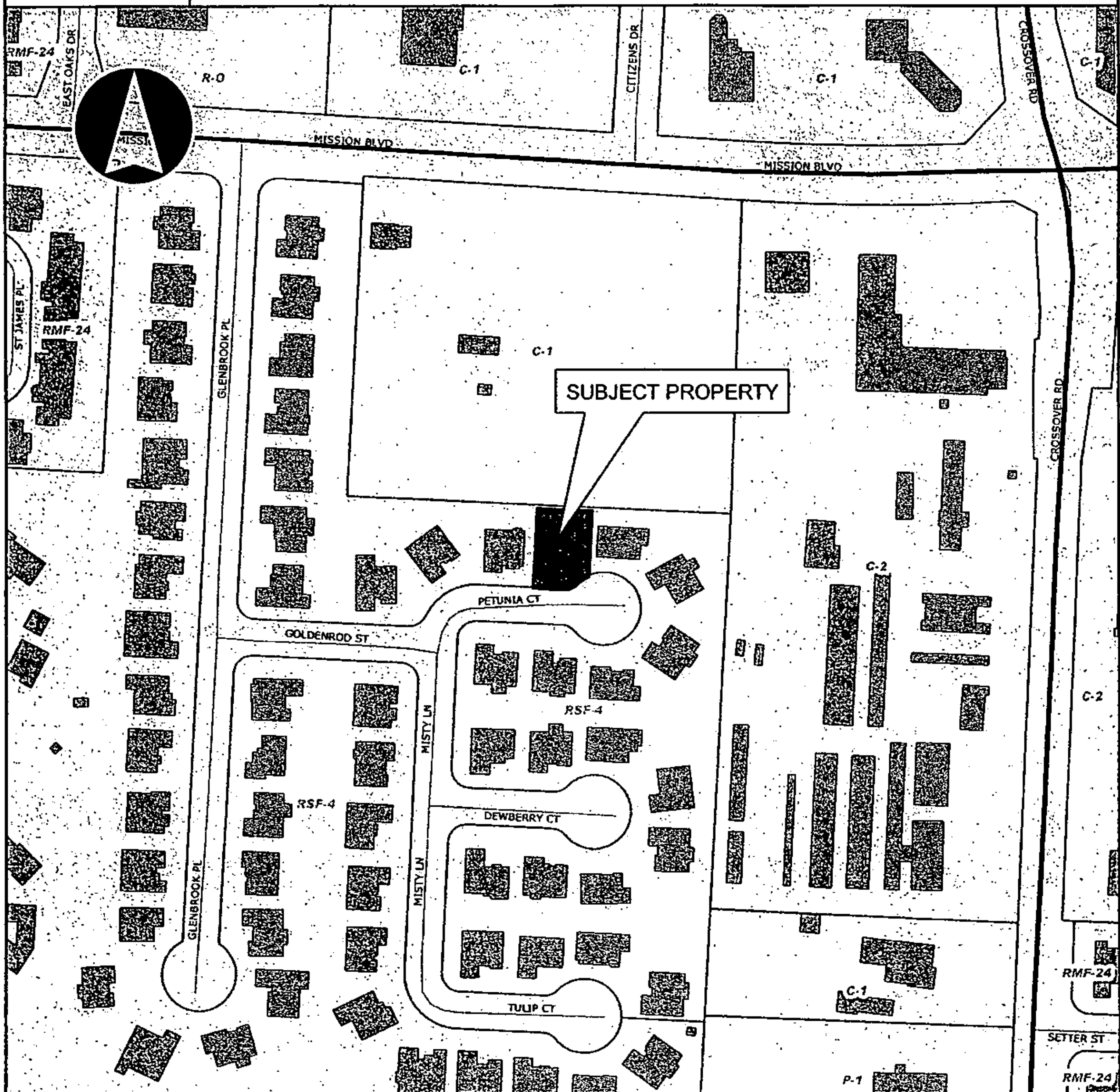
JIM LINDSEY PROPERTY

GLENBROOK PHASE I

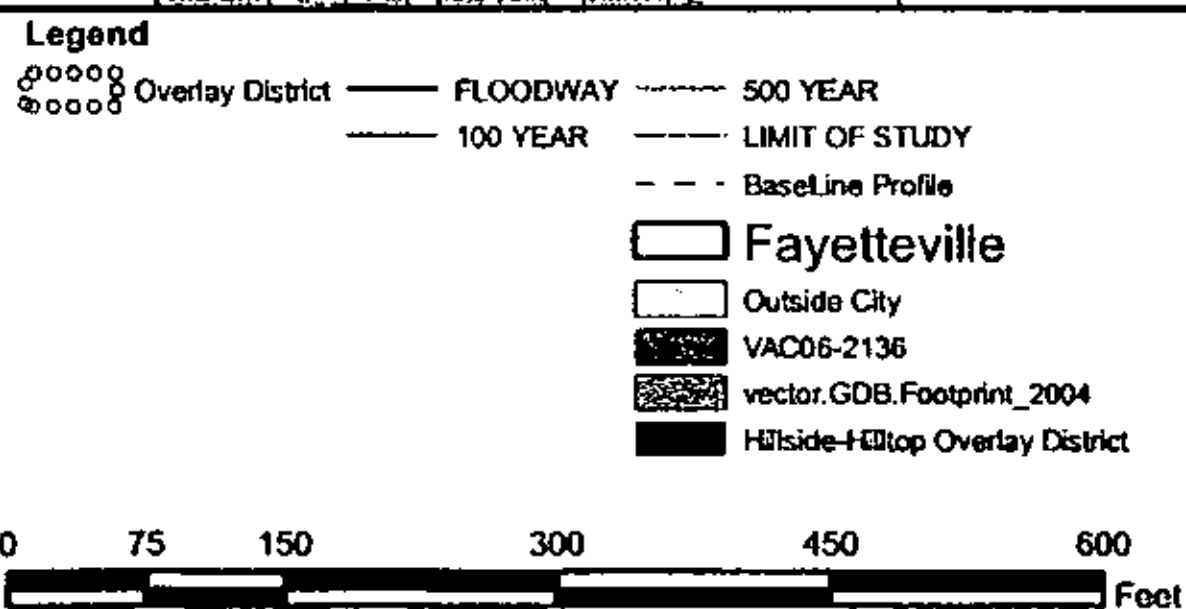
VAC06-2136

WILKINS/ PETUNIA CT

Close Up View



Overview



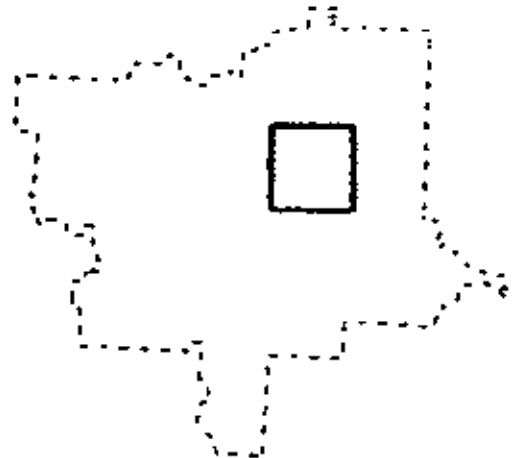
VAC06-2136

One Mile View

WILKINS/PETUNIA CT



Overview



Legend

Subject Property

VAC06-2136

Boundary

Planning Area

Overlay District

Outside City

Legend

Hillside-Hilltop Overlay District

0 0.125 0.25 0.5 0.75 1 Miles

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 1
R-PZD 06-2169 - 6th & Wood
Page 1 of 50

17-Oct-06

City Council Meeting Date

Jeremy Pate
Submitted By

Planning
Division

Operations
Department

Action Required:

R-PZD 06-2169: Planned Zoning District (6TH & WOOD, 524): Submitted by N. Arthur Scott for property located at 6th & Wood. The property is zoned C-2, Thoroughfare Commercial and contains approximately 1.80 acres. The request is for re-zoning and development approval for a Residential Planned Zoning District with 20 multi-family units.

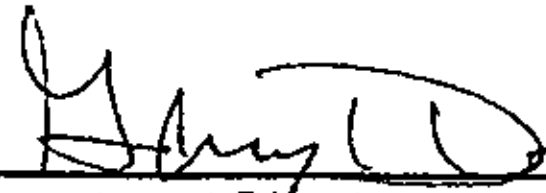
\$0.00	n/a	n/a
Cost of this request	Category/Project Budget	Program Category / Project Name
n/a	n/a	n/a
Account Number	Funds Used to Date	Program / Project Category Name
n/a	n/a	n/a
Project Number	Remaining Balance	Fund Name

Budgeted Item

☐

Budget Adjustment Attached

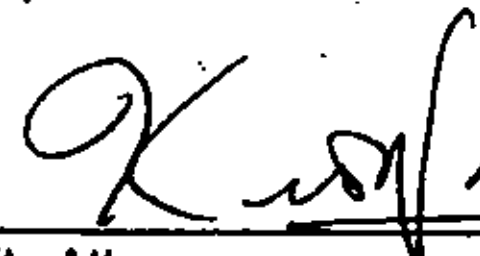
☐


Department Director

9-28-06
Date

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a


City Attorney

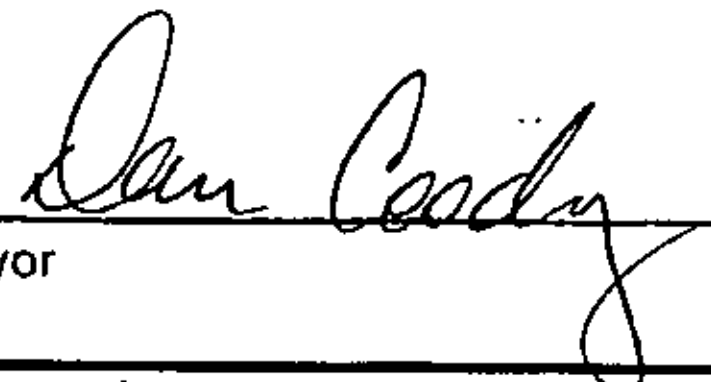
9-29-06

Original Contract Number: n/a


Finance and Internal Service Director

9-29-06
Date

Received in City Clerk's Office
ENTERED
9/29/06


Mayor

10/3/06
Date

Received in Mayor's Office
ENTERED
9/29/06

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Gary Dumas, Director of Operations

From: Jeremy C. Pate, Director of Current Planning *JP*

Date: September 28, 2006

Subject: Residential Planned Zoning District for 6th and Wood (R-PZD 06-2169)

RECOMMENDATION

The Planning Commission voted to forward the subject request for an ordinance creating a Residential Planned Zoning District (R-PZD) for 6th and Wood. This action would establish a unique zoning district for a residential development on a 1.80-acre tract located on the south side of 6th Street, approximately 300' east of Wood Avenue.

BACKGROUND

The site is zoned C-2, and is generally flat with the exception of a significant slope directly adjacent to the street, which is above the overall property, and undeveloped property with 65% tree canopy coverage. The existing right-of-way for 6th Street varies from approximately 72' to 82' from centerline, far exceeding the more typical 25' from centerline that would be required in this location. This large amount of right-of-way was required for the slope to construct the 6th Street improvements adjacent to the site.

The applicant requests a rezoning and large scale development approval for 20 multi-family units in five buildings accessed off of a looped driveway onto 6th Street. The property would not be subdivided into separate lots, and would be maintained by a Property Owner's Association. Zoning criteria identifying permitted and conditional uses, building setbacks, bulk and area requirements and architectural guidelines are included within the project booklet provided by the applicant.

DISCUSSION

On September 25, 2006, the Planning Commission voted 5-3-0 in favor of forwarding this request to the City Council with commissioners Ostner, Anthes, and Myres voting 'No'.

BUDGET IMPACT

None.

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A RESIDENTIAL PLANNED ZONING DISTRICT TITLED R-PZD 06-2169, 6TH & WOOD, LOCATED AT THE INTERSECTION OF 6TH STREET AND WOOD AVENUE, CONTAINING APPROXIMATELY 1.80 ACRES; AMENDING THE OFFICIAL ZONING MAP OF THE CITY OF FAYETTEVILLE; AND ADOPTING THE ASSOCIATED MASTER DEVELOPMENT PLAN.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the zone classification of the following described property is hereby changed as follows:

From C-2, Thoroughfare Commercial, to R-PZD 06-2169, as shown in Exhibit "A" and depicted in Exhibit "B" attached hereto and made a part hereof.

Section 2. That the change in zoning classification is based upon the approved master development plan, development standards, statement of commitments and the conditions of approval as submitted, determined appropriate and approved by the City Council indicated in Exhibit "C" attached hereto and made a part hereof.

Section 3. That this ordinance shall take effect and be in full force at such time as all of the requirements of the master development plan have been met.

Section 4. That the official zoning map of the City of Fayetteville, Arkansas, is hereby amended to reflect the zoning change provided in Section 1 above.

PASSED AND APPROVED this _____ day of _____, 2006.

APPROVED:

By: _____
DAN COODY, Mayor

By: _____
SONDRA SMITH, City Clerk

EXHIBIT "A"
R-PZD 06-2169

PART OF LOTS 6,7,8 AND 9 IN AUMICK ADDITION, AS SHOWN IN PLAT BOOK 4 AT PAGE 124, AND PLAT BOOK 5 AT PAGE 41, BEING PART OF THE SE1/4 OF THE SW1/4 OF SECTION 15, TOWNSHIP 16 NORTH, RANGE 30 WEST, WASHINGTON COUNTY, ARKANSAS, AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT A FOUND IRON PIN AT THE INTERSECTION OF THE WEST LINE OF SAID LOT 6 AND THE SOUTH RIGHT-OF-WAY LINE OF 6TH STREET AS DESCRIBED IN A WARRANTY DEED RECORDED AS DOCUMENT NUMBER 99 68660; THENCE ALONG THE SOUTH RIGHT-OF-WAY LINE OF SAID 6TH STREET THE FOLLOWING FOUR COURSES: S82°37'13"E 140.48 FEET TO A FOUND IRON PIN; THENCE S82°07'23"E 40.17 FEET TO A ROUND IRON PIN; THENCE S82°18'16"E 85.51 FEET TO A FOUND IRON PIN; THENCE S73°05'49"E 144.36 FEET TO A FOUND IRON PIN ON THE EAST LINE OF SAID LOT 9; THENCE DEPARTING SAID SOUTH LINE AND ALONG SAID EAST LINE S02°25'36"W 155.68 FEET TO THE SOUTHEAST CORNER OF SAID LOT 9; THENCE ALONG THE SOUTH LINE OF SAID AUMICK ADDITION N87°29'37"W 405.03 FEET TO THE SOUTHWEST CORNER OF SAID LOT 6; THENCE N02°28'18"E 215.00 FEET TO THE POINT OF BEGINNING, CONTAINING 78,230 SQUARE FEET OR 1.80 ACRES, MORE OR LESS, BEING SUBJECT TO ANY EASEMENTS, COVENANTS OR RESTRICTIONS OF RECORD OR FACT.

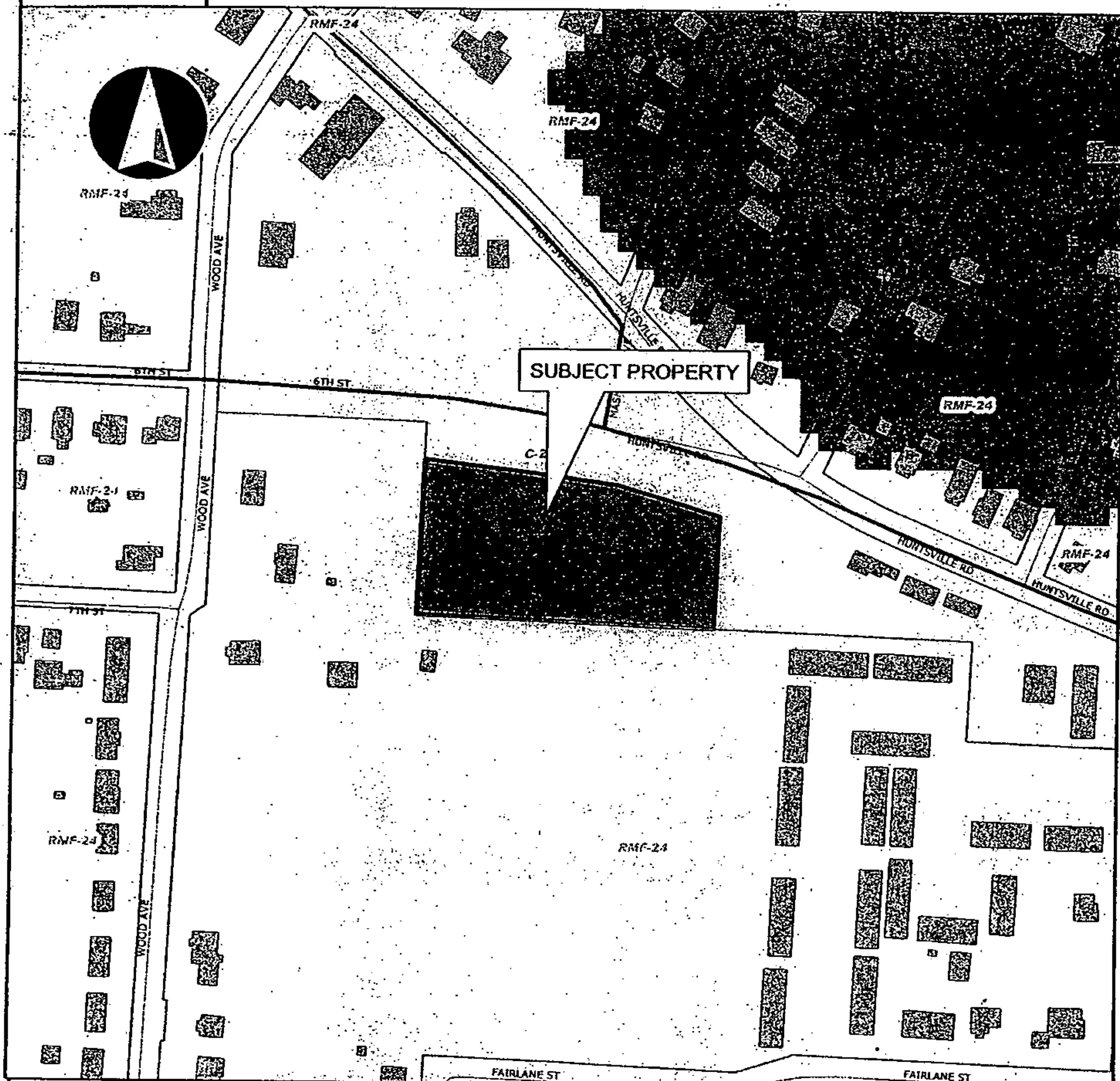
EXHIBIT "B"
R-PZD 06-2169
 (Page 1 of 1)

C. 1
 R-PZD 06-2169 - 6th & Wood
 Page 5 of 50

RPZD06-2169

Close Up View

6TH & WOOD



Overview

Legend

- Overlay District
- 100 YEAR
- 500 YEAR
- LIMIT OF STUDY
- BaseLine Profile
- Fayetteville
- Outside City
- RPZD06-2169
- vector.GOB.Footprint_2004
- Hillside-Hilltop Overlay District

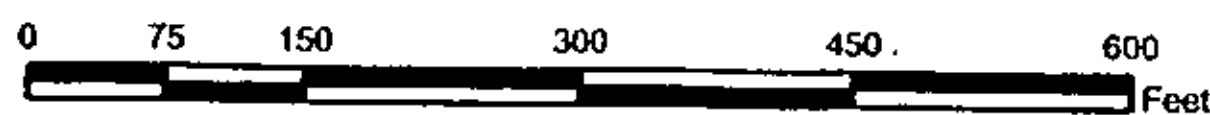


EXHIBIT "C"
R-PZD 06-2169
Page 1 of 3

Conditions of Approval

1. Planning Commission determination of street improvements. Staff does not recommend street improvements be required with this project find the surrounding street system is adequate to support the proposed 20 residential units, which will generate approximately 117 vehicle trips per day onto the improved adjacent streets.
2. Cross Access: The entire looped driveway shall be included in an access easement. Surrounding property to the east and west is not feasible for a cross-access vehicular or pedestrian connection, however, the property to the south is undeveloped and has potential for a connection. Staff recommends the dumpster locations be re-evaluated and at least one of the drive aisles be stubbed out to the southern property line and included in the access easement to allow for future cross access at the time the property to the south develops.
3. Project Phasing: This development shall be built in one phase, with all permits for construction required to be issued within one year of City Council approval, subject to the extension opportunities available in Chapter 166 of the UDC for Large Scale Development.
4. Revisions to be completed:
 - a. Sheet 3.0, Vicinity Map: City Zoning should be modified to show the RSF-8 zoning north of 6th Street.
 - b. Per City Fire Code requirements the access driveways are required to be less than a 10% slope; if any portions of the access driveways are steeper than 10% they shall be required to be approved by the City Fire Chief prior to issuance of any permits for construction.
 - c. The building and retaining wall are both within the new 20' utility easement for the proposed sanitary sewer line at the southeast corner of the site. This is in conflict with the City criteria, and the structures should be removed from the easement
5. No portion of any structure (i.e., porches, overhangs, etc.) shall encroach into building setbacks or utility easements.
6. Buildings shall be constructed to be consistent with the photos and concepts depicted in the booklet as specified. Building permits will be based upon the submitted photos.
7. Parks fees for 20 Multi-Family Units in the amount of \$13,600, are due prior to issuance of building permit.
8. Signs shall be permitted in accordance with Chapter 174 of the Fayetteville Unified Development Code, and shall be subject to signage requirements for residential multi-family development.
9. The Master Development Plan, Statement of Commitments and Architectural Standards submitted by the applicant shall be considered binding and tied to the zoning of the property. Conditions of approval as noted herein and other requirements placed upon the project with review of the Master Development Plan – Planned Zoning District by the City Council shall also be binding.
10. Should the property ever be subdivided, it shall comply with the zoning criteria as established and approved herein.

EXHIBIT "C"
R-PZD 06-2169
Page 2 of 3

11. Prior to building permit, a cost estimate for all required landscaping is to be submitted to the Landscape Administrator for review. Once approval is gained, a guarantee is to be issued (bond/letter of credit/cash) for 150% of the cost of the materials and installation of the plants. This guarantee will be held until the improvements are installed and inspected, at the time of Certificate of Occupancy.
12. Streets lights shall be installed along 6th Street at a minimum spacing every 300' as needed.

Tree Preservation Conditions:

13. Mitigation will be required on this site to bring the canopy back up to the required 15%. The applicant has requested and been approved to utilize the Residential On-Site Mitigation Option.
14. Two (2) inch caliper large species trees shall be planted on-site before the final certificate of occupancy. These trees should be bonded for \$500 for a 3-year time period to ensure health and longevity.

Engineering Comments:

15. All designs are subject to the City's latest design criteria (water, sewer, streets and drainage). Review for plat approval is not approval of public improvements, and all proposed improvements are subject to further review at the time construction plans are submitted.
16. A revised detention design has been submitted with this application. The proposed low water crossing submitted that acts as a weir for the proposed detention pond will be accepted provided the design storms below 25 yrs will not top the weir; the 100 yr depth over the weir is held below 8 inches; and a guard rail is installed on the downstream side of the roadway to prevent a pedestrian or a vehicle from being washed downstream.

Standard Conditions of Approval:

17. Plat Review and Subdivision comments (to include written staff comments provided to the applicant or his representative, and all comments from utility representatives - AR Western Gas, SWBT, Ozarks, SWEPCO, Cox Communications).
18. Trash enclosures shall be screened on three sides with materials compatible with the surrounding structures, with access not visible from the street. Architectural elevations for these structures shall be submitted for review prior to issuance of a building permit.
19. Staff approval of final detailed plans, specifications and calculations (where applicable) for grading, drainage, water, sewer, fire protection, streets (public and private), sidewalks, parking lot(s) and tree preservation. The information submitted for the plat review process was reviewed for general concept only. All public improvements are subject to additional review and approval. All improvements shall comply with City's current requirements.
20. All overhead electric lines 12kv and under shall be relocated underground. All proposed utilities shall be located underground.
21. All exterior lighting is required to comply with the City's lighting ordinance. A lighting plan and cut-sheets of the proposed exterior light fixtures shall be required to be approved by Planning Staff prior

EXHIBIT "C"
R-PZD 06-2169
Page 3 of 3

to building permit.

22. Prior to the issuance of a building permit the following is required:

- a. Grading and drainage permits
- b. An on-site inspection by the Landscape Administrator of all tree protection measures prior to any land disturbance.
- b. Separate easement plat for this project that shall include the tree preservation area.
- c. Project Disk with all final revisions
- d. Completion of all required improvements or the placement of a surety with the City (letter of credit, bond, escrow) as required by Section 158.01 "Guarantees in Lieu of Installed Improvements" to guarantee all incomplete improvements. Further, all improvements necessary to serve the site and protect public safety must be completed, not just guaranteed, prior to the issuance of a Certificate of Occupancy.



Planning Commission Meeting
September 25, 2006

THE CITY OF FAYETTEVILLE, ARKANSAS

125 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 575-8267

PLANNING DIVISION CORRESPONDENCE

TO: Planning Commission Members
FROM: Andrew Garner, Senior Planner
Glenn Newman, Staff Engineer
THRU: Jeremy Pate, Director of Current Planning
DATE: ~~September 20, 2006~~ Updated September 28, 2006

R-PZD 06-2169: Planned Zoning District (6TH & WOOD, 524): Submitted by N. ARTHUR SCOTT for property located at 6TH & WOOD. The property is zoned C-2, THOROUGHFARE COMMERCIAL and contains approximately 1.80 acres. The request is for re-zoning and development approval for a Residential Planned Zoning District with 20 multi-family units.

Property Owner: Crazy 8, LLC
Planner: Andrew Garner

Findings:

Background: At the September 14, 2006 Subdivision Committee the Engineering Division discussed concerns regarding drainage and grading for this project. The applicant has revised the plans and adequately addressed these concerns.

Property Description: The subject property consists of approximately 1.80 acres located on the south side of 6th Street approximately 300' east of Wood Avenue. The site is zoned C-2, and is generally flat with the exception of a significant slope directly adjacent to the street, which is above the overall property, and undeveloped property with 65% tree canopy coverage. The existing right-of-way for 6th Street varies from approximately 72' to 82' from centerline, far exceeding the more typical 25' from centerline that would be required in this location. This large amount of right-of-way was required for the slope to construct the 6th Street improvements adjacent to the site.

Surrounding Land Use/Zoning:

Direction from Site	Land Use	Zoning
North	Residential	C-2, Thoroughfare Commercial; RSF-8, Residential Single-Family 8 Units/Acre
South	Rural residential	RMF-24, Residential Multi-Family 24 Units/Acre
East	Mixed commercial (thrift store; storage)	C-2, Thoroughfare Commercial; Multi-Family 24 Units/Acre
West	Single-family residential	C-2, Thoroughfare Commercial;

Proposal: The applicant requests rezoning and large scale development approval for a residential development in an R-PZD. The proposed use of the site is for 20 multi-family units in five buildings in Planning Area 1 (1.37 acres) and green space in Planning Area 2 (0.33 acres). The green space is located within a 40' drainage easement through the central portion of the site, a 40' swath adjacent to the western property line, and a 20' swath adjacent to the eastern property line.

Access and Parking: Access is provided off of two driveways onto 6th Street that provide a loop through the property. These two driveways provide direct access into the structures. Each of the five structures is a four-plex with each unit having one garage parking space and one driveway parking space. Traffic generated by twenty multi-family units is minimal, with approximately 117 vehicle trips per day generated. Improvements were made to 6th Street recently, widening and improving the 6th/HuntsvilleMashburn Road intersection near the site. Additionally, through the City's adopted Capital Improvement Program, improvements are being finalized for a realignment of Huntsville/Happy Hollow to direct traffic to the State Highway and 15th Street. Voters also recently approved a sales tax bond issue to direct funds to match those offered by the state for additional capacity improvements to 15th Street. This development has a negligible effect on traffic in the area, and represents a decrease from a typical C-2 development pattern.

The proposed zoning criteria and site plan allows for a density of 11.11 units per acre over the entire site and a 10' building setback off of 6th Street right-of-way. The zoning criteria are provided in duplicate in the project booklet and on the plats. Please reference this provided material for more information. These documents are binding to the zoning of the property.

Staff has expressed reservations about this project, in meeting the intent of the Planned Zoning District ordinance, for it is a single-use, rather typical multi-family development that is not providing for many of the provisions within the PZD ordinance. The primary reason the applicant processed this project as a PZD is required setbacks from the excessive right-of-way along 6th Street, and providing the plans and elevations of structures to be built on the property so neighbors and appointed and elected officials can see what is proposed. Staff is not opposed to the proposed residential use on this property, finding the down-zoning is appropriate in this area.

Phasing: The applicant proposes to construct this development in one phase.

Water & Sewer: Water and sewer lines would be extended to serve the development.

Adjacent Master Street Plan Streets: 6th Street (Historic Collector)

Street Improvements/Right-of-Way Dedication: Staff does not recommend street improvements finding the adjacent street system adequate to support the proposed 20 units. 6th Street adjacent to this site has been improved with a large right-of-way varying from approximately 72' – 82' right-of-way from centerline. Right-of-way dedication is not necessary.

Parks: On June 10, 2006 the Park and Recreation Advisory Board recommended accepting money in lieu of land to satisfy the park land dedication ordinance.

Tree Preservation:	Existing Canopy:	65.0%
	Preserved Canopy:	13.33%
	Required Canopy:	15.0%
	Mitigation:	Required; 3 two-inch caliper trees

Public Comment: Staff has received written comments from three adjacent property owners objecting to the project citing such issues as increased traffic, reduced tree cover, increased noise, loss of neighborhood character, increased crime, and decrease in property value.

Recommendation: Staff recommends forwarding R-PZD 06-2169 to the City Council for approval with the following issues/conditions of approval:

Conditions of Approval:

1. Planning Commission determination of street improvements. *Staff does not recommend street improvements be required with this project find the surrounding street system is adequate to support the proposed 20 residential units, which will generate approximately 117 vehicle trips per day onto the improved adjacent streets.*

PLANNING COMMISSION DETERMINED IN FAVOR OF THIS CONDITION (09/26/06).

2. Cross Access: The entire looped driveway shall be included in an access easement. Surrounding property to the east and west is not feasible for a cross-access vehicular or pedestrian connection, however, the property to the south is undeveloped and has potential for a connection. *Staff recommends the dumpster locations be re-evaluated and at least one of the drive aisles be stubbed out to the southern property line and included in the access easement to allow for future cross access at the time the property to the south develops.*
3. Project Phasing: This development shall be built in one phase, with all permits for construction required to be issued within one year of City Council approval, subject to the extension opportunities available in Chapter 166 of the UDC for Large Scale Development.

4. Revisions to be completed:
- a. Sheet 3.0, Vicinity Map: City Zoning should be modified to show the RSF-8 zoning north of 6th Street.
 - ~~b. Provide a cross-section showing how the buildings lie in relation to 6th Street.~~
 - ~~c. Sheet 6.0 is provided two times in the packet, one of the sheets should be removed.~~
 - d. Per City Fire Code requirements the access driveways are required to be less than a 10% slope; if any portions of the access driveways are steeper than 10% they shall be required to be approved by the City Fire Chief prior to issuance of any permits for construction.
 - ~~e. The sidewalk from 6th Street into the development shall be a concrete 4' sidewalk constructed in conformance with City Code. The mulch trail adjacent to 6th Street shall be changed to concrete.~~
 - f. The building and retaining wall are both within the new 20' utility easement for the proposed sanitary sewer line at the southeast corner of the site. This is in conflict with the City criteria, and the structures should be removed from the easement

THE ITEMS STRIKEN ABOVE HAVE BEEN ADRESSED IN THE REVISIONS SUBMITTED FOR CITY COUNCIL

- 5. No portion of any structure (i.e., porches, overhangs, etc.) shall encroach into building setbacks or utility easements.
- 6. Buildings shall be constructed to be consistent with the photos and concepts depicted in the booklet as specified. Building permits will be based upon the submitted photos.
- 7. Parks fees for 20 Multi-Family Units in the amount of **\$13,600**, are due prior to issuance of building permit.
- 8. Signs shall be permitted in accordance with Chapter 174 of the Fayetteville Unified Development Code, and shall be subject to signage requirements for residential multi-family development.
- 9. The Master Development Plan, Statement of Commitments and Architectural Standards submitted by the applicant shall be considered binding and tied to the zoning of the property. Conditions of approval as noted herein and other requirements placed upon the project with review of the Master Development Plan – Planned Zoning District by the City Council shall also be binding.
- 10. Should the property ever be subdivided, it shall comply with the zoning criteria as established and approved herein.
- 11. Prior to building permit, a cost estimate for all required landscaping is to be submitted to the Landscape Administrator for review. Once approval is gained, a guarantee is to be

issued (bond/letter of credit/cash) for 150% of the cost of the materials and installation of the plants. This guarantee will be held until the improvements are installed and inspected, at the time of Certificate of Occupancy.

12. Streets lights shall be installed along 6th Street at a minimum spacing every 300' as needed.

Tree Preservation Conditions:

13. Mitigation will be required on this site to bring the canopy back up to the required 15%. The applicant has requested and been approved to utilize the Residential On-Site Mitigation Option.
14. Two (2) inch caliper large species trees shall be planted on-site before the final certificate of occupancy. These trees should be bonded for \$500 for a 3-year time period to ensure health and longevity.

Engineering Comments:

15. All designs are subject to the City's latest design criteria (water, sewer, streets and drainage). Review for plat approval is not approval of public improvements, and all proposed improvements are subject to further review at the time construction plans are submitted.
16. A revised detention design has been submitted with this application. The proposed low water crossing submitted that acts as a weir for the proposed detention pond will be accepted provided the design storms below 25 yrs will not top the weir; the 100 yr depth over the weir is held below 8 inches; and a guard rail is installed on the downstream side of the roadway to prevent a pedestrian or a vehicle from being washed downstream.

Standard Conditions of Approval:

17. Plat Review and Subdivision comments (to include written staff comments provided to the applicant or his representative, and all comments from utility representatives - AR Western Gas, SWBT, Ozarks, SWEPCO, Cox Communications).
18. Trash enclosures shall be screened on three sides with materials compatible with the surrounding structures, with access not visible from the street. Architectural elevations for these structures shall be submitted for review prior to issuance of a building permit.
19. Staff approval of final detailed plans, specifications and calculations (where applicable) for grading, drainage, water, sewer, fire protection, streets (public and private), sidewalks, parking lot(s) and tree preservation. The information submitted for the plat review process was reviewed for general concept only. All public improvements are subject to additional review and approval. All improvements shall comply with City's current requirements.

20. All overhead electric lines 12kv and under shall be relocated underground. All proposed utilities shall be located underground.

21. All exterior lighting is required to comply with the City's lighting ordinance. A lighting plan and cut-sheets of the proposed exterior light fixtures shall be required to be approved by Planning Staff prior to building permit.

22. Prior to the issuance of a building permit the following is required:

- a. Grading and drainage permits
- b. An on-site inspection by the Landscape Administrator of all tree protection measures prior to any land disturbance.
- b. Separate easement plat for this project that shall include the tree preservation area.
- c. Project Disk with all final revisions
- d. Completion of all required improvements or the placement of a surety with the City (letter of credit, bond, escrow) as required by Section 158.01 "Guarantees in Lieu of Installed Improvements" to guarantee all incomplete improvements. Further, all improvements necessary to serve the site and protect public safety must be completed, not just guaranteed, prior to the issuance of a Certificate of Occupancy.

Planning Commission Action:	Denied	Tabled	<u>X</u> Forwarded to City Council
Motion:	<u>Lack</u>		
Second:	<u>Graves</u>		
Vote:	<u>5-3-0</u> (Commissioners Ostner, Myres, and Anthes voting 'No')		
Meeting Date:	<u>September 25, 2006</u>		
Comments:			

The "Conditions of Approval" listed in the report above are accepted in total without exception by the entity requesting approval of this development item.

Signature

Date

Findings associated with MDP R-PZD 06-2169 (6th and Wood)

Sec. 166.06. Planned Zoning Districts (PZD).

(E) Approval or Rejection Criteria for Planned Zoning Districts

The following criteria shall be considered by the Planning Commission and City Council in the review of a planned zoning district application based on the proposed master development plan:

- (1) Whether the application is in compliance with the requirements of the UDC and the City Plan 2025;

FINDING: Staff finds the application to be in compliance with the Master Development Plan Planned Zoning District criteria established by the City Council. The Interim Future Land Use Plan Map adopted as part of City Plan 2025 designates this site Community Commercial. The Sector Map also adopted as part of City Plan 2025 designate this area as an Infill Growth Sector. Rezoning this property to R-PZD 06-2190 with multi-family dwelling units is not consistent with the land use plan for commercial uses, but is compatible with surrounding residential land uses and density within surrounding residential property to the north, south, and west, and undeveloped commercial lot to the east. Further, the density of the residential development proposed is consistent with this property's location within the Infill Growth Sector.

- (2) Whether the application is in compliance with all applicable statutory provisions;

FINDING: The application has been reviewed and found to be compliant with applicable statutory provisions.

- (3) Whether the general impact of the rezoning would adversely impact the provision of public facilities and services;

FINDING: The impact of the rezoning and subsequent development would require the provision of public facilities, at the cost of the developer. Without improvements to existing infrastructure, the proposal would certainly adversely affect public facilities and services. However, as indicated in the submittal and the staff report, certain measures are to be taken to ensure adequate infrastructure improvements are made by the developer to ensure the level of service does not decline due to the proposed development.

- (4) Whether the rezoning is compatible with the surrounding land uses;

FINDING: The rezoning request, combined with the Master Development Plan, would allow multi-family residential uses. The proposed zoning criteria and multi-family development provides an appropriate transition between the commercial zoning and development to the east, the immediate surrounding single-family residential development to the north, south, and west, and the existing and developing multi-family residences in the vicinity along 6th Street and in this neighborhood. The overall density on the property

would be 11.11 units per acre and would be compatible with the existing RMF-24 zoning to the south and west, and the existing single and multi-family development in the vicinity. The site layout incorporates a looped private drive accessing 6th Street at two points and providing access to the 5 multi-family structures, and a 4' sidewalk connecting the units to 6th Street. Green space on the site is provided in 0.4 acres in an existing drainage easement through the central portion of the site, and along the west and east property lines. The site layout is compatible with the existing surrounding land uses.

- (5) Whether the subject land is suitable for the intended use and is compatible with the natural environment;

FINDING: The subject property is undeveloped with a large drainage easement and a large right-of-way for 6th Street adjacent to the front property line. There is a relatively steep slope off of 6th Street. This project has not made considerable effort to incorporate the existing tree canopy into the development, although the large width of the 6th Street right-of-way and drainage easement on the property are the major constraints to the project design.

- (6) Whether the intended land use would create traffic congestion or burden the existing road network;

FINDING: The intended residential land use will negligibly impact the existing traffic conditions. Currently this site has two access points to 6th Street. 6th Street is currently improved to its Master Street Plan designation. The intersection of 6th Street and Happy Hollow is in the process of being reconstructed. The intent of the Happy Hollow intersection improvements is to improve and encourage traffic flow south to 15th Street and ultimately to I-540, rather than continuing west along 6th Street and through downtown Fayetteville. This improvement is anticipated to reduce the amount of cut-through traffic that currently traverses along 6th Street in front of this property. It is not anticipated that traffic from the 20 proposed residential units (117 vehicle trips per day) would create traffic congestion or burden the existing road network. Staff does recommend that cross-access vehicular connection be provided to the undeveloped property to the south if feasible.

- (7) Whether the planned development provides for unified development control under a unified plan;

FINDING: The booklet and master development plans submitted provide for said unified development control.

- (8) Whether any other recognized zoning consideration would be violated in this PZD.

FINDING: No other zoning considerations are proposed to be violated.

(B) Development standards, conditions and review guidelines

- (1) *Generally.* The Planning Commission shall consider a proposed PZD in light of the purpose and intent as set forth in Chapter 161 Zoning Regulations, and the development standards and review guidelines set forth herein. Primary emphasis shall be placed upon achieving compatibility between the proposed development and surrounding areas so as to preserve and enhance the neighborhood. Proper planning shall involve a consideration of tree preservation, water conservation, preservation of natural site amenities, and the protection of watercourses from erosion and siltation. The Planning Commission shall determine that specific development features, including project density, building locations, common usable open space, the vehicular circulation system, parking areas, screening and landscaping, and perimeter treatment shall be combined in such a way as to further the health, safety, amenity and welfare of the community. To these ends, all applications filed pursuant to this ordinance shall be reviewed in accordance with the same general review guidelines as those utilized for zoning and subdivision applications.

FINDING: The proposed 6th and Wood PZD provides for an adequate transition and infill between the existing single-family residences in the neighborhood, the small strip of commercial property along 6th Street to the east, and the existing and developing multi-family residences in this vicinity. The architectural standards for the proposed multi-family buildings are a higher standard than that typically seen in a multi-family development in Fayetteville. A PZD in this situation allows staff and decision-makers the opportunity to see and modify these standards ensuring the quality of development and aesthetic impact to the community will be positive. Additionally, the large right-of-way for 6th Street adjacent to this property and the existing drainage easement bisecting the site limit the development potential of the property under a standard zoning. The proposed zoning and associated residential development is more appropriate than the existing C-2 zoning on the property. The existing C-2 zoning allows such uses as a car lot, restaurant, etc., which would could potentially be incompatible with the surrounding, mainly single-family development. The proposed zoning and residential uses enhance this growing and redeveloping neighborhood. The site plan has been amended from the first submittal to incorporate as internal driveway connection between the units and to provide pedestrian connection to the street. These modifications will benefit the development and the greater community. Adequate parking has been provided, and the inclusion of mitigation trees will create a healthy urban canopy.

- (2) *Screening and landscaping.* In order to enhance the integrity and attractiveness of the development, and when deemed necessary to protect adjacent properties, the Planning Commission shall require landscaping and screening as part of a PZD. The screening and landscaping shall be provided as set forth in §166.09 Buffer Strips and Screening. As part of the development plan, a detailed screening and landscaping plan shall be submitted to the Planning Commission. Landscape plans shall show the general location, type and quality (size and age) of plant material. Screening plans shall include typical details of fences, berms and plant material to be used.

FINDING: No screening is required by ordinance, as no large surface parking areas or commercial uses are indicated. A landscape plan has been supplied, and trees along the

frontages of 6th Street are required. In addition, the landscape plan includes trees planted along the eastern property line and are indicated as a buffer between this property and the commercially-zoned property to the east.

(3) *Traffic circulation.* The following traffic circulation guidelines shall apply:

- (a) The adequacy of both the internal and external street systems shall be reviewed in light of the projected future traffic volumes.
- (b) The traffic circulation system shall be comprised of a hierarchal scheme of local collector and arterial streets, each designed to accommodate its proper function and in appropriate relationship with one another.
- (c) Design of the internal street circulation system must be sensitive to such considerations as safety, convenience, separation of vehicular and pedestrian traffic, general attractiveness, access to dwelling units and the proper relationship of different land uses.
- (d) Internal collector streets shall be coordinated with the existing external street system, providing for the efficient flow of traffic into and out of the planned zoning development.
- (e) Internal local streets shall be designed to discourage through traffic within the planned zoning development and to adjacent areas.
- (f) Design provisions for ingress and egress for any site along with service drives and interior circulation shall be that required by Chapter 166 Development of this code.

FINDING: The vehicular circulation system is comprised of a private loop driveway through the five attached buildings with two curb cuts onto 6th Street. The dwellings face interior to the development with the side of the buildings facing 6th Street. The driveway alignment provides adequate ingress and egress.

- (4) *Parking standards.* The off-street parking and loading standards found in Chapter 172 Parking and Loading shall apply to the specific gross usable or leasable floor areas of the respective use areas.

FINDING: No large off-street parking areas are proposed. Parking is provided within garages or on the driveways. All parking ratios are to be met with this proposal.

- (5) *Perimeter treatment.* Notwithstanding any other provisions of a planned zoning district, all uses of land or structures shall meet the open space, buffer or green strip provisions of this chapter of this code.

FINDING: This requirement has been met.

(6) *Sidewalks.* As required by §166.03.

FINDING: A public 10-foot trail is located adjacent to 6th Street along the property frontage. As conditioned, a 4' concrete sidewalk would provide connection from 6th Street into the driveway for the development.

(7) *Street Lights.* As required by §166.03.

FINDING: Street lights are to be provided adjacent to all public and private streets at a separation of no greater than 300 feet.

(8) *Water.* As required by §166.03.

FINDING: Public water lines are being extended in accordance with city codes.

(9) *Sewer.* As required by §166.03.

FINDING: Public sewer lines are being extended in accordance with city codes.

(10) *Streets and Drainage.* Streets within a residential PZD may be either public or private.

(a) *Public Streets.* Public streets shall be constructed according to the adopted standards of the City.

(b) *Private Streets.* Private streets within a residential PZD shall be permitted subject to the following conditions:

(i) Private streets shall be permitted for only a loop street, or street ending with a cul-de-sac. Any street connecting one or more public streets shall be constructed to existing City standards and shall be dedicated as a public street.

(ii) Private streets shall be designed and constructed to the same standards as public streets with the exceptions of width and cul-de-sacs as noted below.

(iii) All grading and drainage within a Planned Zoning District including site drainage and drainage for private streets shall comply with the City's Grading (Physical Alteration of Land) and Drainage (Storm water management) Ordinances. Open drainage systems may be approved by the City Engineer.

(iv) Maximum density served by a cul-de-sac shall be 40 units. Maximum density served by a loop street shall be 80 units.

(v) The plat of the planned development shall designate each private street as a

"private street."

- (vi) Maintenance of private streets shall be the responsibility of the developer or of a neighborhood property owners association (POA) and shall not be the responsibility of the City. The method for maintenance and a maintenance fund shall be established by the PZD covenants. The covenants shall expressly provide that the City is a third party beneficiary to the covenants and shall have the right to enforce the street maintenance requirements of the covenants irrespective of the vote of the other parties to the covenants.
- (vii) The covenants shall provide that in the event the private streets are not maintained as required by the covenants, the City shall have the right (but shall not be required) to maintain said streets and to charge the cost thereof to the property owners within the PZD on a pro rata basis according to assessed valuation for ad valorem tax purposes and shall have a lien on the real property within the PZD for such cost. The protective covenants shall grant the City the right to use all private streets for purposes of providing fire and police protection, sanitation service and any other of the municipal functions. The protective covenants shall provide that such covenants shall not be amended and shall not terminate without approval of the City Council.
- (viii) The width of private streets may vary according to the density served. The following standard shall be used:

Paving Width
(No On-Street Parking)

Dwelling Units	One-Way	Two-Way
1 - 20	14'	22'
21+	14'	24'

***Note:** If on-street parking is desired, 6 feet must be added to each side where parking is intended.

- (ix) All of the traffic laws prescribed by Title VII shall apply to traffic on private streets within a PZD.
- (x) There shall be no minimum building setback requirement from a private street.
- (xi) The developer shall erect at the entrance of each private street a rectangular sign, not exceeding 24 inches by 12 inches, designating the street a "private street"

which shall be clearly visible to motor vehicular traffic.

FINDING: The applicant shall comply with the above criteria. This development proposes no public or private streets, only a private driveway through the site.

- (11) *Construction of nonresidential facilities.* Prior to issuance of more than eight building permits for any residential PZD, all approved nonresidential facilities shall be constructed. In the event the developer proposed to develop the PZD in phases, and the nonresidential facilities are not proposed in the initial phase, the developer shall enter into a contract with the City to guarantee completion of the nonresidential facilities.

FINDING: All development on the site shall be phased according to the phasing plan and conditions herein.

- (12) *Tree preservation.* All PZD developments shall comply with the requirements for tree preservation as set forth in Chapter 167 Tree Preservation and Protection. The location of trees shall be considered when planning the common open space, location of buildings, underground services, walks, paved areas, playgrounds, parking areas, and finished grade levels.

FINDING: The applicant has worked with the Urban Forester to alter the previous site plans, bringing forward an amended plan that accomplishes more of the goals for tree preservation. The percentage of canopy preserved has increased and preserves a large percentage of canopy along the west property line. Mitigation trees will serve to provide an increased overall canopy on the site, providing for an urban canopy.

- (13) *Commercial design standards.* All PZD developments that contain office or commercial structures shall comply with the commercial design standards as set forth in §166.14 Site Development Standards and Construction and Appearance Design Standards for Commercial Structures.

FINDING: Non-residential structures are not proposed.

- (14) *View protection.* The Planning Commission shall have the right to establish special height and/or positioning restrictions where scenic views are involved and shall have the right to insure the perpetuation of those views through protective covenant restrictions.

FINDING: No scenic views are identified, and the height of structures proposed is not uncommon for the area.

(E) *Revocation.*

- (1) *Causes for revocation as enforcement action.* The Planning Commission may recommend to the City Council that any PZD approval be revoked and all building or

occupancy permits be voided under the following circumstances:

- (a) *Building permit.* If no building permit has been issued within the time allowed.
- (b) *Phased development schedule.* If the applicant does not adhere to the phased development schedule as stated in the approved development plan.
- (c) *Open space and recreational facilities.* If the construction and provision of all common open spaces and public and recreational facilities which are shown on the final plan are proceeding at a substantially slower rate than other project components.

Planning staff shall report the status of each ongoing PZD at the first regular meeting of each quarter, so that the Planning Commission is able to compare the actual development accomplished with the approved development schedule. If the Planning Commission finds that the rate of construction of dwelling units or other commercial or industrial structures is substantially greater than the rate at which common open spaces and public recreational facilities have been constructed and provided, then the Planning Commission may initiate revocation action or cease to approve any additional final plans if preceding phases have not been finalized. The city may also issue a stop work order, or discontinue issuance of building or occupancy permits, or revoke those previously issued.

(2) *Procedures.* Prior to a recommendation of revocation, notice by certified mail shall be sent to the landowner or authorized agent giving notice of the alleged default, setting a time to appear before the Planning Commission to show cause why steps should not be made to totally or partially revoke the PZD. The Planning Commission recommendation shall be forwarded to the City Council for disposition as in original approvals. In the event a PZD is revoked, the City Council shall take the appropriate action in the city clerk's office and the public zoning record duly noted.

(3) *Effect.* In the event of revocation, any completed portions of the development or those portions for which building permits have been issued shall be treated to be a whole and effective development. After causes for revocation or enforcement have been corrected, the City Council shall expunge such record as established above and shall authorize continued issuance of building permits.

(F) *Covenants, trusts and homeowner associations.*

(1) *Legal entities.* The developer shall create such legal entities as appropriate to undertake and be responsible for the ownership, operation, construction, and maintenance of private roads, parking areas, common usable open space, community facilities, recreation areas, building, lighting, security measure and similar common elements in a development. The city encourages the creation of homeowner associations, funded community trusts or other nonprofit organizations implemented by agreements, private improvement district, contracts and covenants. All legal instruments setting forth a plan or manner of permanent care and maintenance of such open space, recreation areas and communally-

owned facilities shall be approved by the City Attorney as to legal form and effect, and by the Planning Commission as to the suitability for the proposed use of the open areas. The aforementioned legal instruments shall be provided to the Planning Commission together with the filing of the final plan, except that the Guarantee shall be filed with the preliminary plan or at least in a preliminary form.

(2) *Common areas.* If the common open space is deeded to a homeowner association, the developer shall file with the plat a declaration of covenants and restrictions in the Guarantee that will govern the association with the application for final plan approval. The provisions shall include, but not necessarily be limited to, the following:

- (a) The homeowner's association must be legally established before building permits are granted.
- (b) Membership and fees must be mandatory for each home buyer and successive buyer.
- (c) The open space restrictions must be permanent, rather than for a period of years.
- (d) The association must be responsible for the maintenance of recreational and other common facilities covered by the agreement and for all liability insurance, local taxes and other public assessments.
- (e) Homeowners must pay their pro rata share of the initial cost; the maintenance assessment levied by the association must be stipulated as a potential lien on the property. The association must be able to adjust the assessment to meet changing needs.

FINDING: The applicant shall comply with these requirements.

Sec. 161.25 Planned Zoning District

(A) *Purpose.* The intent of the Planned Zoning District is to permit and encourage comprehensively planned developments whose purpose is redevelopment, economic development, cultural enrichment or to provide a single-purpose or mixed-use planned development and to permit the combination of development and zoning review into a simultaneous process. The rezoning of property to the PZD may be deemed appropriate if the development proposed for the district can accomplish one or more of the following goals.

- (1) Flexibility. Providing for flexibility in the distribution of land uses, in the density of development and in other matters typically regulated in zoning districts.
- (2) Compatibility. Providing for compatibility with the surrounding land uses.
- (3) Harmony. Providing for an orderly and creative arrangement of land uses that are harmonious and beneficial to the community.

- (4) Variety. Providing for a variety of housing types, employment opportunities or commercial or industrial services, or any combination thereof, to achieve variety and integration of economic and redevelopment opportunities.
- (5) No negative impact. Does not have a negative effect upon the future development of the area;
- (6) Coordination. Permit coordination and planning of the land surrounding the PZD and cooperation between the city and private developers in the urbanization of new lands and in the renewal of existing deteriorating areas.
- (7) Open space. Provision of more usable and suitably located open space, recreation areas and other common facilities that would not otherwise be required under conventional land development regulations.
- (8) Natural features. Maximum enhancement and minimal disruption of existing natural features and amenities.
- (9) General Plan. Comprehensive and innovative planning and design of mixed use yet harmonious developments consistent with the guiding policies of the General Plan.
- (10) Special Features. Better utilization of sites characterized by special features of geographic location, topography, size or shape.

FINDING: Staff finds this proposal meets the intent of the City Plan 2025, as well as some of the above ten criteria. Residential infill in this urban area is accomplished at a moderate density of 11.11 units per acre, transition and compatibility of land uses is improved by changing the existing zoning from C-2 into a customized residential zoning. Reduced building setbacks off of 6th Street allowed by this customized PZD zoning help offset the unusually large right-of-way for 6th Street on this site. The following guiding policies within Residential Areas are applicable to this development, and help to achieve the nine primary goals of the City Plan 2025:

Residential Areas:

12.1.4.a Utilize principles of traditional residential urban design to create compatible, livable, and accessible neighborhoods. (Goal 3)

12.1.4.c Minimize through traffic on minor residential streets, while providing connections between neighborhoods to encourage openness and neighborliness. (Goal 4)

12.1.4.d Manage non-residential development within and adjoining residential neighborhoods to minimize nuisances.

12.1.4.e Utilize more intense development patterns within the infill sector and encourage mixed uses in new developments to promote better community design, maintain human scale, and enhance pedestrian activity. (Goal 1)

12.1.4.f Site new residential areas accessible to roadways, alternative transportation modes, community amenities, infrastructure, and retail and commercial goods and services. (Goals 1g and 3)

12.1.4.g Encourage residential dwellings in appropriate specified Mixed Use Areas. (Goals 1 and 3)

12.1.4.h Encourage a development scale to maintain compatibility and proportionality between nonresidential development and adjacent residential areas. (Goal 3a)

12.1.4.i Utilize the Master Street Plan and incorporate bike lanes, parkways and landscaped medians to preserve the character of the City and enhance the utilization of alternative modes of transportation. (Goal 4)

12.1.4.j Discourage design elements that prohibit complete, compact, connected neighborhoods such as cul-de-sacs, gated communities, etc. (Goal 3a)

(B) Rezoning. Property may be rezoned to the Planned Zoning District by the City Council in accordance with the requirements of this chapter and Chapter 166, Development. Each rezoning parcel shall be described as a separate district, with distinct boundaries and specific design and development standards. Each district shall be assigned a project number or label, along with the designation "PZD". The rezoning shall include the adoption of a specific master development plan and development standards.

FINDING: The submitted development plats and Master Development Plan booklets, along with the conditions of approval found applicable and appropriate, are binding with the approval of the requested rezoning. Should the Planning Commission forward this item to the City Council, an ordinance will be drafted for consideration of rezoning this property in accordance with the submittal herein.

(C) *R – PZD, Residential Planned Zoning District.*

(1) *Purpose and intent.* The R-PZD is intended to accommodate mixed-use or clustered residential developments and to accommodate single-use residential developments that are determined to be more appropriate for a PZD application than a general residential rezone. The legislative purposes, intent, and application of this district include, but are not limited to, the following:

- (a) To encourage a variety and flexibility in land development and land use for predominately residential areas, consistent with the city's City Plan 2025 and the orderly development of the city.
- (b) To provide a framework within which an effective relationship of different land uses and activities within a single development, or when considered with abutting parcels of land, can be planned on a total basis.
- (c) To provide a harmonious relationship with the surrounding development, minimizing such influences as land use incompatibilities, heavy traffic and congestion, and excessive demands on planned and existing public facilities.
- (d) To provide a means of developing areas with special physical features to enhance natural beauty and other attributes.
- (e) To encourage the efficient use of those public facilities required in connection with new residential development.

FINDING: Staff is recommending approval of this application, finding the proposed PZD meets the intent of the PZD ordinance as noted above.

- (2) *Permitted Uses.* All permitted uses identified within §162 Use Units of the Unified Development Code shall be allowed as permissible uses, unless otherwise specified, subject to City Council approval of the Planned Zoning District request.
- (3) *Conditional Uses.* All conditional uses allowed within (Residential, Commercial, Industrial) zoning Districts established in the Unified Development Code shall be allowed with Planning Commission approval, unless otherwise specified, subject to the code governing Conditional Use requests.

FINDING: Permitted and Conditional uses are outlined in both the Master Development Plan booklets and plats.

- (4) *Condition.* In no instance shall the residential use area be less than fifty-one percent (51%) of the gross floor area within the development.

FINDING: All uses are proposed as residential.

(F) *Bulk and area regulations*

- (1) *Residential density.* Residential densities shall be determined on the basis of the following considerations:
 - (a) The densities of surrounding development;

- (b) the densities allowed under the current zoning;
- (c) the urban development goals and other policies of the city's General Plan;
- (d) the topography and character of the natural environment; and
- (e) the impact of a given density on the specific site and adjacent properties.

FINDING: Surrounding development is mixed in use and density, from a small strip of commercial to the east, single-family to the west, and a number of multi-family developments in the immediate vicinity. Density and intensity under the current zoning (C-1) could lead to potentially incompatible land uses in this established residential area. Infrastructure in the area is adequate to support the proposed development.

- (2) *Lot area and setback requirements.* Taking into consideration the unique aspects of each project, preliminary development plans for Planned Zoning Districts shall conform as closely as possible to the existing standards for lot area minimums and setback requirements under this chapter.

FINDING: Lot area minimums and setbacks are different than a standard residential zoning to allow the buildings to be closer to 6th Street. The side and rear setbacks are similar to other residential zonings. The project is being developed without subdivision of land, thus a horizontal property regime will likely be filed.

- (3) *Building height.* There shall be no maximum building height except as may be determined by the Planning Commission during the review of the preliminary development plan based on the uses within the development and the proximity of the development to existing or prospective development on adjacent properties. A lesser height may be established by the Planning Commission when it is deemed necessary to provide adequate light and air to adjacent property and to protect the visual quality of the community.

FINDING: Building heights proposed for this project are typical of single and multi-family development in the surrounding area.

- (4) *Building area.* The Planning Commission shall review specific proposed lot coverages which generally correspond to the guidelines for lot coverage in the respective residential, office, commercial or industrial district which most depicts said development scheme.

FINDING: The lot coverage on this project is minimal, though the density is higher, due to the provision of Tree Preservation areas and common greenspace.

***Required Findings for Rezoning Request.**

FINDINGS OF THE STAFF

1. A determination of the degree to which the proposed zoning is consistent with land use planning objectives, principles, and policies and with land use and zoning plans.

Finding: The Interim Future Land Use Plan Map adopted as part of City Plan 2025 designates this site Community Commercial. The Sector Map also adopted as part of City Plan 2025 designate this area as an Infill Growth Sector. Rezoning this property to R-PZD 06-2190 with multi-family dwelling units is not consistent with the land use plan for commercial uses, but is compatible with surrounding residential land uses and density within surrounding residential property to the north, south, and west, and undeveloped commercial lot to the east. Further, the density of the residential development proposed is consistent with this property's location within in Infill Growth Sector.

2. A determination of whether the proposed zoning is justified and/or needed at the time the rezoning is proposed.

Finding: At this time the property is zoned C-2, which allows for commercial use and accessory residential use. This site is more suited for residential development than for commercial use as evidenced by the largely undeveloped nature of this node of commercial zoning. The property is identified as an Infill Growth Sector and is near downtown Fayetteville. Improved streets and public infrastructure make rezoning of this property to an entirely residential development advisable.

3. A determination as to whether the proposed zoning would create or appreciably increase traffic danger and congestion.

Finding: Staff finds this proposal will not create or appreciably increase traffic danger and congestion.

4. A determination as to whether the proposed zoning would alter the population density and thereby undesirably increase the load on public services including schools, water, and sewer facilities.

Finding: Staff finds that in evaluating this proposal, the population density would be slightly increased from that which currently exists. Staff finds, however, that the load created on public services is not an undesirable or detrimental impact, with the improvements as recommended by staff for this project.

Engineering: Public water is located near the site. There is a 6" waterline along Huntsville. Water service will need to be extended to the property and through the development at the time of development.

Sanitary sewer is available near the site. There is an 8" sewer main along on

the adjacent property to the east. Sewer service will need to be extended to the property and through the development at the time of development. Improvements to the sewer system may be required dependent upon the demand placed by the development.

The site has access to Sixth Street. Sixth Street is an improved two-lane paved roadway at this property. No street improvements are recommended with this development.

Standard improvements and requirements for drainage will be required for the development.

Police: It is the opinion of the Fayetteville Police Department that this rezoning will not substantially alter population density and will not create an undesirable increase on police services.

Fire: The subject property is located approximately 1.2 miles from the Engine #1 and Ladder #1 at the fire station at 303 West Center, with an expected response time of approximately 4.5 minutes. No adverse impacts on call volume or response time are anticipated.

5. If there are reasons why the proposed zoning should not be approved in view of considerations under b (1) through (4) above, a determination as to whether the proposed zoning is justified and/or necessitated by peculiar circumstances such as:

- a. It would be impractical to use the land for any of the uses permitted under its existing zoning classifications;
- b. There are extenuating circumstances which justify the rezoning even though there are reasons under b (1) through (4) above why the proposed zoning is not desirable.

Finding: N/A

FAYETTEVILLE

THE CITY OF FAYETTEVILLE, ARKANSAS

113 West Mountain St.

Fayetteville, AR 72701

ENGINEERING DIVISION CORRESPONDENCE

479-575-8206

To: Andrew Garner, Planner

September 19, 2006

From: Glenn E. Newman, Jr., P.E.
Staff Engineer

Re: Plat Review Comments (September 25, 2006 Planning Commission)

Development: 6th Street & Wood Ave

Engineer: Project Design Consultants, Inc.

1. All designs are subject to the City's latest design criteria (water, sewer, streets and drainage). Review for plat approval is not approval of public improvements, and all proposed improvements are subject to further review at the time construction plans are submitted.
2. A revised detention design has been submitted with this application. The proposed low water crossing submitted that acts as a weir for the proposed detention pond will be accepted provided the design storms below 25 yrs will not top the weir; the 100 yr depth over the weir is held below 8 inches; and a guard rail is installed on the downstream side of the roadway to prevent a pedestrian or a vehicle from being washed downstream.

6th and Wood PZD
Summary of Average Vehicle Trip Generation
For 20 Dwelling Units of Residential Condominium / Townhouse
September 20, 2006

	24 Hour Two-Way Volume	7-9 AM Pk Hour		4-6 PM Pk Hour	
		Enter	Exit	Enter	Exit
Average Weekday	117	1	.7	7	4

	24 hour Two-Way Volume	Peak Hour	
		Enter	Exit
Saturday	113	5	4
Sunday	97	4	5

Note: A zero indicates no data available.
Source: Institute of Transportation Engineers
Trip Generation, 6th Edition, 1997.

TRIP GENERATION BY MICROTRANS



FAYETTEVILLE

THE CITY OF FAYETTEVILLE, ARKANSAS

C. 1
R-PZD 06-2169 - 6th & Wood
Page 32 of 50

POLICE DEPARTMENT

September 4, 2006

Jeremy Pate
Zoning and Development Director
City of Fayetteville
113 W. Mountain
Fayetteville AR. 72701

Dear Director Pate,

This document is in response to the request for a determination of whether the proposed Planned Zoning District R-PZD 06-2196: (WEST FORK PLACE, 565 / 566): Submitted by PROJECT DESIGN CONSULTANTS, INC. for property located at the end of Ray Avenue, south of Huntsville Road would substantially alter the population density and thereby undesirably increase the load on public services and create an appreciable increase in traffic danger and congestion. The property contains approximately 13.92 acres and is zoned RSF-4.

It is the opinion of the Fayetteville Police Department that this planned zoning district will not substantially alter the population density or create and undesirable increase in the load on police services nor will it create an appreciable increase in traffic danger and congestion in the area.

In reference to R-PZD 06-2169: (6TH & WOOD, 524): Submitted by N. ARTHUR SCOTT for property located at 6th and Wood. The property is zoned C-2 and contains approximately 1.80 acres. The request is for re-zoning the development for a Residential Planned Zoning District.

It is the opinion of the Fayetteville Police Department that this re-zoning will not substantially alter the population density, nor will it create an undesirable increase on police services. It will not create an appreciable increase in traffic danger and congestion in the area.

Sincerely,

Captain William Brown
Fayetteville Police Department

FAYETTEVILLE POLICE DEPARTMENT
100-A WEST ROCK STREET
FAYETTEVILLE, ARKANSAS 72701

(DELIVERIES) POLICE: 100-A WEST ROCK STREET 72701
PHONE: 479.587.3555 FAX: 479.587.3522



Fayetteville Fire Department

MEMO

To: Suzanne Morgan, Andrew Garner, Jeremy Pate, and Jesse Fulcher

Thru: Chief Tony Johnson
Asst Chief Bud Thompson

From: Captain Dale Riggins

Date: September 19, 2006

Re: September 6, 2006 Zoning Review – Fire Department Comments

PZD06-2196 (West Fork Place)

These 13.92 acres are covered by Engine 5 located at 833 N Crossover.

It is 1.7 miles from the station with an expected response time of 4 minutes. After the new Station 3 opens at Ray and Huntsville, the distance will be reduced to .5 miles with an expected response time of 2 minutes.

The Fire Department anticipates 13 (8 EMS – 5 Fire/Other) calls for service per year once the development is completed and maximum build-out has occurred.

Measured Hydrant Flow in this area is 1539 gallons/minute.

The service impact of this development will typically take eighteen months after the development is started, and the units begin to be occupied, to occur. There should be no adverse effects on our call volume or response time to this development.

PZD06-2169 (6th and Wood)

These 1.80 acres are covered by Engine 1 and Ladder 1 at 303 W Center.

It is 1.2 miles from the station with an expected response time of 4.5 minutes.

The Fire Department anticipates 5 (3 EMS – 2 Fire/Other) calls for service per year once the development is completed and maximum build-out has occurred.

There is no recorded measured hydrant flow for this area.

The service impact of this development will typically take eighteen months after the development is started, and the units begin to be occupied, to occur.

Please feel free to contact me if you have any questions concerning the comments

to ★ @ . @ .

Captain Dale Riggins
Fayetteville Fire Department





THE CITY OF FAYETTEVILLE, ARKANSAS

125 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 575-8267

LANDSCAPE REVIEW FORM

To: Fayetteville Planning Commission

From: Andrew Garner, Senior Planner

Date: September 20, 2006

ITEM #: R-PZD 06-2169 (6th Street)

Applicable Requirements:

X	Off-Street Parking
X	Commercial Design Standards
X	Buffers and Screening
	U.S. 40 Design Overlay

Plan Checklist:

Y = submitted by applicant

N = requested by city

NA = not applicable

Preliminary Submittal	Final Submittal	
		Off-Street Parking and Loading
<i>Y</i>		wheel stops / curbs
<i>Y</i>		irrigation
<i>Y</i>		edged landscape beds indicated
<i>Y</i>		species of plant material identified
<i>Y</i>		size of plant material at time of installation indicated
<i>Y</i>		interior landscaping
		narrow tree lawn (8' min. width, 17' min. length / 1 tree per 15 spaces)
		tree island (10' min. width / 1 tree per 12 spaces)
<i>Y</i>		perimeter landscaping
		side and rear property lines (5' landscaped)
		adjacent to street R.O.W (15' greenspace exclusive for landscaping / 1 street tree every 30 L.F., a continuous planting of shrubs and ground cover - 50% evergreen)
<i>Y</i>		soil amendments notes include that soil is amended and sod removed

Y		mulching notes indicate mulching around trees and within landscape beds.
Y		planting details according to Fayetteville's Landscape Manual
Preliminary Submittal	Final Submittal	Commercial Design Standards
NA		greenspace adjacent to street R.O.W. (15' wide)
Y		street trees planted every 30' L.F. along R.O.W.
NA		outdoor storage screened with landscaping
		Buffer Strips and Screening
Y		landscaped area (12' min.)
N		fence required
NA		outdoor storage screened with landscaping
NA		non-residential landscape screen when adjacent to residential zones
NA		landscape requirement for setback reduction
		Overlay District Requirements
NA		greenspace adjacent to street R.O.W. (25' wide)
NA		street trees planted every 30' L.F. along R.O.W.
NA		25% of total site area left in greenspace (80% landscaped)
NA		parking lots and outdoor storage screened with landscaping

Recommendation: Approval of the landscape plan associated with LSD 06-2169 with the following conditions.

Conditions of Approval:

1. Prior to building permit, a cost estimate for all required landscaping is to be submitted to the Landscape Administrator for review. Once approval is gained, a guarantee is to be issued (bond/letter of credit/cash) for 150% of the cost of the materials and installation of the plants. This guarantee will be held until the improvements are installed and inspected, at the time of Certificate of Occupancy.



THE CITY OF FAYETTEVILLE, ARKANSAS

113 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 444-3472

TO: Andrew Garner, Associate Planner
FROM: Kay Curry, Park Planner
DATE: September 12, 2006
SUBJECT: Parks & Recreation Subdivision Committee Review Comments

Meeting Date: September 14
Item: R-PZD 06-2169 (6th & Wood, 524)
Park District: SE
Zoned: RSF-4
Billing Name & Address: Bob Schmidt, 1747 N. College, Fayetteville, AR 72702

	<u>Land Dedication Requirement</u>	<u>Money in Lieu</u>
Single Family	_____ @ .024 acre per unit = _____ acres	_____ @ \$960 per unit = \$ _____
Multi Family	_____ @ .017 acre per unit = _____ acres	20 @ \$680 per unit = \$13,600
Lot Split		_____ @ \$960 per unit = \$ _____

COMMENTS:

- The Parks and Recreation Advisory Board recommended accepting money in lieu of a land dedication on July 10, 2006. This decision was based on the 6th and Wood location being within one half mile of Walker Park.
- Fees are assessed in the amount of \$13,600 for multi-family homes.
- Fees are due before building permits will be issued.



PC Meeting of September 25, 2006

THE CITY OF FAYETTEVILLE, ARKANSAS

113 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 444-3470

TREE PRESERVATION and PROTECTION REPORT

To: Fayetteville Planning Commission

From: Sarah K. Patterson, Urban Forester

Date: September 20, 2006

ITEM # RPZD 06-2169: Residential Planned Zoning District (6th & Wood)

Requirements Submitted:

T	Initial Review with the Landscape Administrator
T	Site Analysis Map Submitted
T	Site Analysis Written Report Submitted
T	Complete Tree Preservation Plan Submitted

Canopy Measurements:

Total Site Area	
acres	1.80
square feet	78,408
Existing Tree Canopy	
acres	1.25
square feet	54,518
percent of site area	69.44 %
Existing Tree Canopy Preserved	
acres	0.25
square feet	11,120
percent of total site area	13.88 %
Percent Minimum Canopy Required	15%

FINDINGS:

The desirability of preserving a tree or group of trees by reason of age, location, size or species.

- **This is a wet and wooded site. Most species on the site are elm, maple,**

boxelder, and ash. A large percentage of canopy will be saved along the west property line as a buffer.

The extent to which the area would be subject to environmental degradation due to removal of the tree or group of trees.

- **Environmental degradation should be very minimal on this site.**

The impact of the reduction in tree cover on adjacent properties, the surrounding neighborhood and the property on which the tree or group of trees is located.

- **Canopy removed will affect the adjacent property owners to south but a buffer is planned along the west line.**

Whether alternative construction methods have been proposed to reduce the impact of development on existing trees.

- **N/A**

Whether the size or shape of the lot reduces the flexibility of the design.

- **Size and shape of the lot does not reduce flexibility of design. A large drainage easement and right of way with topography does make the design difficult.**

The general health and condition of the tree or group of trees, or the presence of any disease, injury or hazard.

- **The general health of the trees is anywhere from poor to good.**

The placement of the tree or group of trees in relation to utilities, structures, and use of the property.

- **There are a few trees that are marked for preservation near two story structures. The large buffer to the west is free of utilities and should stay that way indefinitely.**

The need to remove the tree or group of trees for the purpose of installing, repairing, replacing, or maintaining essential public utilities.

- **Trees will be removed for the installation of the utilities. There are no trees to remain that could be threatened in the future by repairs or replacement.**

Whether roads and utilities are designed in relation to the existing topography, and routed, where possible, to avoid damage to existing canopy.

- **A lot of discussion went into the location of the utilities in order to preserve as much tree canopy as possible.**

Construction requirements for On-Site and Off-Site Alternatives.

- **N/A**

The effects of proposed On-Site Mitigation or Off-Site Alternatives.

- **Mitigation will be required on this site to bring the canopy back up to**

the required 15%.

The effect other chapters of the UDC, and departmental regulations have on the development design.

- **N/A**

The extent to which development of the site and the enforcement of this chapter are impacted by state and federal regulations:

- **N/A**

The impact a substantial modification or rejection of the application would have on the Applicant:

- **Staff is recommending approval of the submitted Tree Preservation with the following conditions of approval.**

Conditions of Approval:

- 1. Mitigation will be required on this site to bring the canopy back up to the required 15%. The applicant has requested and been approved to utilize the Residential On-Site Mitigation Option.**
- 2. 2 (2) inch caliper large species trees shall be planted on-site before the final certificate of occupancy. These trees should be bonded for \$500 for a 3-year time period to ensure health and longevity.**

ADJOINING PROPERTY OWNERS NOTIFICATION OF UPCOMING PUBLIC HEARING

Today's Date August 16, 2006

APPLICANT/REPRESENTATIVE CONTACT INFO:

Project Design Consultants, Inc.
4285 N. Shiloh Drive, Suite 104
Fayetteville, AR 72703

Subdivision Meeting

Thursday, August 31, 2006 9:00am
Fayetteville City Administration Building
113 W. Mountain Street, Room 219
(479) 575-8267

Planning Commission Meeting

Monday, September 11, 2006 5:30pm
Fayetteville City Administration Building
113 West Mountain Street, Room 219
(479) 575-8267

PROJECT DESCRIPTION:

PROPERTY LOCATED AT 6TH & WOOD. The property is zoned RSF-4, SINGLE FAMILY - 4 UNITS/ACRE and contains approximately 1.80 acres. The request is for Master Development Plan for a Residential Planned Zoning District with 20 multi-family units.

ADJOINING PROPERTY OWNERS COMMENTS

(Return Comments to City of Fayetteville Planning Division in Stamped Enclosed Envelope)

☒ I have been notified of the above meetings for the described project.

☐ I do not object to the project described above.

☒ I do object to the project described above because:

ECOLOGY DAMAGE, THE TRAFFIC TURNS MORE DANGEROUS,

YOLANDA SERRANO
Name of Property Owner (Printed)


Signature of Property Owner

6TH and Wood - 2006016

ADJOINING PROPERTY OWNERS NOTIFICATION OF UPCOMING PUBLIC HEARING

Today's Date August 16, 2006

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(Return Comments to City of Fayetteville Planning Division in Stamped Enclosed Envelope)

- ☒ I have been notified of the above meetings for the described project.
☐ I do not object to the project described above.
☒ I do object to the project described above because:

RENA WILLIAMS
Name of Property Owner (Printed)

Rena Williams
Signature of Property Owner

1. Increased Traffic
streets already high
traffic area.
2. Loss of Tree cover
3. Want neighborhood
to remain single
family housing.
4. Increased noise level.

RECEIVED

AUG 24 2006

CITY OF FAYETTEVILLE
PLANNING DIVISION

**ADJOINING PROPERTY OWNERS NOTIFICATION
OF UPCOMING PUBLIC HEARING**

Today's Date August 16, 2006

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ADJOINING PROPERTY OWNERS COMMENTS

(Return Comments to City of Fayetteville Planning Division in Stamped Enclosed Envelope)

- ☐ I have been notified of the above meetings for the described project.
☐ I do not object to the project described above.
☒ I do object to the project described above because:

CHARLES T. Combs
Name of Property Owner (Printed)

Charles T. Combs
Signature of Property Owner

YOU ARE INCREASING FROM 7 houses
TO 20 UNITS OF APARTMENTS. THIS
WILL IMPACT TRAFFIC, POSSIBLE
CRIME AND DEVALUE HOME OWNERS
IN THIS AREA. NOT A GOOD IDEA
TO GO WITH APARTMENTS.

THANK YOU

Charles T. Combs
602-312-4048

**ADJOINING PROPERTY OWNERS NOTIFICATION
OF UPCOMING PUBLIC HEARING**

Today's Date August 16, 2006

APPLICANT/REPRESENTATIVE CONTACT INFO:

Project Design Consultants, Inc.
4285 N. Shiloh Drive, Suite 104
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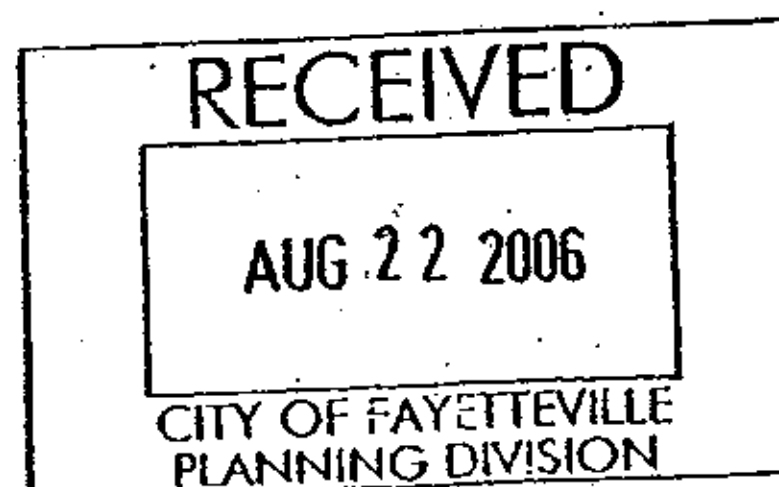
ADJOINING PROPERTY OWNERS COMMENTS

(Return Comments to City of Fayetteville Planning Division in Stamped Enclosed Envelope)

- ☒ I have been notified of the above meetings for the described project.
☒ I do not object to the project described above.
☒ I do object to the project described above because:

William A. Hammond
Name of Property Owner (Printed)

William A. Hammond
Signature of Property Owner



**ADJOINING PROPERTY OWNERS NOTIFICATION
OF UPCOMING PUBLIC HEARING**

Today's Date August 16, 2006

APPLICANT/REPRESENTATIVE CONTACT INFO:

Project Design Consultants, Inc.
4285 N. Shiloh Drive, Suite 104
Fayetteville, AR 72703

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ADJOINING PROPERTY OWNERS COMMENTS

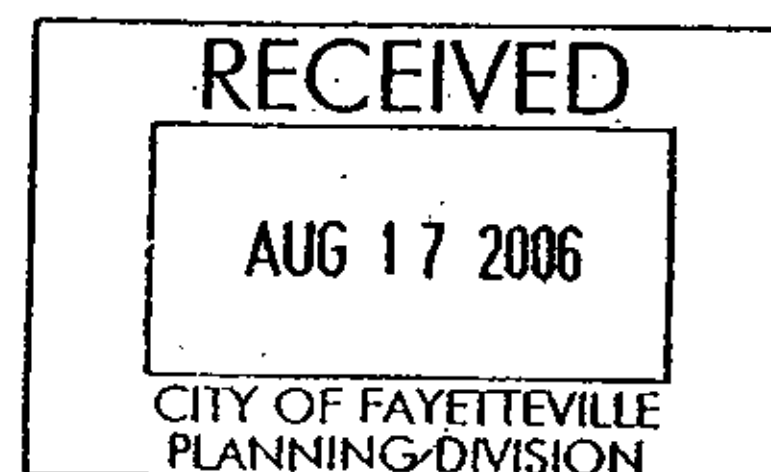
(Return Comments to City of Fayetteville Planning Division in Stamped Enclosed Envelope)

☒ I have been notified of the above meetings for the described project.
☒ I do not object to the project described above.
☐ I do object to the project described above because:

LA Donna Cossey
Name of Property Owner (Printed)

LA Donna Cossey
Signature of Property Owner

6th and Wood - 2006016



HOMETOWN DEVELOPMENT, LLC.

C. 1
R-PZD 06-2169 - 6th & Wood
Page 46 of 50

June 28, 2006

CITY OF FAYETTEVILLE
ATTN: PARK PLANNING STAFF
1455 HAPPY HOLLOW ROAD
FAYETTEVILLE, AR 72701

Dear Sir or Madam:

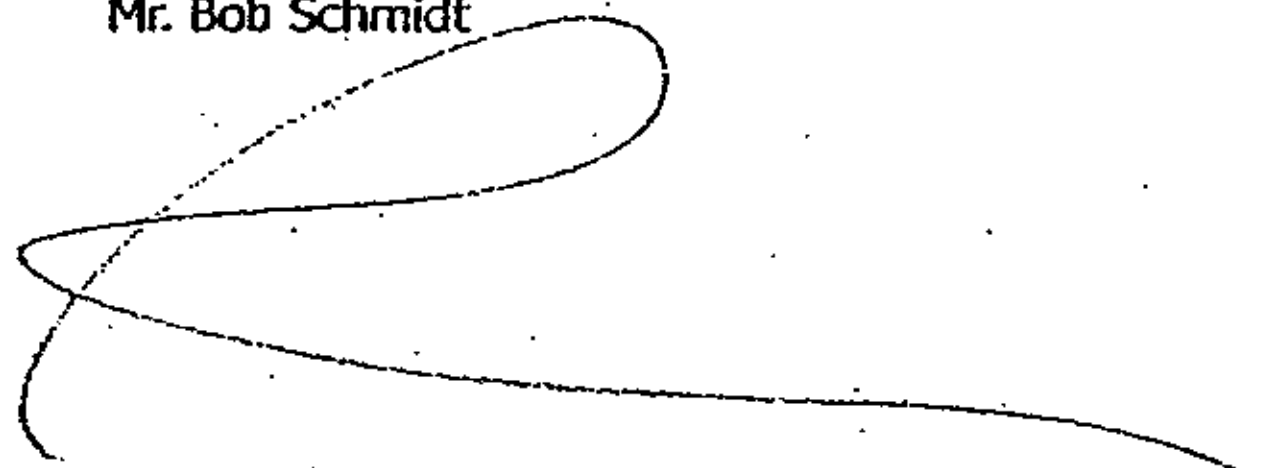
We are developing approximately 1.79 acres near the Wood Avenue and 6th Street intersection in Fayetteville, AR as shown on the attached site plan. We have decided to use the option of money in lieu for land of our required Parks contribution. Our required amount of money in lieu of land is \$13,600.00 based on 20 multi-family units.

The actual number of units may change based on the conditions of approval of a PZD for this property.

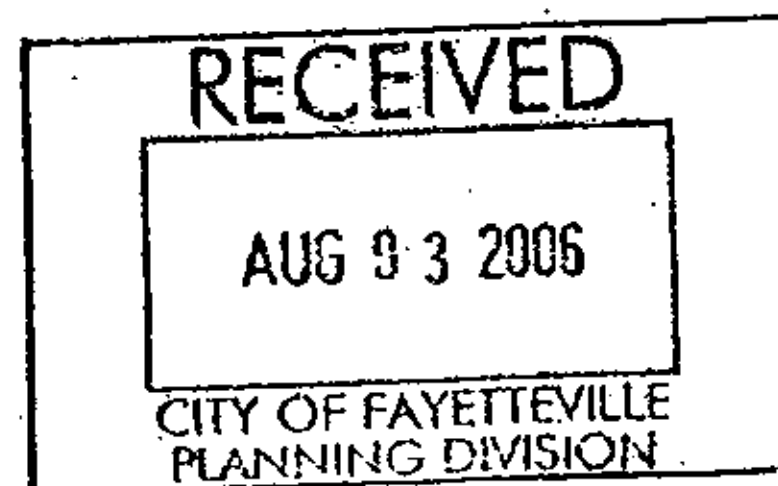
We would like to be on the agenda for the Parks and Recreation Board Meeting scheduled for July 10th, 2006.

Sincerely,

Mr. Bob Schmidt



1747 N. College Avenue • Fayetteville, AR • 72703
Phone: 479-521-1950 • Fax: 479-443-2252



PROJECT DESIGN CONSULTANTS, INC.

September 14, 2005

Mr. Jeremy Pate
City of Fayetteville
Planning Department
125 West Mountain
Fayetteville, AR 72701

**RE: Approximately 1.8 Acres
Intersection of 6th and Wood
Fayetteville, AR**

Dear Jeremy:

This property is being developed by Hometown Properties as proposed below. This property is zoned C-2 currently and adjacent property are zoned RSF-24 and RMF-24. The developer is applying for a PZD to construct 5 buildings of quad-plexes.

The proposed PZD contains 20 multifamily units with garage and driveway parking. The project will be accessed off of 6th Street. The quad-plexes will have front access. The proposed quad-plexes will have brick veneer (see the attached picture).

A minimum of 6.14% of the parcel will be maintained as Tree Preservation Area.

From information gathered on the FAYGIS site. There is a 6" clay sewer line running along Huntsville Road connected to an 8" clay sewer located along the south side with a line running through the property from north to south. There are two existing manholes located in the southeast side of the site. There is an overhead electricity line in the southeast part of the site. There is an existing gas line along Huntsville Road. There are existing water meters and valves along 6th Street. There is also a 6" waterline located along the north side of Huntsville Road.

Please call if you have any questions.

Sincerely,

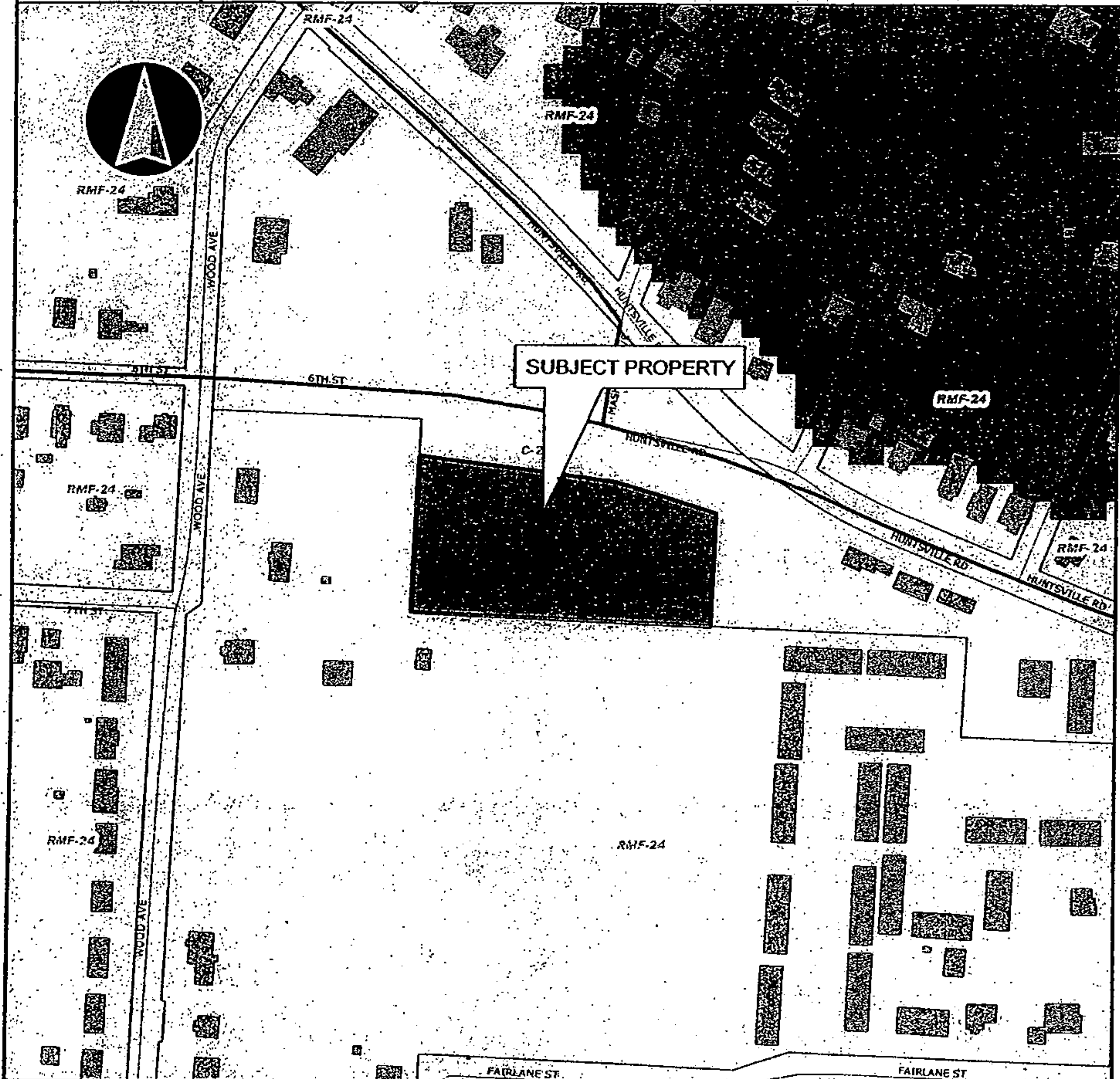


Amy C. Scott, ASLA
Vice President

RPZD06-2169

6TH & WOOD

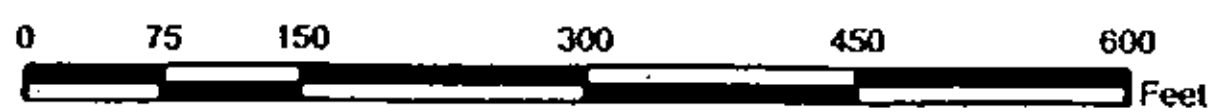
Close Up View



Overview

Legend

- Overlay District
- 100 YEAR
- FLOODWAY
- 500 YEAR
- LIMIT OF STUDY
- BaseLine Profile
- Fayetteville
- Outside City
- RPZD06-2169
- vector.GDB.Footprint_2004
- Hillside-Hilltop Overlay District



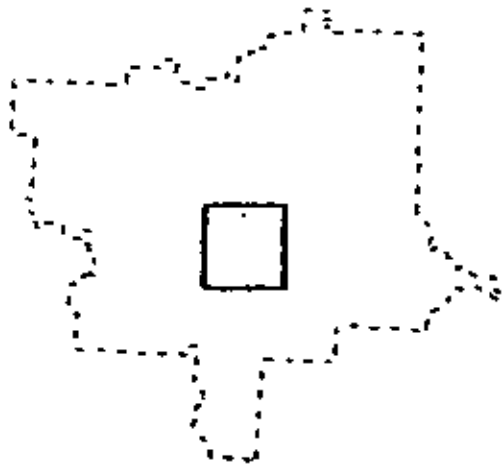
RPZD06-2169

6TH & WOOD

One Mile View



Overview



Legend

Subject Property

RPZD06-2169

Boundary

- Planning Area
- Overlay District
- Outside City

Legend

Hillside-Hilltop Overlay District

0 0.25 0.5 1 Miles

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 2
RZN 06-2240 Combs
Page 1 of 22

17-Oct-06

City Council Meeting Date

Jeremy Pate
Submitted By

Planning
Division

Operations
Department

Action Required:

RZN 06-2240: Rezoning (Combs, 564): Submitted by H2 Engineering, Inc. for property located at the southeast corner of Morningside Drive and 15th Street. The property is zoned RSF-4, Single-Family Four Units Per Acre and contains approximately 61.98 acres. The request is to rezone 52.65 acres of the subject property to RMF-6, Residential Multi-family, 6 Units Per Acre, and the remaining 9.33 acres to C-1, Neighborhood Commercial.

\$0.00	n/a	n/a
Cost of this request	Category/Project Budget	Program Category / Project Name
n/a	n/a	n/a
Account Number	Funds Used to Date	Program / Project Category Name
n/a	n/a	n/a
Project Number	Remaining Balance	Fund Name

Budgeted Item

☐

Budget Adjustment Attached

☐


Department Director

9-28-06
Date

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a

Original Contract Number: n/a


City Attorney

9-29-06

Received in City Clerk's Office

ENTERED
9/29/06


Finance and Internal Service Director

9-29-06
Date

Received in Mayor's Office

ENTERED
9/29/06


Mayor

10/3/06
Date

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Gary Dumas, Director of Operations

From: Jeremy C. Pate, Director of Current Planning

Date: September 28, 2006

Subject: Rezoning for Combs (RZN 06-2240)

RECOMMENDATION

The Planning Commission recommended approval of the subject rezoning request from RSF-4 to C-1 (9.33 acres) and RMF-6 (52.65 acres) on the subject property.

BACKGROUND

The property is located at the southeast corner of 15th Street (State Highway 16) and Morningside Drive. The property consists of approximately 61.98 acres of undeveloped agricultural land. Surrounding properties are mainly undeveloped and agricultural in nature with industrial uses bordering a portion of the eastern side of the site near 15th Street.

The applicant applied to have the subject property rezoned from RSF-4 to RMF-24 at the May 8, 2006 Planning Commission meeting (RZN 06-2049). Planning Staff recommended denial of the requested rezoning, and the item was tabled indefinitely by the Planning Commission at the applicant's request. The applicant has revised the original rezoning request and is now requesting a mix of C-1 along 15th Street, and RMF-6 over the remainder of the property.

DISCUSSION

This item was heard at the regular Planning Commission on September 28, 2006. The Planning Commission voted 7-1-0 to recommend approval of this rezoning request to the City Council, with Commissioner Ostner voting 'No'. Commissioner Ostner's main concern centered on the potential incompatibility a large number of multi-family dwellings on this property could pose with the many single-family dwellings in the area.

BUDGET IMPACT

None.

ORDINANCE NO. _____

AN ORDINANCE APPROVING RZN 06-2240 SUBMITTED BY H2 ENGINEERING, INC. FOR PROPERTY LOCATED AT THE SOUTHEAST CORNER OF MORNINGSIDE DRIVE AND 15TH STREET, FOR APPROXIMATELY 61.98 ACRES, REZONING THE SUBJECT PROPERTY FROM RSF-4, RESIDENTIAL SINGLE FAMILY, 4 UNITS PER ACRE TO RMF-6, RESIDENTIAL MULTIFAMILY, 6 UNITS PER ACRE AND C-1, NEIGHBORHOOD COMMERCIAL.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the zone classification of the following described property is hereby changed as follows:

From RSF-4, Residential Single Family Four Units Per Acre, to C-1 Neighborhood Commercial, and RMF-6, Residential Multi-Family Family as shown on Exhibit "A" and Exhibit "B" attached hereto and made a part hereof.

Section 2: That the official zoning map of the City of Fayetteville, Arkansas is hereby amended to reflect the zoning change provided in Section 1 above.

PASSED and APPROVED this ___ day of ___, 2006.

APPROVED:

ATTEST:

By: _____
DAN COODY, Mayor

By: _____
SONDRA SMITH, City Clerk

EXHIBIT "A"
RZN 06-2240

SURVEY DESCRIPTION (RSF-4 TO RMF-6):

A PART OF THE WEST HALF OF THE SOUTHEAST $\frac{1}{4}$ AND A PART OF THE NORTHEAST $\frac{1}{4}$ OF THE SOUTHEAST $\frac{1}{4}$ OF SECTION 22 IN TOWNSHIP 16 NORTH OF RANGE 30 WEST, WASHINGTON COUNTY, ARKANSAS, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS, TO WIT: COMMENCING FROM A FOUND RAILROAD SPIKE, MARKING THE NORTHWEST CORNER OF THE NW $\frac{1}{4}$, SE $\frac{1}{4}$ OF SAID SECTION 22; THENCE ALONG THE WEST LINE OF SAID FORTY ACRE TRACT, S02°52'58"W 183.00 FEET TO A 5/8" REBAR AND THE POINT OF BEGINNING; THENCE LEAVING SAID WEST LINE, S87°15'33"E 849.75 FEET TO A 5/8" REBAR; THENCE N02°46'10"E 152.24 FEET TO A 5/8" REBAR ON THE SOUTH RIGHT OF WAY OF ARKANSAS STATE HIGHWAY 16, THENCE ALONG SAID SOUTH RIGHT OF WAY, S87°03'55"E 1054.92 FEET TO A POINT, WITH A FOUND $\frac{1}{2}$ " REBAR BEING OFFSET 7.25 FEET S02°41'04"W FROM CORNER, THENCE LEAVING SAID SOUTH RIGHT OF WAY S02°41'04"W 1286.96 FEET TO A FOUND $\frac{3}{8}$ " REBAR ON THE SOUTH LINE OF THE NE $\frac{1}{4}$, SE $\frac{1}{4}$ OF SAID SECTION 22, THENCE ALONG THE SOUTH LINE OF SAID FORTY ACRE TRACT, N87°31'44"W 594.85 FEET TO A FOUND 5/8" REBAR IN CONCRETE, MARKING THE SOUTHWEST CORNER OF THE NE $\frac{1}{4}$, SE $\frac{1}{4}$ OF SAID SECTION 22; THENCE ALONG THE EAST LINE OF THE W $\frac{1}{2}$, SE $\frac{1}{4}$, S02°37'48"W 333.40 FEET TO A 5/8" REBAR, THENCE LEAVING SAID EAST LINE, N87°14'49"W 882.31 FEET TO A FOUND $\frac{1}{2}$ " REBAR, THENCE N49°37'35"W 545.90 FEET TO A FOUND $\frac{1}{2}$ " REBAR, MARKING THE SOUTHWEST CORNER OF THE NW $\frac{1}{4}$, SE $\frac{1}{4}$ OF SAID SECTION 22, THENCE ALONG THE WEST LINE OF SAID FORTY ACRE TRACT, N02°52'58"E 1140.98 FEET TO THE POINT OF BEGINNING, CONTAINING 61.98 ACRES, MORE OR LESS, AND SUBJECT TO ANY EASEMENTS AND RIGHTS OF WAY OF RECORD.

LESS AND EXCEPT:

A PART OF THE NORTHWEST $\frac{1}{4}$ OF THE SOUTHEAST $\frac{1}{4}$ AND PART OF THE NORTHEAST $\frac{1}{4}$ OF THE SOUTHEAST $\frac{1}{4}$ OF SECTION 22 TOWNSHIP 16 NORTH RANGE 30 WEST OF THE FIFTH PRINCIPLE MERIDIAN IN WASHINGTON COUNTY, ARKANSAS AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS, TO WIT: COMMENCING FROM A FOUND RAILROAD SPIKE, MARKING THE NORTHWEST CORNER OF THE NW $\frac{1}{4}$, SE $\frac{1}{4}$ OF SAID SECTION 22, THENCE ALONG THE NORTH LINE OF SAID NW $\frac{1}{4}$, SE $\frac{1}{4}$ S87°19'15"E 849.27 FEET, THENCE DEPARTING SAID NORTH LINE S02°46'10"W 29.30 FEET TO AN EXISTING 5/8" REBAR IN THE SOUTH RIGHT OF WAY OF ARKANSAS STATE HIGHWAY 16 AND THE POINT OF BEGINNING, THENCE ALONG SAID SOUTH RIGHT OF WAY S87°03'55"E 1054.92 FEET, THENCE DEPARTING SAID SOUTH RIGHT OF WAY S02°41'04"W 408.42 FEET, THENCE N84°33'35"W 1056.67 FEET, THENCE N02°46'10"E 362.22 FEET TO THE POINT OF BEGINNING CONTAINING 9.33 ACRES MORE OR LESS. CONTAINING A TOTAL OF 52.65 ACRES MORE OR LESS.

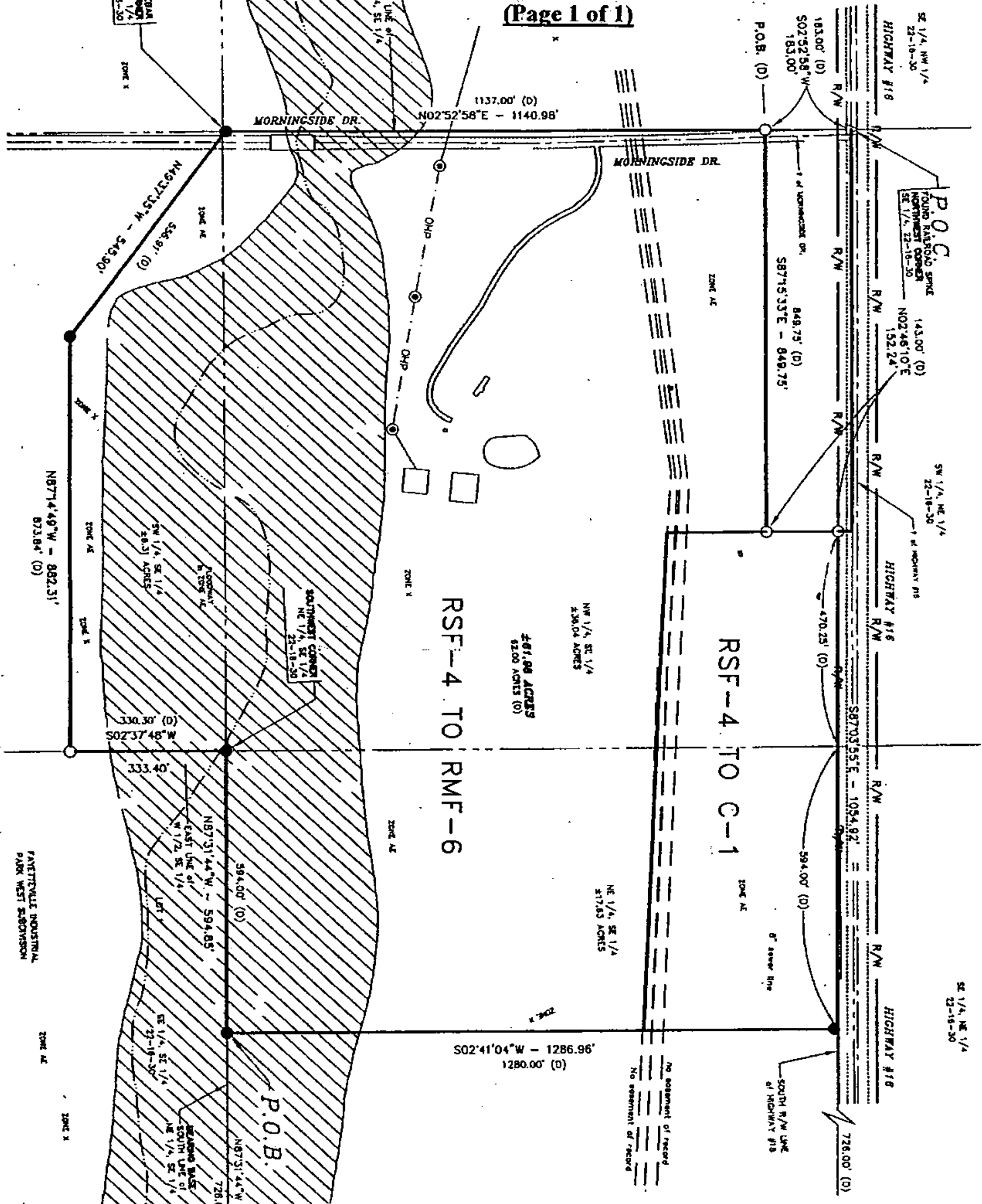
AND

SURVEY DESCRIPTION (RSF-4 TO C-1):

A PART OF THE NORTHWEST $\frac{1}{4}$ OF THE SOUTHEAST $\frac{1}{4}$ AND PART OF THE NORTHEAST $\frac{1}{4}$ OF THE SOUTHEAST $\frac{1}{4}$ OF SECTION 22 TOWNSHIP 16 NORTH RANGE 30 WEST OF THE FIFTH PRINCIPLE

MERIDIAN IN WASHINGTON COUNTY, ARKANSAS AND BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS, TO WIT: COMMENCING FROM A FOUND RAILROAD SPIKE, MARKING THE NORTHWEST CORNER OF THE NW ¼, SE ¼ OF SAID SECTION 22, THENCE ALONG THE NORTH LINE OF SAID NW ¼, SE ¼ S87°19'15"E 849.27 FEET, THENCE DEPARTING SAID NORTH LINE S02°46'10"W 29.30 FEET TO AN EXISTING 5/8" REBAR IN THE SOUTH RIGHT OF WAY OF ARKANSAS STATE HIGHWAY 16 AND THE POINT OF BEGINNING, THENCE ALONG SAID SOUTH RIGHT OF WAY S87°03'55"E 1054.92 FEET, THENCE DEPARTING SAID SOUTH RIGHT OF WAY S02°41'04"W 408.42 FEET, THENCE N84°33'35"W 1056.67 FEET, THENCE N02°46'10"E 362.22 FEET TO THE POINT OF BEGINNING CONTAINING 9.33 ACRES MORE OR LESS.

EXHIBIT "B"
RZN 06-2240
(Page 1 of 1)



CH2 ENGINEERING, INC. 1700 MILLER AVENUE, SUITE 100 CHICAGO, ILLINOIS 60604 PHONE: (773) 338-8888		MORNINGSIDE REZONING		CERTIFICATE OF SURVEY NO. 06-2240 DATE: 8/17/2006 BY: [Signature]	
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PC Meeting of September 25, 2006

THE CITY OF FAYETTEVILLE, ARKANSAS

125 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 575-8267

PLANNING DIVISION CORRESPONDENCE

TO: Fayetteville Planning Commission
FROM: Andrew Garner, Senior Planner
THRU: Jeremy Pate, Director of Current Planning
DATE: ~~September 19, 2006~~ Updated September 26, 2006

RZN 06-2240: Rezoning (COMBS, 564): Submitted by H2 ENGINEERING, INC. for property located at SE CORNER OF MORNINGSIDE DRIVE AND 15TH STREET. The property is zoned RSF-4, SINGLE FAMILY - 4 UNITS/ACRE and contains approximately 61.98 acres. The request is to rezone 52.65 acres of the subject property to Residential Multi-family, 6 units per acre and the remaining 9.33 acres to C-1, Neighborhood Commercial.

Property Owner: CHARLES T. COMBS
Planner: ANDREW GARNER

RECOMMENDATION:

Staff recommends approval of the requested rezoning based on the findings herein.

PLANNING COMMISSION ACTION:		Required	☒ YES
		☒ Forward (recommendation for approval)	☐ Denied
Motion: Myres			
Second: Graves			
Vote: 7-1-0 (Ostner voting No)			
Date: September 25, 2006			
CITY COUNCIL ACTION:		Required	☒ YES
		☐ Approved	☐ Denied
Date: October 17, 2006 (1 st reading if recommended)			

BACKGROUND:

Background: The applicant applied to have the subject property rezoned from RSF-4 to RMF-24 at the May 8, 2006 Planning Commission meeting (RZN 06-2049). Planning Staff recommended denial of the requested rezoning, and the item was tabled indefinitely by the Planning Commission at the applicant's request.

Property: The subject property is located at the southeast corner of 15th Street (State Highway 16)

and Morningside Drive in south Fayetteville. The property consists of approximately 62 acres of undeveloped agricultural land. Surrounding properties are mainly undeveloped and agricultural in nature with industrial uses bordering a portion of the eastern side of the site near 15th Street. Surrounding land use and zoning is depicted in *Table 1*.

Table 1
Surrounding Land Use and Zoning

Direction from Site	Land Use	Zoning
North	Agricultural	RSF-4; RMF-24
South	Agricultural/Salvage yard	I-2
East	Industrial	I-1
West	Agricultural/Rural Residential	I-1, RMF-24, R-A

RSF-4 (Residential Single-Family Four Units Per Acre)

RMF-24 (Residential Multi-Family 24 Units Per Acre)

I-1 (Heavy Commercial and Light Industrial)

I-2 (General Industrial)

Request: The request is to rezone the 61.98-acre property as shown in *Table 2*, with the maximum amount of units that would be allowed and overall density on the site included:

Table 2
Proposed Rezoning

Existing Zoning	Proposed Zoning	Acres	Location On the Property	Residential Density (Units/Acre)	Maximum Number of Units
RSF-4	C-1	9.33	Along 15th Street frontage adjacent to north and east property lines.	24	223.92
RSF-4	RMF-6	52.65	Remainder of property including approximately 32 acres in the floodplain.	6	315.90
TOTAL		61.98		9	540

Note #1: Residential units in the C-1 zoning district are required to be accessory to the commercial use on the site.

Note #2: Approximately 32 acres of the proposed RMF-6 acres are located within a floodplain which would be a constraint to development. Therefore the overall density would likely be less than the maximum allowed by ordinance.

Recommendation: Staff recommends approval of the rezoning based on findings stated herein. The proposed zoning would be compatible with adjacent zoning and existing density and development, and would be in character with the mix of surrounding agricultural, residential, and industrial development.

INFRASTRUCTURE:

Streets: Currently the site has access to Morningside Drive, which is a Collector along the western property line, and 15th Street (State Highway 16) which is a Principal Arterial along the northern property line. Street improvements to Morningside Drive and 15th

Street would be evaluated at the time of development, as well as signal assessment or installation at the time of development.

Water: Public water is adjacent to the site. There is a 24" waterline along Morningside Drive. Improvements to the water system may be required dependent upon the demand placed by the future development. Water service will need to be extended within the property at the time of development.

Sewer: Sanitary sewer is available on the site. There are sewer lines that run across the property. Improvements to the sewer system may be required dependent upon the demand placed by the development. Sewer service will need to be extended within the property at the time of development.

Fire: The subject property is located 1.9 miles from the Fire Station No. 1. A response time of 4.75 minutes is estimated; however, when the proposed Station 3 is in service at Happy Hollow and East Huntsville, the response time will decrease to 2.25 minutes. No adverse effects on call volume or response time are anticipated.

Police: It is the opinion of the Fayetteville Police Department that this rezoning will alter the population density but will not create an undesirable increase on police services.

LAND USE PLAN: The City Plan 2025 Interim Future Land Use Plan designates this site as **Mixed Use**. Rezoning this property to C-1 and RMF-6 in the layout proposed is consistent with that plan. There are multiple transportation corridors in this vicinity and a mixture of uses would be able to be provided. The residential uses would be adjacent to the creek, density would be increased by approximately 2 units per acre, in a different development pattern than a typical RSF-4 zoning. The C-1 zoning along 15th Street would allow for provision of neighborhood commercial services that would be accessible to surrounding residential areas in the vicinity. The entire property frontage along 15th Street would be zoned commercial to prevent residential property from backing up to, or accessed off of, a principal arterial.

FINDINGS OF THE STAFF:

1. A determination of the degree to which the proposed zoning is consistent with land use planning objectives, principles, and policies and with land use and zoning plans.

Finding: The proposed zoning is consistent with the City's land use planning objectives, principles and policies. The proposal represents a modest increase in density over the site with commercial use proposed along 15th Street in the northeast portion of the property with multi-family residential development over the remaining portions of the site and adjacent to Town Branch Creek in the southern portion of the property. There is a small pocket of multi-family zoning adjacent to the western border of the site, and single-family and multi-family

zoning north of the site across 15th Street, industrial zoning and uses are located to the east. Staff finds that rezoning to RMF-6 and C-1 creates the potential for consistent and compatible development standards and land uses in this transition area between industrial and residential uses. The Interim Future Land Use Plan supports mixed use in this location. The proposed RMF-6 density on approximately 52 acres provides adequate transition between a variety of the surrounding zonings and land uses.

2. A determination of whether the proposed zoning is justified and/or needed at the time the rezoning is proposed.

Finding: Staff finds the proposed zoning is justified and needed. The anticipation of future residences and commercial use to support those residences is needed in this vicinity and consistent with the City Plan 2025. The request utilizes commercial zoning along the 15th Street frontage and residential development along Morningside Drive to provide compatibility with the surrounding zonings, and existing streets adjacent to the property.

3. A determination as to whether the proposed zoning would create or appreciably increase traffic danger and congestion.

Finding: The additional traffic generated by the rezoning request for the RMF-6 portion of the property fronting Morningside Drive approaches 4,000 average daily vehicle trips (ADT). Collector Streets are designed to support 4,000 – 6,000 ADT. State Highway 16 (15th Street) is designated as a Principal Arterial with a designed service volume of 17,600 – 20,600 (ADT). Fifteenth Street had an ADT of 12,000 in the year 2002¹. The proposed 9.33 acres of C-1 zoning would generate traffic that would be accessed off of 15th Street. It is not anticipated that the proposed rezoning to C-1 and RMF-6 would create an appreciable increase in traffic danger and congestion. However, street and traffic conditions in the vicinity and potential on- and off- site street improvements to address these conditions would be analyzed in detail at the time of development. As part of this analysis, the City would evaluate for street improvements to Morningside Drive and 15th Street, as well as signal assessment or installation at the time of development.

4. A determination as to whether the proposed zoning would alter the population density and thereby undesirably increase the load on public services including schools, water, and sewer facilities.

Finding: The proposed zoning would increase population density from that zoning

¹ 2002. Arkansas State Highway and Transportation Department of Planning and Research Division in Cooperation with the United States Department of Transportation Federal Highway Administration. 2002 Traffic Volumes Maps of Fayetteville-Springdale.

currently in place. The 62-acre tract under an RSF-4 zoning designation would allow for a maximum 248 single family residential dwelling units. With the proposed RMF-6 and C-1 designation, a maximum of 540 multi-family dwelling units would be permitted². This change in zoning would not substantially increase the possible number of residents in this area creating adverse impacts to public services.

Increased load on public services were taken into consideration and recommendations from Engineering, Fire, and Police Departments are included in this report. The recommendation from these departments is that the proposed rezoning would not undesirably increase the load on public services.

5. If there are reasons why the proposed zoning should not be approved in view of considerations under b (1) through (4) above, a determination as to whether the proposed zoning is justified and/or necessitated by peculiar circumstances such as:
- a. It would be impractical to use the land for any of the uses permitted under its existing zoning classifications;
 - b. There are extenuating circumstances which justify the rezoning even though there are reasons under b (1) through (4) above why the proposed zoning is not desirable.

Finding: N/A

² The C-1 Zoning district allows a density of 24 units/acre for residential units that are accessory to a commercial use.

Fayetteville Unified Development Code

161.07 District Rsf-4, Residential Single-Family – Four Units Per Acre

(Code 1991, §160.031; Ord. No. 4100, §2 (Ex. A), 6-16-98; Ord. No. 4178, 8-31-99)

(A) *Purpose.* The RSF-4 Residential District is designed to permit and encourage the development of low density detached dwellings in suitable environments, as well as to protect existing development of these types.

(B) *Uses.*

(1) *Permitted uses.*

Unit 1	City-wide uses by right
Unit 8	Single-family dwelling

(2) *Conditional uses.*

Unit 2	City-wide uses by conditional use permit
Unit 3	Public protection and utility facilities
Unit 4	Cultural and recreational facilities
Unit 9	Two-family dwellings
Unit 24	Home occupations
Unit 36	Wireless communications facilities

(C) *Density.*

	Single-family dwellings	Two-family dwellings
Units per acre	4 or less	7 or less

(D) *Bulk and area regulations.*

	Single-family dwellings	Two-family dwellings
Lot minimum width	70 ft.	80 ft.
Lot area minimum	8,000 sq. ft.	12,000 sq. ft.
Land area per dwelling unit	8,000 sq. ft.	6,000 sq. ft.

(E) *Setback requirements.*

Front	Side	Rear
25 ft.	8 ft.	20 ft.

(F) *Height.* None.

(G) *Building area.* On any lot the area occupied by all buildings shall not exceed 40% of the total area of such lot.

**Fayetteville Unified Development Code
161.10 District Rmf-6, Residential Multi-Family – Six Units Per Acre**

(A) *Purpose.* The RMF-6 Multi-family Residential District is designed to permit and encourage the development of multi-family residences at a low density that is appropriate to the area and can serve as a transition between higher densities and single-family residential areas.

(B) *Uses.*

(1) *Permitted uses.*

Unit 1	City-wide uses by right
Unit 8	Single-family dwellings
Unit 9	Two-family dwellings
Unit 10	Three-family dwellings
Unit 26	Multi-family dwellings

(2) *Conditional uses.*

Unit 2	City-wide uses by conditional use permit
Unit 3	Public protection and utility facilities
Unit 4	Cultural and recreational facilities
Unit 11	Manufactured home park
Unit 24	Home occupations
Unit 25	Professional offices
Unit 36	Wireless communications facilities

(C) *Density.*

Units per acre	4 to 6
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(D) *Bulk and area regulations.*

(1) *Lot width minimum.*

Manufactured home park	100 ft.
Lot within a manufactured home park	50 ft.
Single-family	60 ft.
Two-family	60 ft.
Three and more	90 ft.
Professional offices	100 ft.

(2) *Lot area minimum.*

Manufactured home park	3 acres
Lot within a Manufactured home park	4,200 sq. ft.
Townhouse:	
•Development	10,000 sq. ft.
•Individual lot	2,500 sq. ft.
Single-family	6,000 sq. ft.
Two-family	7,000 sq. ft.
Three or more	9,000 sq. ft.

Fraternity or Sorority	2 acres
Professional offices	1 acre

(3) *Land area per dwelling unit.*

Manufactured home	3,000 sq. ft.
Apartments:	
No bedrooms	1,700 sq. ft.
One bedroom	1,700 sq. ft.
Two or more bedrooms	2,000 sq. ft.
Fraternity or Sorority	1,000 sq. ft. per resident

(E) *Setback requirements.*

Front	Side	Rear
25 ft.	8 ft.	25 ft.

Cross reference(s)—Variances, Ch. 156.

(F) *Height regulations.* Any building which exceeds the height of 20 feet shall be set back from any side boundary line an additional distance of one foot for each foot of height in excess of 20 feet.

(G) *Building area.* None.

(Ord. No. 4325, 7-3-01)

**Fayetteville Unified Development Code
161.16 District C-1, Neighborhood
Commercial**

1747, 6-29-70; Code 1991, §160.035; Ord. No. 4100, §2 (Ex. A), 6-16-98; Ord. No. 4178, 8-31-99)

(A) *Purpose.* The Neighborhood Commercial District is designed primarily to provide convenience goods and personal services for persons living in the surrounding residential areas.

(B) *Uses.*

(1) *Permitted uses.*

Unit 1	City-wide uses by right
Unit 12	Offices, studios and related services
Unit 13	Eating places
Unit 15	Neighborhood shopping
Unit 18	Gasoline service stations and drive-in restaurants
Unit 25	Professional offices

(2) *Conditional uses.*

Unit 2	City-wide uses by conditional use permit
Unit 3	Public protection and utility facilities
Unit 4	Cultural and recreational facilities
Unit 34	Liquor stores
Unit 35	Outdoor music establishments
Unit 36	Wireless communications facilities

(C) *Density.* None.

(D) *Bulk and area regulations.* None.

(E) *Setback regulations.*

Front	50 ft.
Side	None
Side, when contiguous to a residential district	10 ft.
Rear	20 ft.

(F) *Height regulations.* There shall be no maximum height limits in C-1 District, provided, however, that any building which exceeds the height of 10 feet shall be setback from any boundary line of any residential district a distance of one foot for each foot of height in excess of 10 feet.

(G) *Building area.* On any lot the area occupied by all buildings shall not exceed 40% of the total area of such lot.

(Code 1965, App. A., Art. 5(V); Ord. No. 2603, 2-19-80; Ord. No.

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FAYETTEVILLE

THE CITY OF FAYETTEVILLE, ARKANSAS

POLICE DEPARTMENT

September 18, 2006

Jeremy Pate
Zoning and Development Director
City of Fayetteville
113 W. Mountain
Fayetteville, Arkansas 72701

Dear Director Pate,

This document is in response to the request for a determination of whether the proposed rezoning RZN 06-2240: (COMBS, 564): Submitted by H2 ENGINEERING, INC. for property located at SE CORNER OF MORNINGSIDE DRIVE AND 15TH STREET. The property is zoned RSF-4, SINGLE FAMILY - 4 UNITS/ACRE would substantially alter the population density and thereby undesirably increase the load on public services and create an appreciable increase in traffic danger and congestion.

It is the opinion of the Fayetteville Police Department that this rezoning will not substantially alter the population density or create an undesirable increase in the load on police services. The rezoning will not create an appreciable increase in traffic danger and congestion in the area.

In reference to HORTON OF HARRIS MCHANEY REALTORS for property located at SW CORNER RZN 06-2244: (HENNINGSEN COLD STORAGE, 717): Submitted by JERRY OF SUNRISE MOUNTAIN AND S. SCHOOL (HWY 71B S).

It is the opinion of the Fayetteville Police Department that this rezoning will not substantially alter the population density or create an undesirable increase in the load on police services. This rezoning will not create an appreciable increase in traffic danger and congestion.

In reference to R-PZD 06-1884: Planned Zoning District (WESTSIDE VILLAGE CONDOS, 439): Submitted by TODD JACOBS CRITICAL PATH DESIGN for property located at S OF WEDINGTON, E OF RUPPLE RD.

RZN06-2028 (Mountain Ranch)

These 229.53 acres is covered by Engine 7 at 835 N Ruppel.

It is 1.6 miles from the station with an expected response time of 4 minutes. When Persimmon is extended past Betty Jo, the response time should be decreased to 3.25 minutes and even less time and distance when Persimmon is extended to Ruppel Road. There has been no measured hydrant flow conducted in this area.

We do not figure calls for service on property where the request is to modify the boundary of the zoning districts.

RZN06-2048 (Tetra Investments)

These 1.37 acres is covered by Engine 6 at 900 S. Hollywood.

It is 1.1 miles from the station with an expected response time of 3.75 minutes.

The Fire Department anticipates 7 (4 EMS – 3 Fire/Other) calls for service per year once the development is completed and maximum build-out has occurred.

There has been no measured hydrant flow conducted in this area.

The service impact of this development will typically take eighteen months after the development is started, and the units begin to be occupied, to occur. There should be no adverse effects on our call volume or response time to this development.

RZN06-2049 (Combs)

These 62 acres is covered by Engine 1 at 303 W Center.

It is 1.9 miles from the station with an expected response time of 4.75 minutes. When the proposed Station 3 is put in service at Happy Hollow and E Huntsville, the response time will decrease to 2.25 minutes.

The Fire Department anticipates 337 (204 EMS – 133 Fire/Other) calls for service per year once the development is completed and maximum build-out has occurred.

There has been no measured hydrant flow conducted in this area.

The service impact of this development will typically take eighteen months after the development is started, and the units begin to be occupied, to occur. There should be no adverse effects on our call volume or response time to this development.

RZN06-2050 (Wales)

This 1.42 acres is covered by Engine 5 at 833 N Crossover.

It is 2.1 miles from the station with an expected response time of 5.5 minutes. When the new station 5 is put in service at Crossover and Old Wire the response time will increase to 6 minutes. Measured Hydrant Flow in this area is 835 gallons/minute.

There are no anticipated calls for service for a zoning this small and there should be no adverse effects on our response time to this annexation.

Please contact me if you have any questions or concerns.

Dale Riggins

479-444-3448

Fayetteville Fire Department



August 17, 2006

City of Fayetteville
Planning Department
113 West Mountain Street
Fayetteville, AR 72701

RE: 15TH STREET & MORNINGSIDE DRIVE REZONING REQUEST

Staff,

Please accept this correspondence and the enclosed application materials as an official request to rezone approximately 62 acres at the southeast corner of 15th St. (Hwy 16) and Morningside Drive in southeast Fayetteville. The property is currently owned by Gary Combs and there is no sale proposed or pending related to this parcel at this time.

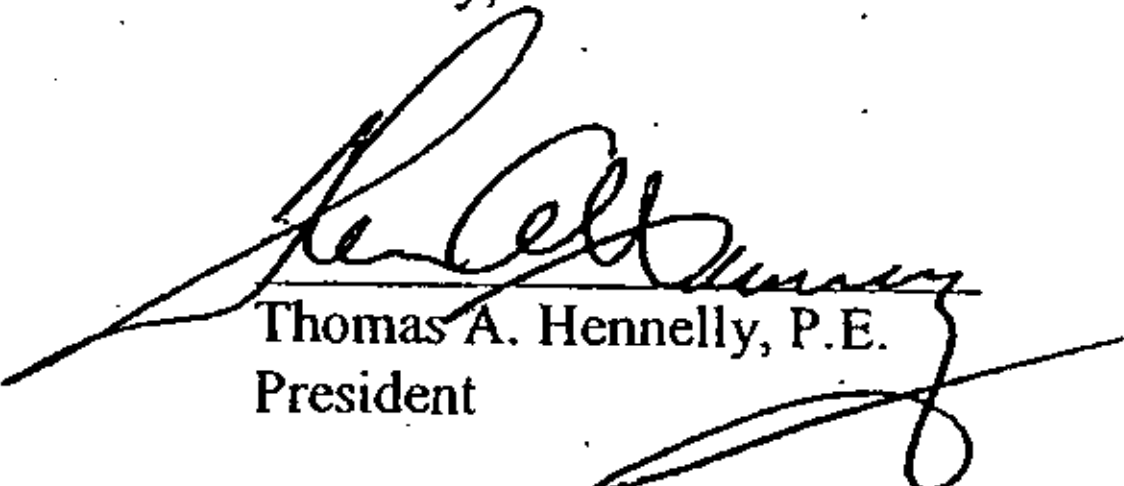
The 61.98 acre parcel described in this application is currently zoned RSF-4. The request is to rezone 52.65 acres to RMF-6 and the remaining 9.33 acres along 15th St. to C-1. The reason for the request is that approximately 32 of the 61.98 acres is in the flood plain leaving only 30 acres for development. Additionally, the property is surrounded by higher density or industrial zoning. There is RMF-24 and R-A to the west, I-2 to the south, I-1 to the east, and RMF-24 to the north. The requested RMF-6 zoning allows for better use of the property outside of the flood plain. We also anticipate, with so much RMF-24 zoned property in the area, a need for more C-1 Neighborhood Commercial in the area. The C-1 request was made on 15th street so as not to have residential property backing up to, or accessing off of, a principal arterial.

With the requested zoning, this property will be similar in land use, traffic generation, and appearance, to the surrounding properties. Signage will be in accordance with the city code.

There are existing 30" and 8" sewer mains running through the property. There is an existing 12" water main on the north side of 15th street and a 24" water main on Morningside Drive.

If you have any questions regarding this request, please call me @ 582-4234.

Sincerely,



Thomas A. Hennelly, P.E.
President



August 17, 2006

City of Fayetteville
Planning Commission
113 West Mountain Street
Fayetteville, AR 72701

RE: 15TH STREET & MORNINGSIDE DRIVE REZONING REQUEST

Commissioners,

Please accept this correspondence and the enclosed application materials as an official request to rezone approximately 62 acres at the southeast corner of 15th St. (Hwy 16) and Morningside Drive in southeast Fayetteville. The property is currently owned by Gary Combs and there is no sale proposed or pending related to this parcel at this time.

The 61.98 acre parcel described in this application is currently zoned RSF-4. The request is to rezone 52.65 acres to RMF-6 and the remaining 9.33 acres along 15th St. to C-1. The reason for the request is that approximately 32 of the 61.98 acres are in the flood plain leaving only 30 acres for development. Additionally, the property is surrounded by higher density or industrial zoning. There is RMF-24 and R-A to the west, I-2 to the south, I-1 to the east, and RMF-24 to the north. The requested RMF-6 zoning allows for better use of the property outside of the flood plain. We also anticipate, with so much RMF-24 zoned property in the area, a need for more C-1 Neighborhood Commercial in the area. The C-1 request was made on 15th street so as not to have residential property backing up to, or accessing off of, a principal arterial.

This rezoning request is consistent with land use planning objectives in that the property is bounded by high density residential zoning and industrial zoning. While we are requesting an increase in the density we feel that RMF-6 is a reasonable density in this area. The future land use plan indicates this parcel to be an industrial use.

We feel this zoning request is justified in part due to the amount of property which is located in the flood plain associated with the Town Branch which is undevelopable. There is only about 30 acres of the 62 which is outside of the flood plain. It is the owner's intent to donate the remaining 32 acres to the parks department, which has this area slated for a trails corridor. We have made the request for 9.33 acres of C-1 zoning because there is a need for neighborhood commercial in this area to service the amount of residential property in the area.

While the rezoning will create an increase in traffic in the area we do not anticipate an increased traffic danger. We have been made aware of the plan to signalize the 15th Street/Morningside intersection. The developer anticipates improvements to 15th Street, Morningside Drive, and an assessment to cover a portion of the cost of signalizing the intersection.

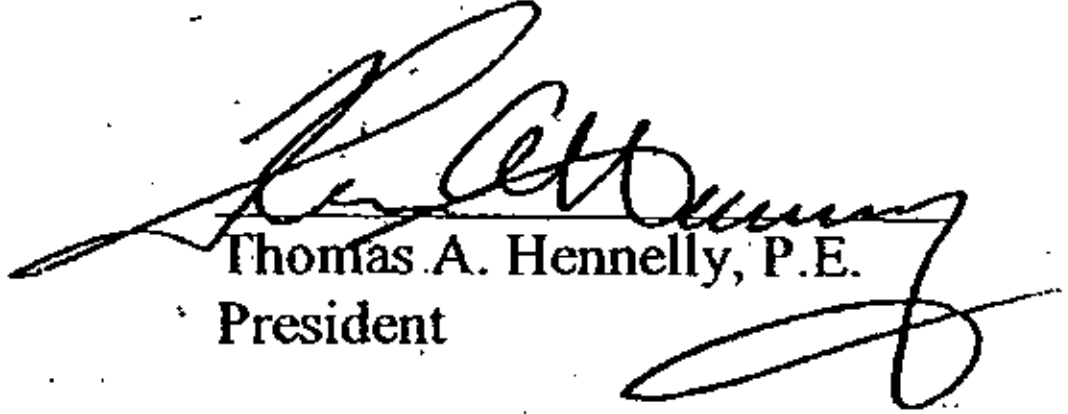
The rezoning will increase the population density, but not to the point so as to cause an undesirable burden on public services. The addition of commercial zoning to the area will help prevent residents from traveling across town to shop, thus reducing traffic in other areas of the

city. In addition, the increase in sales tax generated is anticipated to help offset the added student load on the schools.

As stated previously, with nearly half of the property in the flood plain it is difficult to develop the property at the current density of 4 units per acre.

If you have any questions regarding this request, please call me @ 582-4234.

Sincerely,

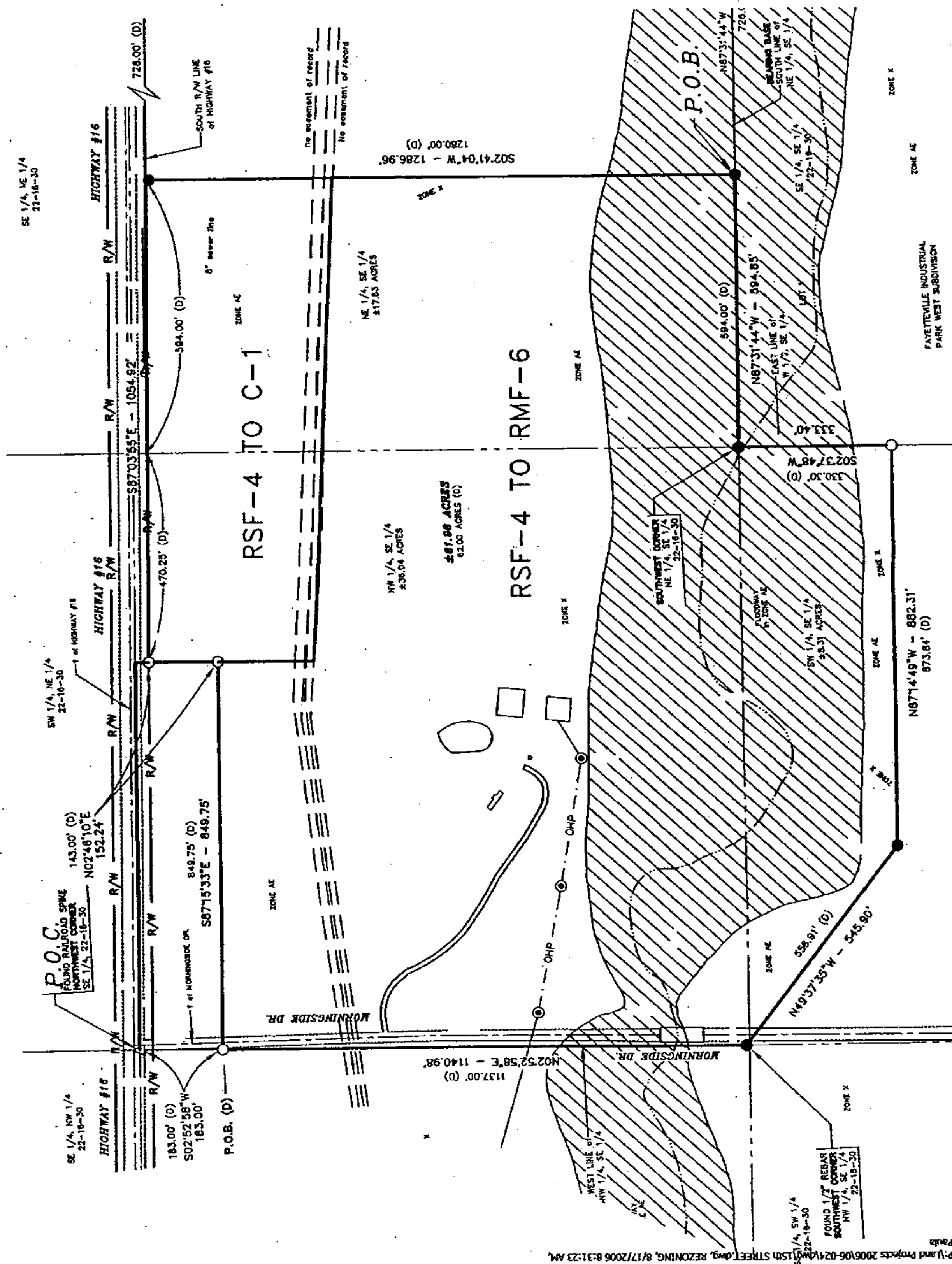


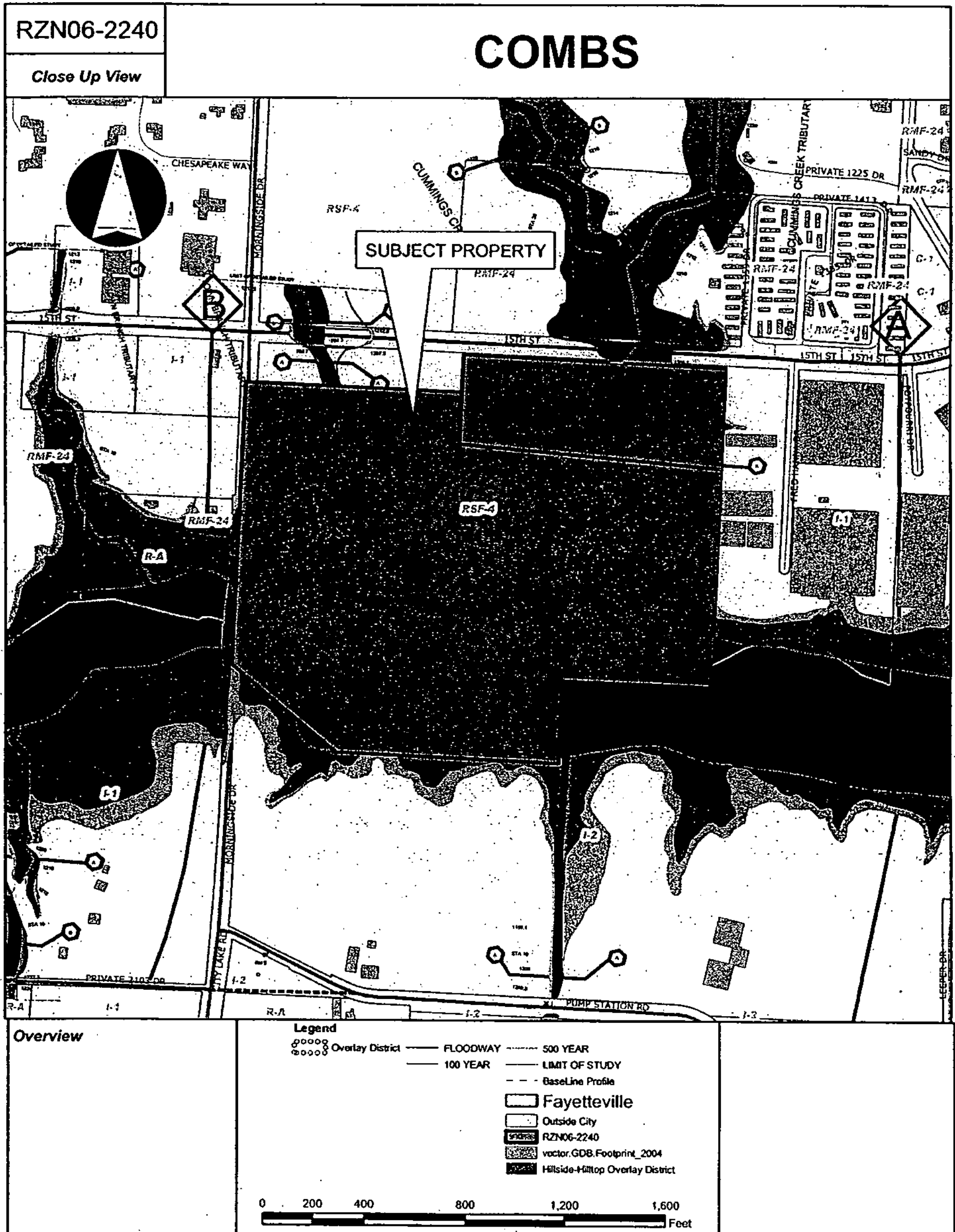
Thomas A. Hennelly, P.E.
President

REZONING

[illegible]

PAGE	1	1	1
			
H2 ENGINEERING, INC. 2728 VALLENUM DRIVE SUITE 1 DAYTONVILLE, ARIZONA 85108 PHOENIX (478) 888-8894			





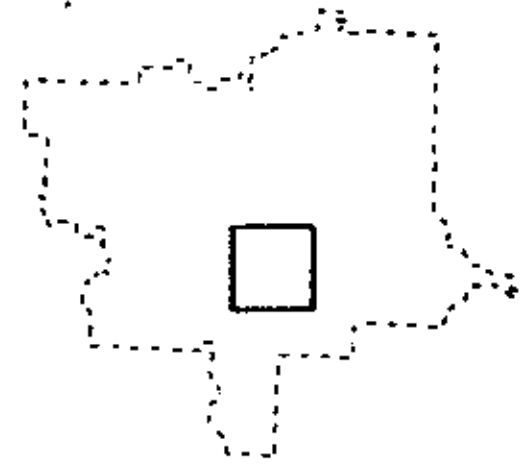
RZN06-2240

COMBS

One Mile View



Overview



Legend

Subject Property

RZN06-2240

Boundary

Planning Area

Overlay District

Outside City

Legend

Hillside-Hilltop Overlay District



City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

17-Oct-06
City Council Meeting Date

Jeremy Pate *JP*
Submitted By

Planning
Division

Operations
Department

Action Required:

RZN 06-2244: (Henningsen, 717): Submitted by Jerry Horton for property located at the southwest corner of Sunrise Mountain Road and S. School Ave. The property is zoned R-A, Residential-Agricultural and C-2, Thoroughfare Commercial and contains approximately 16.14 acres. The request is to rezone the subject property to I-1, Heavy Commercial, Light Industrial.

\$0.00	n/a	n/a
Cost of this request	Category/Project Budget	Program Category / Project Name
n/a	n/a	n/a
Account Number	Funds Used to Date	Program / Project Category Name
n/a	n/a	n/a
Project Number	Remaining Balance	Fund Name
	\$ -	

Budgeted Item ☐

Budget Adjustment Attached ☐

[Signature]
Department Director
9-28-06
Date

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a

[Signature]
City Attorney
9-29-06
Date

Original Contract Number: n/a

Paul A. Beuhr
Finance and Internal Service Director
9-29-06
Date

Received in City Clerk's Office

ENTERED
9/29/06

[Signature]
Mayor
10/2/06
Date

Received in Mayor's Office

ENTERED
9/29/06

Comments:

City Council Meeting of October 17, 2006
Agenda Item Number

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Gary Dumas, Director of Operations

From: Jeremy C. Pate, Director of Current Planning ✕

Date: September 27, 2006

Subject: Rezoning for Henningsen Cold Storage (RZN 06-2244)

RECOMMENDATION

The Planning Commission recommended approval of the subject rezoning request from R-A, Residential Agriculture and C-2, Thoroughfare Commercial to I-1, Heavy Commercial/Light Industrial on approximately 16.14 acres of property located at the southwest corner of S. School Avenue and Sunrise Mountain Road.

BACKGROUND

The subject property is located south of Sunrise Mountain Road, west of School Avenue. Frisco Railroad right-of-way borders the west property line and Dennis Home Furnishings borders the southeast property line. The vacant 16.14 acre tract is zoned C-2, Thoroughfare Commercial, and R-A, Residential Agricultural.

The applicant is requesting the property be rezoned to I-1, Heavy Commercial and Light Industrial. The applicant, Henningsen Cold Storage Company, intends to develop a cold storage building and provide cold storage and warehousing services to local food processors.

DISCUSSION

This item was heard at the regular Planning Commission on September 25, 2006. The Planning Commission voted 8-0-0 to recommend approval of this rezoning request to the City Council.

BUDGET IMPACT

None.

ORDINANCE NO. _____

AN ORDINANCE APPROVING RZN 06-2244
SUBMITTED BY JERRY HORTON FOR
PROPERTY LOCATED AT THE SW CORNER OF
SUNRISE MOUNTAIN ROAD AND S. SCHOOL
AVE. (HWY 71B), REZONING THE SUBJECT
PROPERTY FROM R-A, RESIDENTIAL
AGRICULTURE AND C-2, THOROUGHFARE
COMMERCIAL TO I-1, HEAVY COMMERCIAL,
LIGHT INDUSTRIAL.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY
OF FAYETTEVILLE, ARKANSAS:**

Section 1: That the zone classification of the following described property is hereby
changed as follows:

From R-A, Residential Agricultural and C-2,
Thoroughfare Commercial to I-1, Heavy
Commercial, Light Industrial, as shown on Exhibit
"A" attached hereto and made a part hereof.

Section 2: That the official zoning map of the City of Fayetteville, Arkansas is
hereby amended to reflect the zoning change provided in Section 1 above.

PASSED and APPROVED this ___ day of ___, 2006.

APPROVED:

ATTEST:

By: _____
DAN COODY, Mayor

By: _____
SONDRA SMITH, City Clerk

EXHIBIT "A"
RZN 06-2240

A part of the Southwest Quarter of the Northwest Quarter (SW 1/4, NW 1/4) of Section 33 in Township 16 North of Range 30 West in the City of Fayetteville, Washington County, Arkansas, being more particularly described as follows, to-wit:

Commencing from the Northwest corner of the SW 1/4, NW 1/4 of said Section 33; thence along the North line of said forty-acre tract, South $86^{\circ}43'19''$ East a distance of 46.00 feet; thence leaving said North line, South $0^{\circ}43'57''$ West a distance of 40.00 feet to a found $5/8''$ rebar, marking the POINT OF BEGINNING on the South right-of-way line of Sunrise Mountain Road; thence along said South right-of-way line, South $89^{\circ}16'03''$ East a distance of 1,154.12 feet to a found $3/8''$ iron rebar on the West right-of-way line of U.S. Highway #71-B; thence along said West right-of-way line along a non-tangent curve to the left having a radius of 1,960.39 feet and a chord bearing of South $03^{\circ}10'58''$ East a chord distance of 54.10 feet; thence Southerly along the arc, through a central angle of $01^{\circ}34'53''$, an arc distance of 54.10 feet to a set iron rebar; thence continuing along said West right-of-way line, the following courses and distances: South $03^{\circ}58'34''$ East a distance of 289.00 feet to a set iron rebar and the point of a curve to the right having a radius of 5,689.58 feet and a chord bearing of South $03^{\circ}06'11''$ East a chord distance of 173.41 feet; thence Southerly along the arc, through a central angle of $01^{\circ}44'47''$, an arc distance of 173.41 feet to a set iron rebar; thence leaving said West right-of-way line, North $88^{\circ}38'43''$ West a distance of 372.85 feet to a found $3/8''$ rebar; thence South $0^{\circ}44'10''$ East a distance of 168.98 feet to a set iron rebar; thence North $87^{\circ}53'05''$ West a distance of 729.79 feet to a set iron rebar on the East right-of-way line of the Arkansas-Missouri Railroad; thence along said East right-of-way line, North $08^{\circ}15'0''$ West a distance of 670.51 feet to a set iron rebar on said South right-of-way line of Sunrise Mountain Road; thence along said South right-of-way line, South $89^{\circ}16'03''$ East a distance of 9.63 feet to the POINT OF BEGINNING, containing 16.14 acres (703,261 square feet), more or less, and subject to any easements and/or rights-of-way, of record, if any.



PC Meeting of September 25, 2006

THE CITY OF FAYETTEVILLE, ARKANSAS

125 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 575-8267

PLANNING DIVISION CORRESPONDENCE

TO: Fayetteville Planning Commission
FROM: Jesse Fulcher, Current Planner
Matt Casey, Assistant City Engineer
THRU: Jeremy Pate, Director of Current Planning
DATE: September 18, 2006

RZN 06-2244: (HENNINGSEN COLD STORAGE, 717): Submitted by JERRY HORTON OF HARRIS MCHANNEY REALTORS for property located at SW CORNER OF SUNRISE MOUNTAIN AND S. SCHOOL (HWY 71B-S). The property is zoned R-A, RESIDENTIAL AGRICULTURE AND C-2, THOROUGHFARE COMMERCIAL and contains approximately 16.14 acres. The request is to rezone the subject property to I-1, Heavy Commercial, Light Industrial.

Planner: Jesse Fulcher

RECOMMENDATION:

Staff recommends approval of the requested rezoning to I-1 Heavy Commercial, Light Industrial, based on the findings included as part of this report:

PLANNING COMMISSION ACTION:	Required ☒ YES	☐ Denied
	☒ Forwarded	☐ Denied
Date: <u>September 25, 2006</u>		
CITY COUNCIL ACTION:	Required ☒ YES	☐ Denied
	☒ Approved	☐ Denied
Date: <u>October 17, 2006</u>		

BACKGROUND:

Property description: The subject property is located south of Sunrise Mountain Road, west of School Avenue. Frisco Railroad right-of-way borders the west property line and Dennis Home Furnishings borders the southeast property line. The vacant 16.14 acre tract is zoned C-2, Thoroughfare Commercial, and R-A, Residential Agricultural.

Request: The applicant is requesting the property be rezoned to I-1, Heavy Commercial and Light Industrial. The applicant, Henningsen Cold Storage Company, intends to develop a cold storage building and provide cold storage and warehousing services to local food processors.

Background: On September 27, 2004 the Planning Commission forwarded a rezoning request to the City Council for property located on the northwest corner of Sunrise Mountain Road and S. School Avenue from R-A, Residential Agriculture to C-2, Thoroughfare Commercial and I-1, Heavy Commercial, Light Industrial. Planning Staff recommended forwarding the rezoning request with a recommendation of approval and the Planning Commission voted 8-0-0 to forward the request to the City Council. The request was left on the first reading at the October 19, 2004 City Council meeting. The applicants returned to the City Council On November 16, 2004 with a Bill of Assurance (see attachment) restricting development of buildings, parking lots, or other impervious surfaces within the west portion of the property, which were suspected to be wetlands. The City Council passed the rezoning request (Ordinance #4638) with the offered Bill of Assurance.

SURROUNDING LAND USE AND ZONING

Direction	Land Use	Zoning
North	Right-of-way and undeveloped property	C-2, Thoroughfare Commercial and I-1, Heavy Commercial & Light Industrial
South	Dennis Home Furnishings	C-2, Thoroughfare Commercial and I-1, Heavy Commercial & Light Industrial
East	EZ Mart	C-2, Thoroughfare Commercial and RSF-4, Res. Single-family, 4 units/acre
West	Vacant fields	R-A, Residential Agricultural

INFRASTRUCTURE:

Streets: Currently the site has access to Sunrise Mountain Road and S. School Ave. At the time of development, improvements to Sunrise Mountain Rd. will need to be evaluated.

Surrounding Master Street Plan Streets:

North: Sunrise Mountain Road (Local)

East: School Avenue (Principal Arterial)

West: Railroad Right-of-way

Water: The property has access to an 8" water main along Sunrise Mountain Road along the north side of this property. Water service will need to be extended to the property and through the development at the time of development.

Sewer: There is a 6" sewer main at the northeast corner of Sunrise Mountain Rd. and S. School Ave. Sewer service will need to be extended to the property and through the development at the time of development. Improvements to the sewer system may be required dependent upon the demand placed by the development. The capacity of the existing main will need to be studied at the time of development.

Fire: The subject property is located 3.3 miles from Fire Station #1. Response time to the subject property currently and at maximum build-out is approximately 5.5 minutes.

Police: This area is mainly comprised of a mixture of residential, commercial and industrial properties. This property sits on the lower side of the road and requires added time to merge onto 71 Business. There is a turn lane on this four-lane highway, which aids traffic in entering and exiting the highway. The speed limit is 40 mph. It should be considered that large trucks might find it challenging entering and leaving the roadway in a timely manner. This is the greatest safety consideration we see at this time. We do not anticipate this rezoning request will create a substantial burden on police services nor will it cause a delay in response for police services.

LAND USE PLAN: General Plan 2025 designates the site as **Industrial**.

FINDINGS OF THE STAFF

1. A determination of the degree to which the proposed zoning is consistent with land use planning objectives, principles, and policies and with land use and zoning plans.

Finding: The Future Land Use map designates the subject property as **Industrial**. This plan identifies several large areas within the City for industrial use to minimize and concentrate noise, visual, air and water pollution often associated with uses permitted in industrial zones. Those properties identified for industrial use are located within the Fayetteville Industrial Park and adjacent to major rail lines and Drake Field. The subject property is located west of School Avenue, a principal arterial, and along the railroad. Rezoning the subject property to I-1 is consistent with the land use planning objectives, guiding policies, surrounding uses, and will minimize the impact of industrial uses by concentrating them in one area.

2. A determination of whether the proposed zoning is justified and/or needed at the time the rezoning is proposed.

Finding: Given the necessity for a large industrial parcel with direct access to a railroad line, the proposed rezoning is needed at this time. An evaluation of the City of Fayetteville's current land uses reveals a scarcity of large industrial tracts outside of the Fayetteville Industrial Park, which does not have readily available access to railroad lines. Based on the need for access to a railroad line and the lack of large, undeveloped industrial tracts, the rezoning is justified at this time.

3. A determination as to whether the proposed zoning would create or appreciably increase

traffic danger and congestion.

Finding: Light industries, some of which have the characteristics of offices, generate more traffic during peak hours. Adjacent Master Street Plan streets and improvements made to Sunshine Mountain Road adjacent to the property at the time of development will facilitate safe traffic movements.

This property sits on the lower side of the road and requires added time to merge onto 71 Business. There is a turn lane on this four-lane highway, which aids traffic in entering and exiting the highway. The speed limit is 40 mph. It should be considered that large trucks might find it challenging entering and leaving the roadway in a timely manner. This is the greatest safety consideration we see at this time.

4. A determination as to whether the proposed zoning would alter the population density and thereby undesirably increase the load on public services including schools, water, and sewer facilities.

Finding: The approximately 16.14 acre tract is currently vacant and zoned C-2 and R-A. The proposed zoning to I-1 will not alter the population density resulting in an undesirable increase on the load of public services.

The following is a review of available services:

Engineering -- The property has access to an 8" water main along Sunrise Mountain Road along the north side of this property. Water service will need to be extended to the property and through the development at the time of development.

There is a 6" sewer main at the northeast corner of Sunrise Mountain Rd. and S. School Ave. Sewer service will need to be extended to the property and through the development at the time of development. Improvements to the sewer system may be required dependent upon the demand placed by the development. The capacity of the existing main will need to be studied at the time of development.

Currently the site has access to Sunrise Mountain Road and S. School Ave. At the time of development, improvements to Sunrise Mountain Rd. will need to be evaluated.

Fire - The subject property is located 3.0 miles from Fire Station #1. Response time to the subject property currently and at maximum build-out is approximately 6 minutes.

Police - The police department does not anticipate this rezoning request will create a

substantial burden on police services nor will it cause a delay in response for police services.

5. If there are reasons why the proposed zoning should not be approved in view of considerations under b (1) through (4) above, a determination as to whether the proposed zoning is justified and/or necessitated by peculiar circumstances such as:
- a. It would be impractical to use the land for any of the uses permitted under its existing zoning classifications;
 - b. There are extenuating circumstances which justify the rezoning even though there are reasons under b (1) through (4) above why the proposed zoning is not desirable.

Finding: N/A

161.03 District R-A, Residential-Agricultural

(A) *Purposes.* The regulations of the agricultural district are designed to protect agricultural land until an orderly transition to urban development has been accomplished; prevent wasteful scattering of development in rural areas; obtain economy of public funds in the providing of public improvements and services of orderly growth; conserve the tax base; provide opportunity for affordable housing, increase scenic attractiveness; and conserve open space.

(B) *Uses.*

(1) *Permitted uses.*

Unit 1	City-wide uses by right
Unit 3	Public protection and utility facilities
Unit 6	Agriculture
Unit 7	Animal husbandry
Unit 8	Single-family dwellings
Unit 9	Two-family dwellings
Unit 37	Manufactured homes

(2) *Conditional uses.*

Unit 2	City-wide uses by conditional use permit
Unit 4	Cultural and recreational facilities
Unit 20	Commercial recreation, large sites
Unit 24	Home occupations
Unit 36	Wireless communications facilities

(C) *Density.*

Units per acre	One-half
----------------	----------

(D) *Bulk and area regulations.*

Lot width minimum	200 ft.
Lot Area Minimum:	
Residential:	2 acres
Nonresidential:	2 acres
Lot area per dwelling unit	2 acres

(E) *Setback requirements.*

Front	Side	Rear
35 ft.	20 ft.	35 ft.

(F) *Height requirements.* There shall be no maximum height limits in the A-1 District, provided, however, that any building which exceeds the height of 15 feet shall be setback from any boundary line of any residential district a distance of 1.0 foot for each foot of height in excess of 15 feet. Such setbacks shall be measured from the required setback lines.

(G) *Building area.* None.

161.17 District C-2, Thoroughfare Commercial

(A) *Purpose.* The Thoroughfare Commercial District is designed especially to encourage the functional grouping of these commercial enterprises catering primarily to highway travelers.

(B) *Uses.*

(1) *Permitted uses.*

Unit 1	City-wide uses by right
Unit 4	Cultural and recreational facilities
Unit 12	Offices, studios and related services
Unit 13	Eating places
Unit 14	Hotel, motel, and amusement facilities
Unit 15	Neighborhood shopping goods
Unit 16	Shopping goods
Unit 17	Trades and services
Unit 18	Gasoline service stations & drive-in restaurants
Unit 19	Commercial recreation, small sites
Unit 20	Commercial recreation, large sites
Unit 33	Adult live entertainment club or bar
Unit 34	Liquor store

(2) *Conditional uses.*

Unit 2	City-wide uses by conditional use permit
Unit 3	Public protection and utility facilities
Unit 21	Warehousing and wholesale
Unit 28	Center for collecting recyclable materials
Unit 32	Sexually oriented business
Unit 35	Outdoor music establishments
Unit 36	Wireless communications facilities

(C) *Density.* None.

(D) *Bulk and area regulations.* None.

(E) *Setback regulations.*

Front	50 ft.
Side	None
Side, when contiguous to a residential district	15 ft.
Rear	20 ft.

(F) *Height regulations.* In District C-2 any building which exceeds the height of 20 feet shall be set back from any boundary line of any residential district a distance of one foot for each foot of height in excess of 20 feet. No building shall exceed six stories or 75 feet in height.

- (G) *Building area.* On any lot, the area occupied by all buildings shall not exceed 60% of the total area of such lot.

161.20 District I-1, Heavy Commercial And Light Industrial

- (A) *Purpose.* The Heavy Commercial District is designed primarily to accommodate certain commercial and light industrial uses which are compatible with one another but are inappropriate in other commercial or industrial districts. The Light Industrial District is designed to group together a wide range of industrial uses, which do not produce objectionable environmental influences in their operation and appearance. The regulations of this district are intended to provide a degree of compatibility between uses permitted in this district and those in nearby residential districts.

- (B) *Uses.*

(1) *Permitted uses.*

Unit 1	City-wide uses by right
Unit 3	Public protection and utility facilities
Unit 4	Cultural and recreational facilities
Unit 6	Agriculture
Unit 12	Offices, studios and related facilities
Unit 13	Eating places
Unit 17	Trades and services
Unit 18	Gasoline service stations & drive-in restaurants
Unit 21	Warehousing and wholesale
Unit 22	Manufacturing
Unit 25	Professional offices
Unit 27	Wholesale bulk petroleum storage facilities with underground storage tanks

(2) *Conditional uses.*

Unit 2	City-wide uses by conditional use permit
Unit 19	Commercial recreation, small sites
Unit 20	Commercial recreation, large sites
Unit 28	Center for collecting recyclable materials
Unit 36	Wireless communications facilities

- (C) *Density.* None.

- (D) *Bulk and area regulations.* None.

- (E) *Setback regulations.*

Front, when adjoining A or R districts	50 ft.
Front, when adjoining C, I, or P districts	25 ft.
Side, when adjoining A or R districts	50 ft.
Side, when adjoining C, I, or P districts	10 ft.
Rear, when adjoining C, I, or P districts	10 ft.

- (F) *Height regulations.* There shall be no maximum height limits in I-1 District, provided, however, that any building which exceeds the height of 25 feet shall be set back from any boundary line of any residential district a distance of one foot for each foot of height in excess of 25 feet.

- (G) *Building area.* None.



FAYETTEVILLE

C. 3
RZN 06-2244 Henningsen
Page 12 of 26

THE CITY OF FAYETTEVILLE, ARKANSAS

POLICE DEPARTMENT

September 18, 2006

Jeremy Pate
Zoning and Development Director
City of Fayetteville
113 W. Mountain
Fayetteville, Arkansas 72701

Dear Director Pate,

This document is in response to the request for a determination of whether the proposed rezoning ~~RZN 06-2244 (CONDOS, 504)~~ Submitted by H2 ENGINEERING, INC. for property located at SE CORNER OF MORNINGSIDE DRIVE AND 15TH STREET. The property is zoned RSF-4, SINGLE FAMILY - 1 UNITS/ACRE would substantially alter the population density and thereby undesirably increase the load on public services and create an appreciable increase in traffic danger and congestion.

It is the opinion of the Fayetteville Police Department that this rezoning will not substantially alter the population density or create an undesirable increase in the load on police services. The rezoning will not create an appreciable increase in traffic danger and congestion in the area.

In reference to HORTON OF HARRIS MCHANEY REALTORS for property located at SW CORNER RZN 06-2244: (HENNINGSEN COLD STORAGE, 717): Submitted by JERRY OF SUNRISE MOUNTAIN AND S. SCHOOL (HWY 71B S).

It is the opinion of the Fayetteville Police Department that this rezoning will not substantially alter the population density or create an undesirable increase in the load on police services. This rezoning will not create an appreciable increase in traffic danger and congestion.

In reference to ~~R-PZD 06-1894, Planned Rezoning District QUESTSIDE VILLAGE CONDOS, 439~~ Submitted by ~~DOBB JACOBS CRITICAL PATH DESIGN~~ for property located at S OF WEDDINGTON, E OF RUPPLE RD.



Fayetteville Fire Department

MEMO

To: Suzanne Morgan, Andrew Garner, Jeremy Pate, and
Jesse Fulcher

Thru: Chief Tony Johnson
Asst Chief Bud Thompson

From: Captain Dale Riggins

Date: September 20, 2006

Re: September 18, 2006 Zoning Review –
Fire Department Comments

~~These 52.65 acres are covered by Engine 1 at 303 W Center.
It is 1.9 miles from the station with an expected response time of 4.75
minutes. When the proposed Station 3 is put in service at Happy Hollow and
E Huntsville, the response time will decrease to 2.25 minutes.
The Fire Department anticipates 72 (43 EMS – 29 Fire/Other) calls for service
per year once the development is completed and maximum build-out has
occurred.
The remaining 9.33 acres that are requested to be zoned C-1 typically will
not affect our calls for service volume.
There is no recorded Measured Hydrant Flow in this area.
The service impact of the development will typically take eighteen months
after the development is started, and the units begin to be occupied, to
occur. There should be no adverse effects on our call volume or response
time to this development.~~

RZN06-2244 (Henningsen Cold Storage)

These 16.06 acres are covered by Engine 6 located at 900 S Hollywood.
It is 3.3 miles from the station with an expected response time of 5.5
minutes.
The Fire Department does not figured calls for service on properties being
zoned I-1, Heavy Commercial, Light Industrial; typically this type of
development will not increase our call volume.
There is no recorded measured hydrant flow for this area.

Sept. 25, 2006

Fayetteville City Planning com.

113 West Mountain St.

Fayetteville, ar. 72701

Re: RZN 06-2244
(to re-zone to C-2)

Karen S. Spears

3255 S. Coach Rd.

Sunrise Mountain

Fay. Ar. 72701

Lived on sunrise mountain for 22 years

I'm against the proposal to re-zone property for heavy commercial/light industrial for several reasons".

- 1) Loss of habitat for birds and animals
- 2) loss of "sound buffer-sofe created by existing plants and trees that cut down the noise from 71 Business highway.
- 3) Extensive road work will have to^{be} done on 71B and sunrise mountain road to handle TRACTOR TRAILER RIGS and any other heavy-equipment, as well as cold storage facility.
- 4) Will create HEAVY TRAFFIC AREA and SAFETY hazards.
- 5) Don't want the smell or pollution from DIESEL RIGS on the mountain where we live to be covered by DIESEL-FOG.
- 6) NOISE pollution created by proposed project will conflict with earlier descisions to shut down noise polluting raceway. Are the developers not held to same accountability?
- 7) Have CONCERNS power line structure will not accomodate the facility as we have outages all the time now.

~~Karen S. Spears~~

~~resident~~

~~3255 S. Coach Rd.~~

~~Fay. Ar.~~

12.1.10

Industrial Areas

The Fayetteville Industrial Park has attracted some relatively clean industries and should be fully developed to maximize use of the City's investment in infrastructure for the park. Fayetteville's other heavy manufacturing industries are located near the municipal airport (Drake Field) along U.S. 71. In addition to manufacturing, food processing is an important industry in Fayetteville, and some of these processing facilities are located along the railroad spur south of 6th Street. Construction related industries are sited along the railroad parallel to Gregg Avenue. Fayetteville's heavy industries process bulky items and often require rail access. Light industries, some of which have the characteristics of offices, generate more traffic per acre during peak hours. Large scale business parks and industrial areas, such as Fayetteville's south industrial park and research park, are often governed by voluntary restrictive covenants.

Industrial Areas: *Guiding Policies*

- 12.1.10.a Minimize noise, visual, air and water pollution through performance standards.
- 12.1.10.b Encourage and recruit new industry to locate within the existing industrial park unless rail access is necessary to the industry.
- 12.1.10.c Identify and rezone inappropriately zoned industrial areas to more appropriate uses.
- 12.1.10.d Support development of the Arkansas Research and Technology Park.
- 12.1.10.e Limit industrial rezoning requests until such time as all current available industrial land is fully utilized.





1845 Main Street • Fayetteville, AR 72704 • 479-251-1130 • Fax: 479-251-1120

September 20, 2006

Dear Ladies and Gentlemen:

I am writing to you today concerning the parcel of land located near Drake Field at the corner of Highway 71B and Sunrise in Fayetteville. My request is that the Planning Commission considers rezoning this area I-1, in order to accommodate a business planning to operate here in Northwest Arkansas.

Henningfen Cold Storage Company, headquartered in Portland, Oregon, is the company that is interested in this parcel of land. This 15-30 acre parcel is particularly appealing to Henningfen Cold Storage because of the following criteria: its access to the rail system (a must component of this company's operations) and its close proximity to other major transportation arteries (I-540, US 412, etc.). Furthermore, Henningfen Cold Storage's commitment to environmental sustainability makes it a perfect fit for progressive cities like Portland, Oregon and Fayetteville, Arkansas.

Please consider carefully this rezoning request. Henningfen Cold Storage would be a valuable addition to the community of Fayetteville, Arkansas. Thanks for your time.

Regards,



Jerry Horton
Harris McHaney Realtors

ROGERS
479-636-6000

RELOCATION
DIVISION
479-636-6000

COMMERCIAL
DIVISION
479-636-5000

BENTONVILLE/BELLA VISTA
479-273-3838
479-855-6000

PROPERTY
MANAGEMENT
479-636-1166

SPRINGDALE/
FAYETTEVILLE
479-251-1130

BEAVER LAKE
479-925-2020

- ☐ 5. A written description of this request addressing the following items:
- a. Current ownership information and any proposed or pending property sales.
The Property is currently under contract for Sale. The Seller is Kenneth Garrett, the Buyer is Henningsen Cold Storage Company of Portland Oregon. The rezoning of the Property to I-1 is a requirement of the Buyer.
 - b. Reason (need) for requesting the zoning change.
The current zoning is C-2 Commercial (see Exhibit A) however changing the zoning to I-1 is more consistent with the surrounding businesses and with the 2025 Future Land Use Plan. The Buyer intends to build a cold storage building and provide cold storage and warehousing services to local food processors.
 - c. Statement of how the property will relate to surrounding properties in terms of land use, traffic, appearance, and signage.
The property uses to the north are industrial in nature and there is a furniture warehouse to the south of the Property. The building that the Buyer intends to build would be an insulated steel building industrial building. The Buyer intends to orient the building to the north, facing Sunrise Mountain Road, with ingress and egress coming from Sunrise Mountain Road. The Buyer has provided pictures of their current building located in Stillwell, OK, which will be a similar building that would be constructed on this site.
 - d. Availability of water and sewer (state size of lines). This information is available from the City Engineering Division.
The Buyer has verified with the City of Fayetteville that there is ample water and sewer services in South School Road to support this facility.
- ☐ 6. The Planning Commission is required to make specific findings with regard to this application. The applicant shall provide written statements addressing the following:
- a. The degree to which the proposed zoning is consistent with land use planning objectives, principles, and policies and with land use and zoning plans.
The rezoning of the subject property to I-1 is consistent with the 2025 Future Land Use Plan (see attached Exhibit B).
 - b. Whether the proposed zoning is justified and/or needed at the time of the request.
The current zoning is C-2 Commercial (see Exhibit A) however changing the zoning to I-1 is more consistent with the surrounding businesses and with the 2025 Future Land Use Plan (see Exhibit B).
 - c. Whether the proposed zoning will create or appreciably increase traffic danger and congestion.
The proposed facility will employ approximately 20 employees to start and grow to an approximate maximum of 50 employees at full capacity.
 - d. Whether the proposed zoning will alter the population density and thereby

undesirably increase the load on public services including schools, water, and sewer facilities.

The Buyer's intended use as a cold storage facility will not create an undesirable increase in traffic or public services.

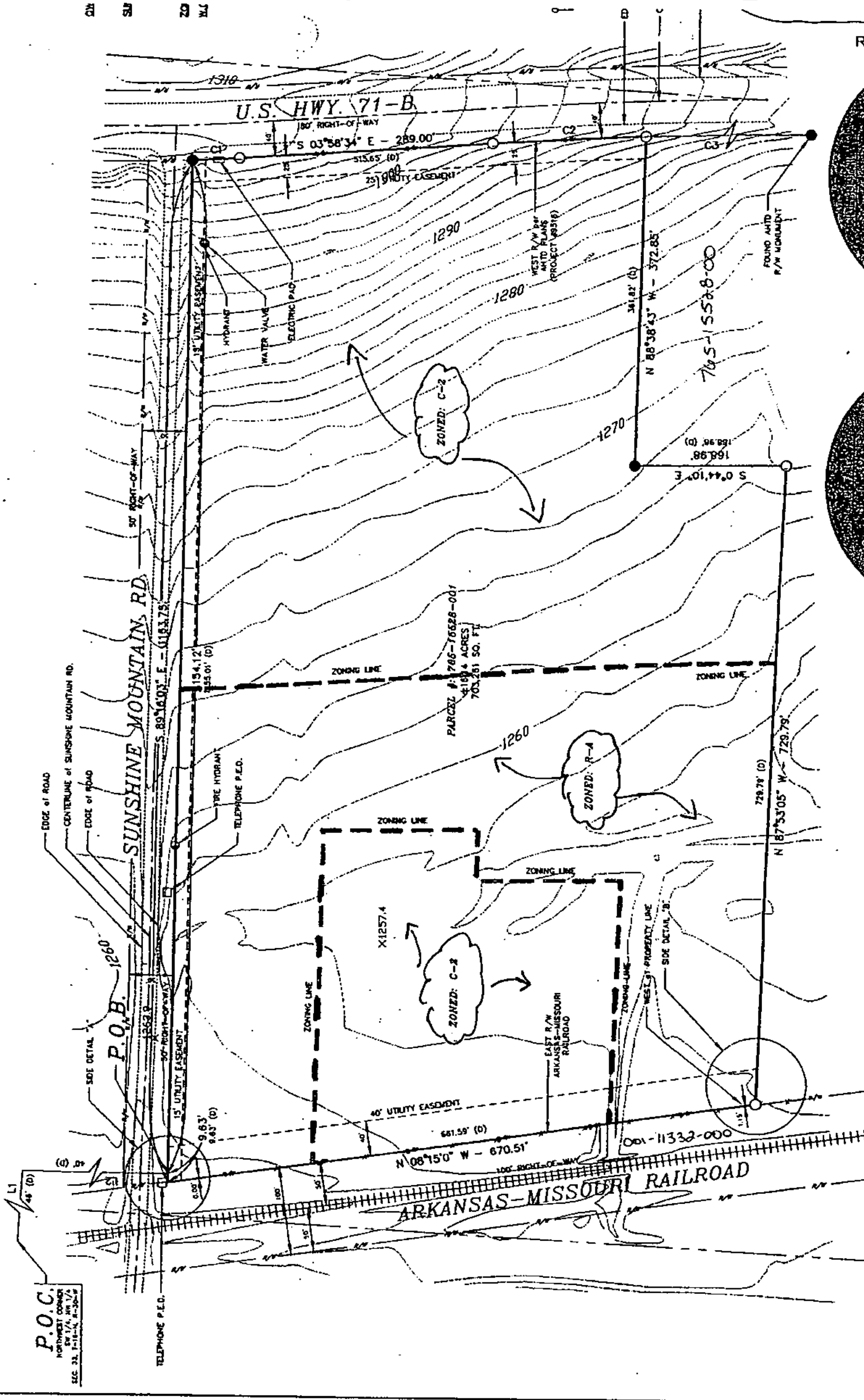
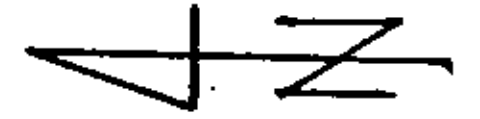
- e. Why it would be impractical to use the land for any of the uses permitted under its existing zoning classification.

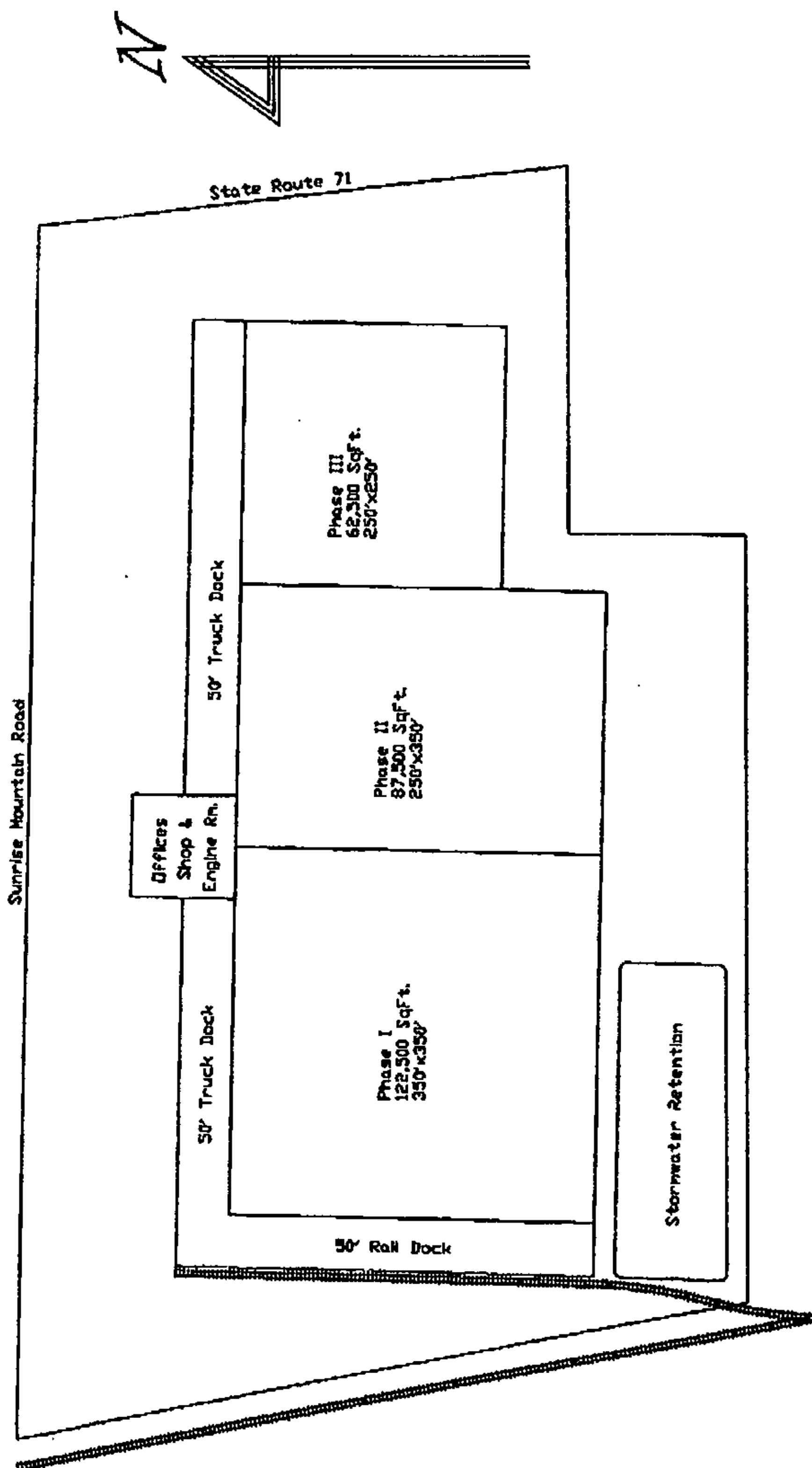
The Property is located in an area where the future use is industrial. The Buyer intends to use the Property for a industrial use.

Notice:

Resources including current zoning regulations, General Plan 2020, Future Land Use Plan, Master Street Plan and Zoning maps are available for review on our website, accessfayetteville.org and in the Planning Office.

All applicants are encouraged to meet with a staff Planner prior to completing a Rezoning application.





PLPechat Northwest Arkansas.dwg 7/3/2006 2:57 PM

Henningsen Cold Storage Co. Northwest Arkansas Facility



Our Story

Henningsen Cold Storage Co. was originally founded in 1923 when Waldemar F. Henningsen, Sr., an immigrant from Denmark, purchased an ice business in Portland, Oregon. With the increased use of mechanical refrigeration, and growth of the frozen foods industry, the business evolved into primarily a cold storage company.

During the next forty years, the company expanded its cold storage operations into seven locations throughout the Pacific Northwest under the name Northwestern Ice & Cold Storage Co. Four facilities were located in Portland, two in Washington, Walla Walla and Tacoma (Pacific Refrigerating Company), and the other in American Falls, Idaho.

Eventually, Waldemar's sons, Walter and Paul, would come to run the company. In addition to the cold storage company, they formed a fish processing business called Paragon Packing Co., which had processing facilities in Astoria, Oregon and Hoquiam, Washington. They also had an oyster raising and marketing business known as Westpoint Oyster Company.

In 1963, the company sold the Portland cold storage facilities and leased the Walla Walla and American Falls operations to a company who retained the Northwestern Ice & Cold Storage Co. name. At this time, the company changed its name to Henningsen Enterprises, Inc., and retained the cold storage facility in Tacoma.

During the period of 1963 to 1973, Henningsen Enterprises, Inc., sold the Paragon Packing Co. plants, and continued to operate its oyster business and cold storage facility in Tacoma. With the proceeds from the previous sales, the company purchased and operated Rose City Sand and Gravel Co. in Portland, which was primarily a redi-mix concrete company.

A new Henningsen Cold Storage Co. emerged in 1973 under the management of the family's third generation, Michael E. Henningsen, Sr., grandson of the founder. Rented space, 25 miles west of Portland in Forest Grove, Oregon, provided the base for service to the fruit and vegetable industry of the Willamette and Tualatin Valleys. A new tilt-up concrete building was completed in 1975. Since then, the site has seen multiple expansions. The operation also offers dry storage capacity. Land for expansion and/or manufacturing facilities compliment the blast and room freezing, freezer and cooler storage, and customized handling services the operation provides to an ever expanding customer base.

Determined to regain a more extensive customer base in the frozen food industry, the company closed its oyster business, sold the Tacoma cold storage facility in 1977, and constructed a new, state of the industry warehouse in Twin Falls, Idaho the following year. This facility services the needs of the potato and vegetable producers in southern Idaho. The production associated with the harvest of corn and the high volume of processed potatoes presented the first real challenge of distribution warehousing. It now serves as a consolidation and distribution point for processed potatoes shipped directly to customers throughout the United States, Canada and Mexico, and overseas. After its fourth expansion, the Twin Falls facility is now Henningsen's largest operation, offering over 12 million cubic feet of frozen storage space.

The opportunity to construct a third location happened in 1982, in Richland, Washington. This facility, too, serves as a distribution center for the processed potatoes grown in the fertile eastern Washington Columbia Basin area.

MISSION STATEMENT

Our Mission
is to receive, store and ship
our customer's products
at less cost and better
than they can do it for themselves.
This will be done by acting as their partners
and as if we are part of their company.
We will work for their success
so we also can be successful.

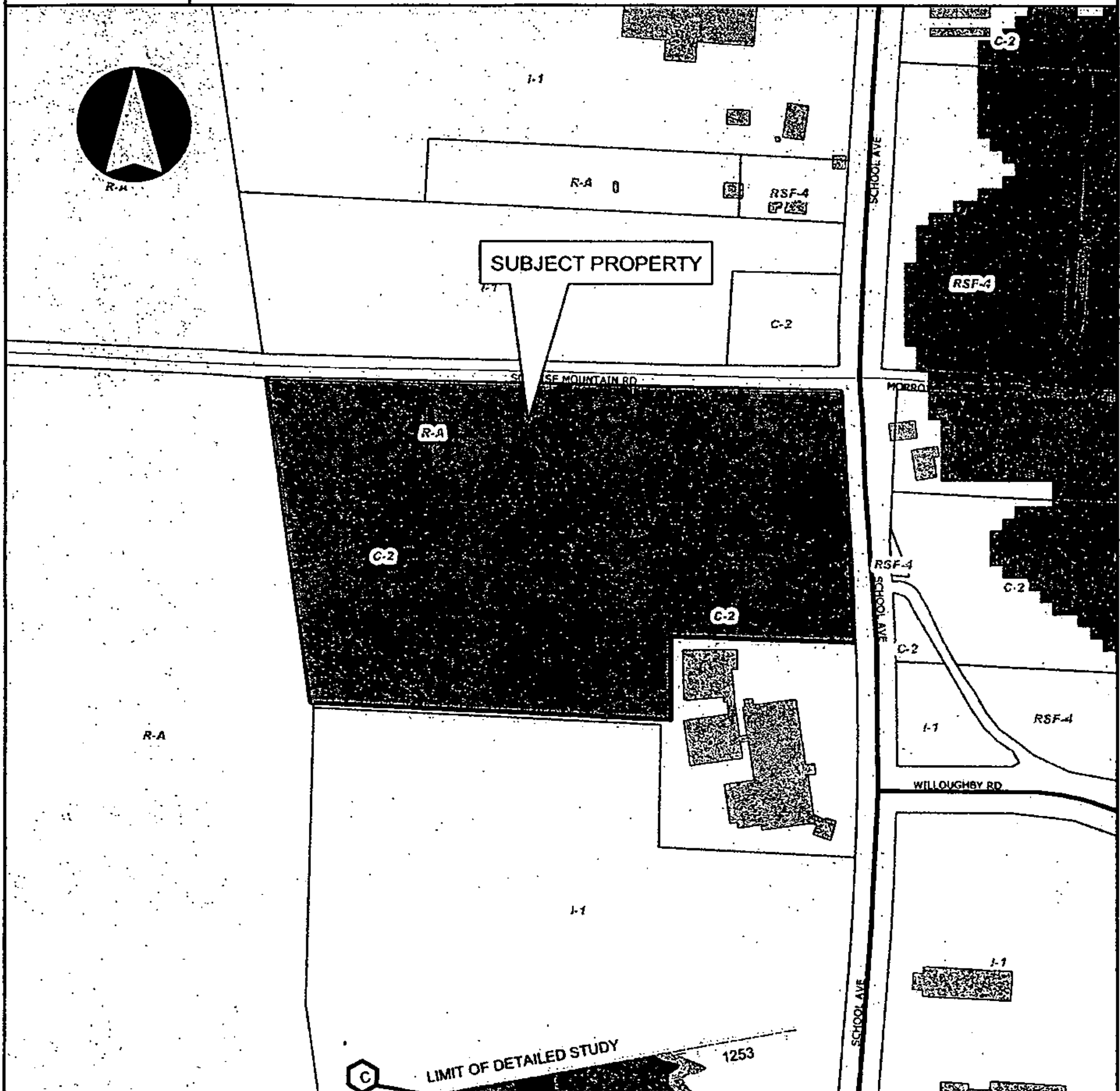
We will, at all times,
conduct ourselves with integrity
and seek to balance
the satisfaction of the needs of our customers,
employees, owners, suppliers
and the community.

HENNINGSEN
COLD STORAGE CO.

RZN06-2244

Close Up View

HENNINGSEN COLD STORAGE



Overview

Legend

- Overlay District
- FLOODWAY
- 100 YEAR
- 500 YEAR
- LIMIT OF STUDY
- BaseLine Profile
- Fayetteville
- Outside City
- RZN06-2244
- vector.GDB.Footprint_2004
- Hillside-Hilltop Overlay District

0 75 150 300 450 600 Feet

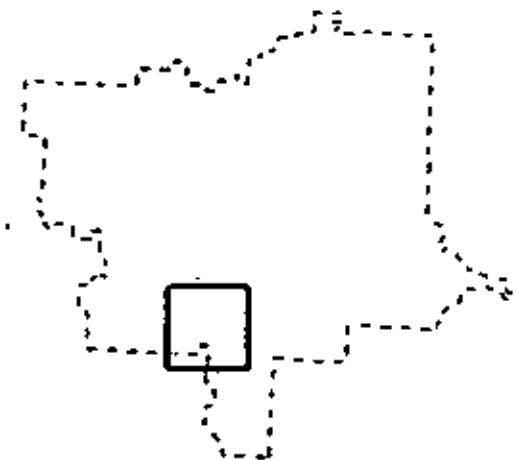
RZN06-2244

HENNINGSEN COLD STORAGE

One Mile View



Overview



Legend

Subject Property

RZN06-2244

Boundary

Planning Area

Overlay District

Outside City

Legend

Hillside-Hilltop Overlay District

0 0.25 0.5 1 Miles

RZN 06-2244 Henningsen

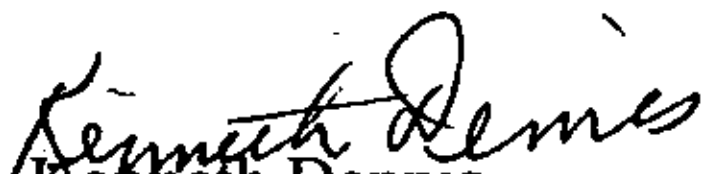
C. 3
RZN 06-2244 Henningsen
Page 25 of 26

October 2, 2006

Council Members
City of Fayetteville
Fayetteville, AR 72702

To Whom It May Concern:

I would like to go on record that I support the development at the corner of Sunset Road and Highway 71B. I understand that it will be rezoned to I-1 or C-2.


Kenneth Dennis

RECEIVED

OCT 02 2006

**CITY OF FAYETTEVILLE
CITY CLERK'S OFFICE**



City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 4
ADM 06-2293 Lofts at Underwood Plaza
Page 1 of 10

17-Oct-06
City Council Meeting Date

Jeremy Pate *JP*
Submitted By

Planning
Division

Operations
Department

Action Required:

ADM 06-2293 (Lofts at Underwood Plaza) Approval of a resolution allowing encroachment into the City's right-of-way for the purpose of constructing a foundation for the building on the north side of the Lofts at Underwood Plaza project into Dickson Street.

\$0.00	n/a	n/a
Cost of this request	Category/Project Budget	Program Category / Project Name
n/a	n/a	n/a
Account Number	Funds Used to Date	Program / Project Category Name
n/a	n/a	n/a
Project Number	Remaining Balance	Fund Name

Budgeted Item ☐

Budget Adjustment Attached ☐

[Signature]
Department Director

9-28-06
Date

Previous Ordinance or Resolution # n/a

Original Contract Date: n/a

Original Contract Number: n/a

[Signature]
City Attorney

9/29/06
Date

[Signature]
Finance and Internal Service Director

9-29-06
Date

[Signature]
Mayor

10/3/06
Date

Received in City Clerk's Office

ENTERED

9/29/06

Received in Mayor's Office

ENTERED

9/29/06

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Gary Dumas, Director of Operations

From: Jeremy C. Pate, Director of Current Planning *JA*

Date: September 28, 2006

Subject: Foundation Encroachment on Lofts at Underwood Plaza (ADM 06-2293)

RECOMMENDATION

Planning Staff recommends approval – in concept - of the submitted request allowing a maximum 1-foot below-grade encroachment into the City's right-of-way for the purpose of constructing a foundation on the north side of the Lofts at Underwood Plaza project on Dickson Street in downtown Fayetteville. Sufficient time for a full review by all appropriate divisions had not occurred by the time of publication of this memo, however those reviews should be forthcoming and all comments forwarded to the City Council in a timely manner.

BACKGROUND

The Lofts at Underwood Plaza project is located at 607 Dickson Street. As part of the new mixed use building being built at this site, the applicant requests to extend a footing/foundation one foot (1'0") from the building and into the 55' right-of-way and sidewalk along Dickson Street. This encroachment would be at a depth of approximately 8 feet to 15 feet below the elevation of the sidewalk. This encroachment is depicted in the attached exhibit.

During the construction planning for the Lofts at Underwood Plaza it was determined that the foundation for the mixed use building would encroach into the Dickson Street right-of-way, due to the design of the foundation. The existing sidewalk would be removed and replaced during construction, with the foundation remaining under the sidewalk.

The applicant's desire is to locate this building in a line with the existing buildings along West Dickson with the intent of defining the street edge, which staff supports and is encouraged in the Downtown Master Plan and Downtown Zoning Code before the City Council. The applicant has indicated that due to the poor soil conditions on this site a Mat Foundation is necessary, and the footings/foundation will be required to extend beyond the wall, and therefore into the Dickson Street right-of-way.

BUDGET IMPACT

None.

RESOLUTION NO. _____

A RESOLUTION FOR ADM 06-2293 APPROVING ENCROACHMENTS INTO THE CITY'S RIGHT-OF-WAY FOR THE PURPOSE OF CONSTRUCTING FOUNDATION ON THE NORTH SIDE OF THE LOFTS AT UNDERWOOD PLAZA PROJECT INTO DICKSON STREET, AS DESCRIBED AND DEPICTED IN THE ATTACHED EXHIBIT.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby approves encroachments into the City's right-of-way for the purpose of constructing a foundation on the north side of the Lofts at Underwood Plaza project into Dickson Street, as requested by West Dickson Development Company, LLC. Plans for the foundation are attached hereto marked Exhibit "A," and made a part hereof.

Section 2. Placement of the basement shall be approved by the City.

PASSED and APPROVED this 11 day of March, 2006.

APPROVED:

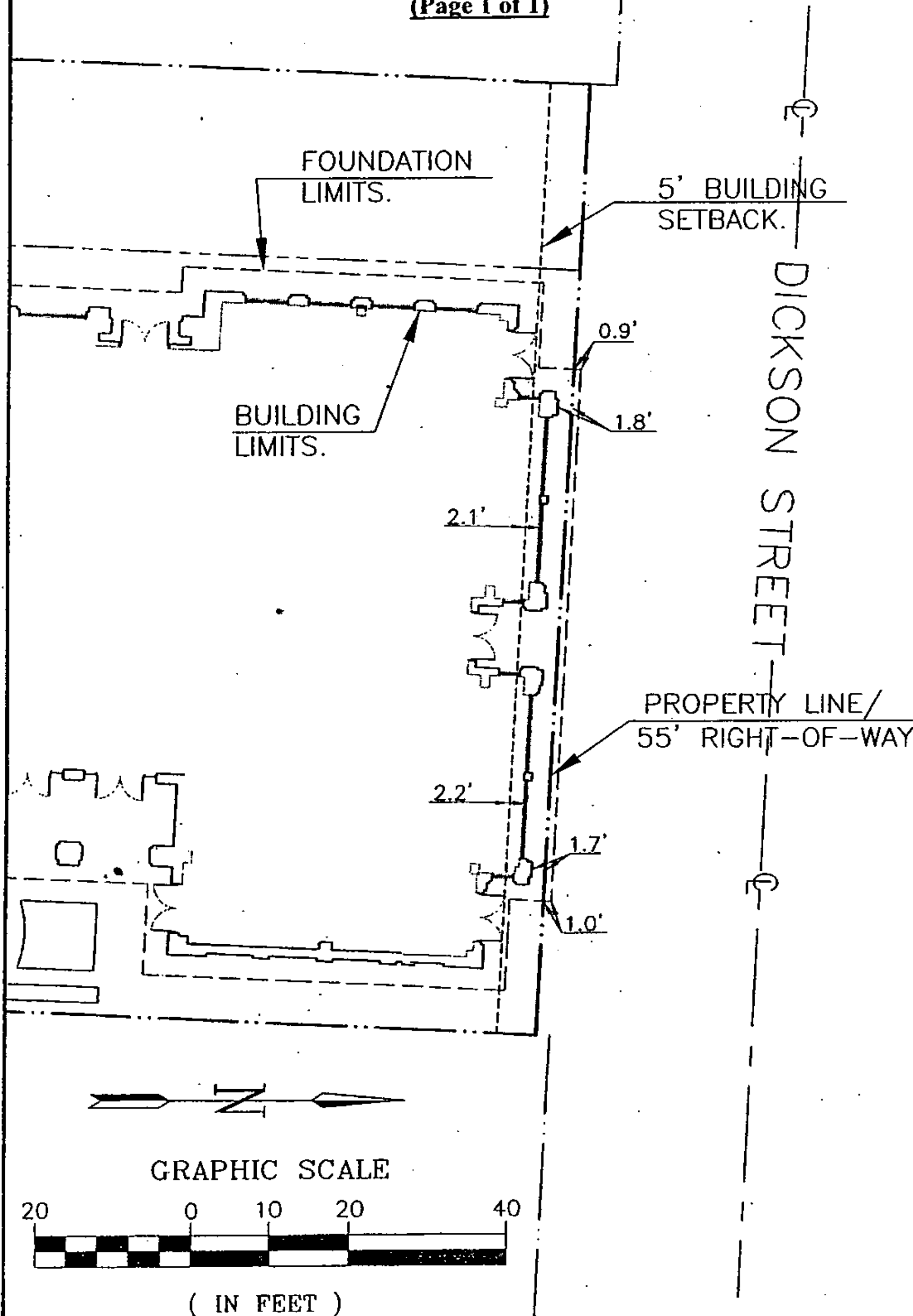
By: _____
DAN COODY, Mayor

ATTEST

By: _____
SONDRA SMITH, City Clerk

EXHIBIT "A"
ADM 06-2293
(Page 1 of 1)

GARVER ENGINEERS

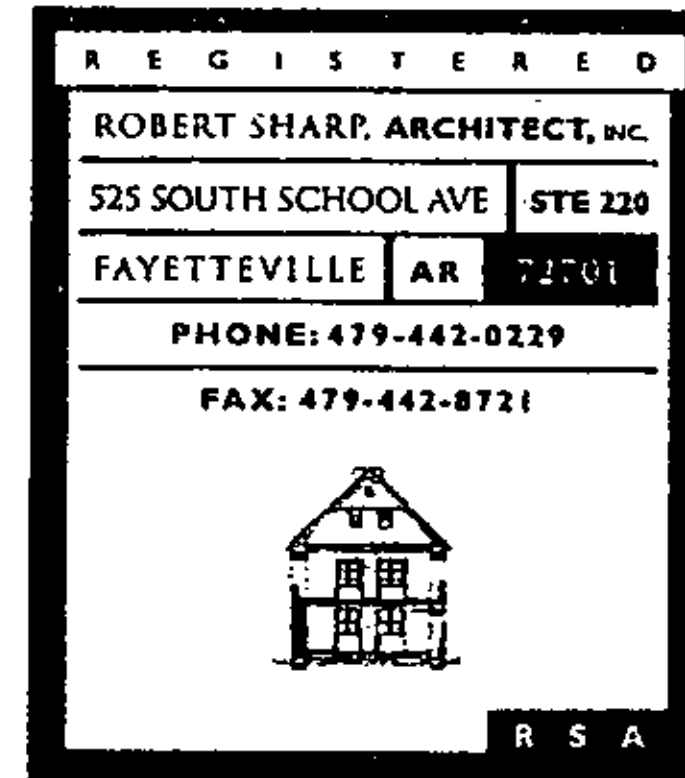


UNDERWOOD PLAZA		ROBERT SHARP ARCHITECT, INC.		BUILDING LAYOUT		JOB NO. 04008	
609 W. DICKSON STREET		525 SOUTH SCHOOL		EXHIBIT		09 / 25 / 06	
257 N. POWERHOUSE AVENUE		FAYETTEVILLE AR 72701		DICKSON STREET			
FAYETTEVILLE AR		PHONE: 501.442.8228 FAX: 501.442.8229					
WEST DICKSON DEVELOPMENT COMPANY, L.L.C.							
11 N. WEST AVE. FAYETTEVILLE, AR							
PHONE: 479-521-9186 FAX: 479-521-1889							

September 28, 2006

Jeremy Pate, Director of Current Planning
City of Fayetteville
113 West Mountain Street
Fayetteville Arkansas

**RE: UNDERWOOD PLAZA-
PERMISSION TO BUILD FOOTINGS
UNDER THE RIGHT OF WAY**



Dear Jeremy,

The Underwood Plaza project was approved by the Planning Commission through the LSD process on March 27, 2006. Although our building has not moved on the site since this approval, it has come to our attention that the Right of Way has been widened to 55' rather than the 50' we had shown on our drawings and was stated in the staff report. Our building is located in line with the existing buildings along West Dickson with the intent of defining the street edge. It is also our understanding that this is the intent of the new downtown codes, in addition to the goals of our firm. The existing sidewalk along Dickson Street will remain as it is, varying from 8'-6" to 9'-6", along the building front. Although it is in some cases possible to have a pier and grade beam foundation or a footing that is offset from the centerline of the wall, this is not an option in the poor soil conditions found on this West Dickson site. To adequately support this building in soft soil with a high clay content, we are using a Mat Foundation. The footings along Dickson Street will range between 8' and 15' below the sidewalk, remaining at a constant depth as the sidewalk grade changes and at that depth, will extend from 9" to 1'-0" into the 55' Right of Way. At this depth, there would be little to no impact to the city infrastructure. We request permission to build Underwood Plaza, located as it was approved, with the Northern most footings extending 1'-0" into the new Right of Way.

Thank you for your time and consideration on this issue.

Sincerely,

Kristen Knight
Urban Projects Coordinator
Robert Sharp Architect, Inc.

cc: Richard Alexander

TAPPING SLEEVE
VALVE BOX.
E = 671846.87

WATER METER

NE CORNER
SE1/4 NW1/4
SECTION 16
T-16-R-30-V

DICKSON STREET

8" S PROPOSED
RIGHT-OF-WAY

1344.30
1342.63
1342.63
1338.63

FLOOR 1
1350.50

LANDING
1347.00

LANDING
1344.50

FLOOR 1
1350.50

FLOOR 1
1350.50

TRACT A
0.59 ACRES

9 FLOOR BUILDING
138' HEIGHT

FLOOR 1
1350.50

765-12904-000
THE FORUM
ZONED C-3

POB
TRACT A
TRACT B

S87°12'46"E
46.22' 6"W

FLOOR 1
1350.50

FLOOR 1
1338.67

1338.63

PROPOSED
24' ACCESS
EASEMENT

BIKE RACKS

N02°47'44"E
10.00'

N87°12'16"W 114.14'

0' X 15'
JUMPSTER PAD
WITH SCREEN WALL

TRANSFORMER
PAD

UGT TO BE REMOVED

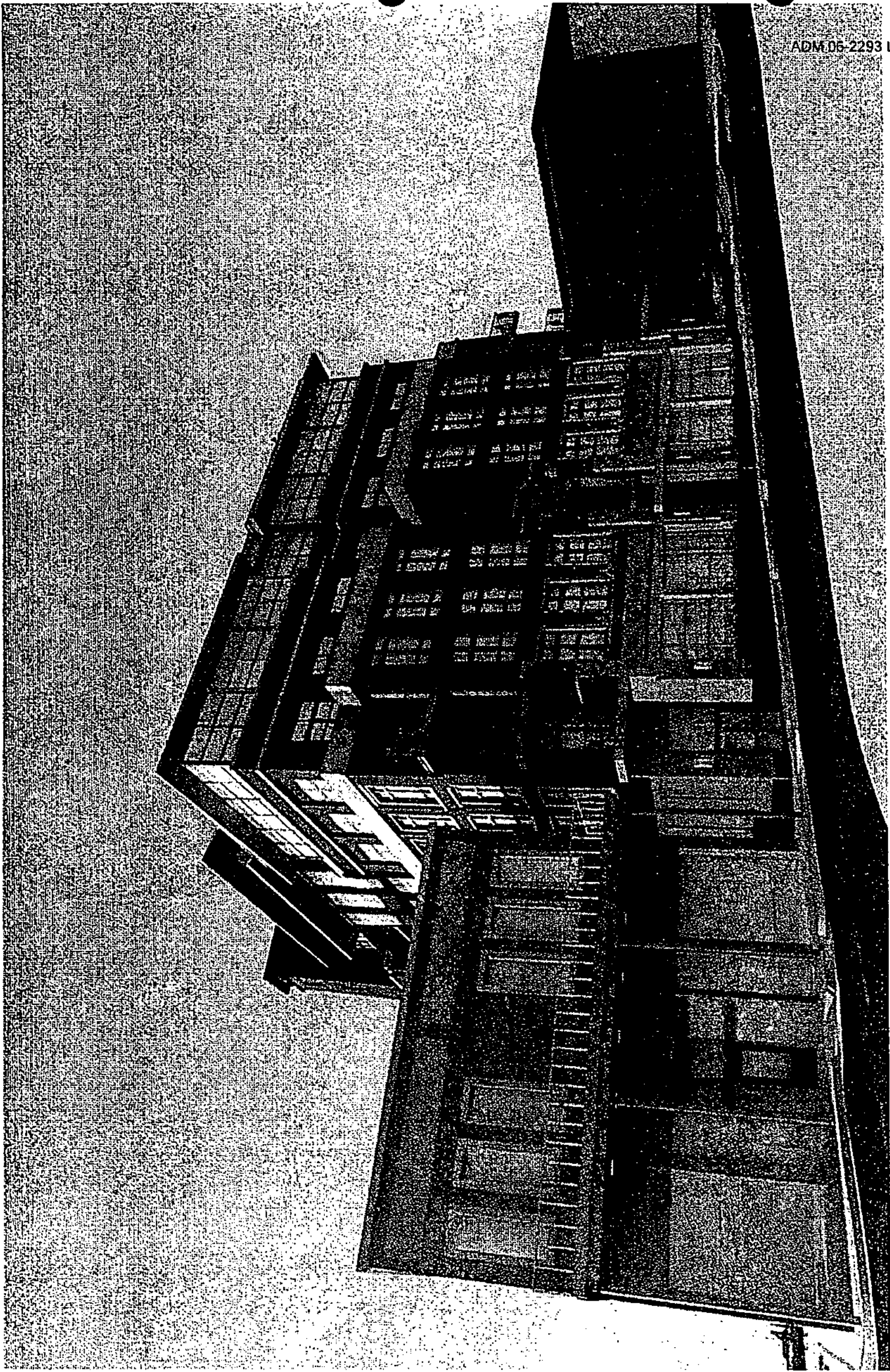
FLOOR 1
1338.50

FLOOR 1 1338.50

5 FLOOR
PARKING GARAGE
65' HEIGHT

POWERHOUSE AVENUE

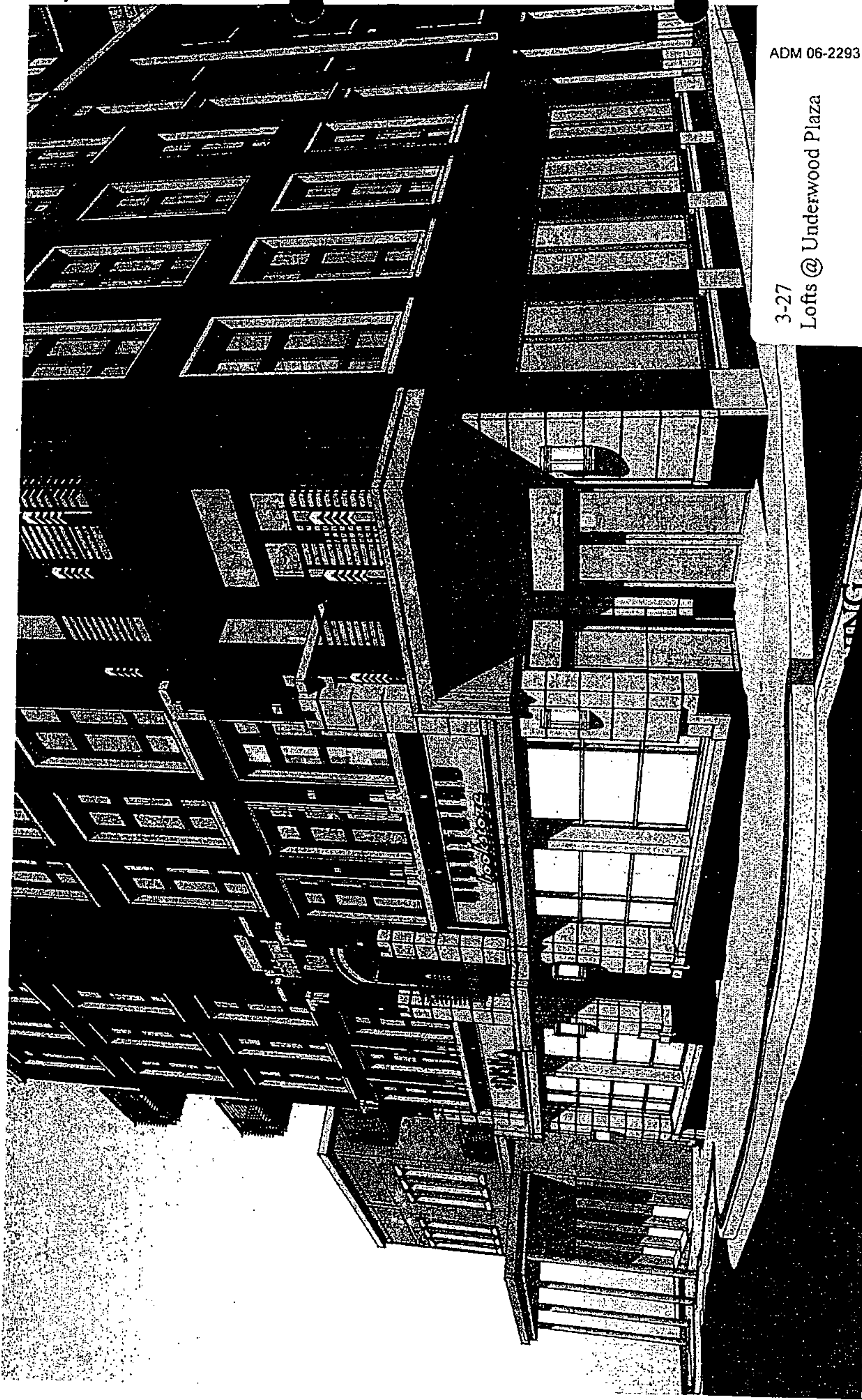
765-1
GEORGE
LA
ZON



March 20, 2006

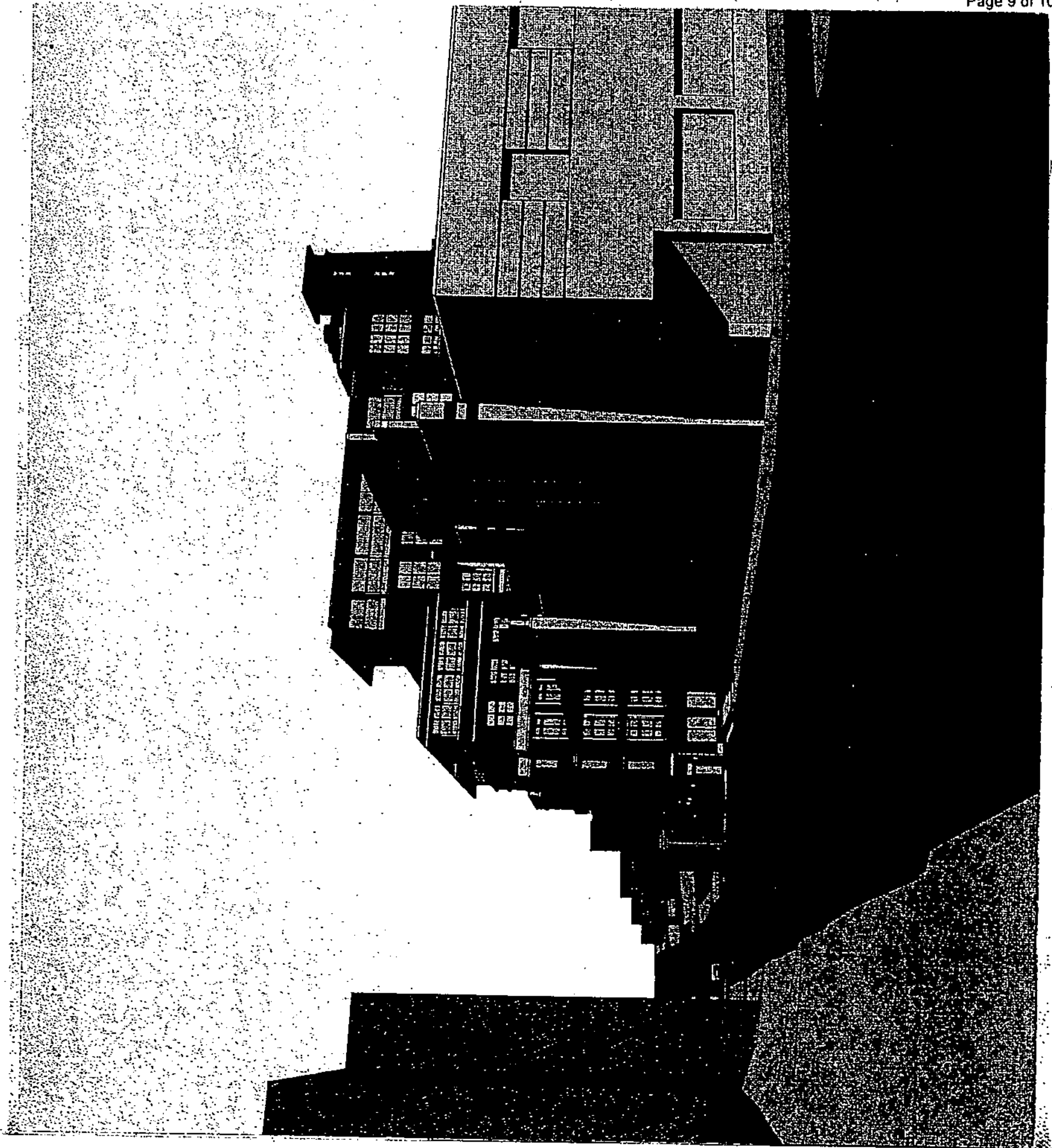
Dickson Street Perspective

UNDERWOOD PLAZA



3-27
Lofts @ Underwood Plaza

UNDERWOOD PLAZA APPROVED
COMMISSION
Dickson Street
March 20, 2006
03-27-06 (AMG)
(Date)



Fayetteville City Council,

This Letter is to inform the city council that Jim and Linda Mayes would like to appeal the Planning Commission decision to deny our Tandem lot split on Canvas Mt. Road (LSP06-2200). Our lot is in the planning area east of Fayetteville and we felt that the commission made their decision on incorrect information that 3 of my neighbors gave. We also believe the commission made an emotional decision instead of a decision based on the facts. We are legal in all aspects of a tandem lot and have met with several different planners between the subdivision meeting and the actual planning commission meeting. We felt like we had satisfied all their concerns with our lot split. We have the approval of 19 of the homeowners on Canvas Mt. and we are legal with the city's requirements for a lot split and for a tandem lot therefore we are requesting to appeal this to the city council. Please put us on the next city council meeting agenda and please inform us on when that meeting will take place. Thank you for your help in this matter.

Jim and Linda Mayes
445. N. Canvas Rd
Fayetteville, AR
Phone:442-0740
E-Mail (mayesji@msn.com)

RECEIVED
SEP 29 2006
CITY OF FAYETTEVILLE
CITY CLERK'S OFFICE

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Gary Dumas, Director of Operations

From: Jeremy C. Pate, Director of Current Planning JP

Date: September 27, 2006

Subject: Lot Split for Mayes Appeal (LSP 06-2200)

RECOMMENDATION

Planning Staff recommends denial of a lot split for Mayes located at 445 N. Canvas Road. The request is to subdivide the 3.11-acre property into two lots of 1.78 and 1.33 acres.

BACKGROUND

The subject property is Lot 21 of the Canvas Mountain Subdivision, located east of Starr Drive, north of Wyman Road. This subdivision is located in the Planning Area. Although portions of the property are located within an area encompassed within the Hillside/Hilltop Overlay District, these regulations are not enforced in the County. A single family dwelling, pool, and garage are located on the property. All surrounding properties are within the Planning Area.

The applicant requests a lot split to subdivide the property into two lots of 1.78-acres and 1.33-acres. The 1.78-acre lot complies with the city's requirement for a 75' lot frontage; however, it does not comply with requirements for a 75' lot width. A waiver request to allow a 30' lot width on a portion of the lot was requested. It is the intent of the owner to sell the 1.78 acres for single family development, and a letter has been submitted indicating that a deed restriction would be placed on the new lot to limit development of the property to one residential home.

DISCUSSION

Staff recommended denial of the lot split, finding that the proposed lot is not compatible with the surrounding properties, particularly in size and manner in which it is being subdivided, and does not meet the minimum Unified Development Code requirements for bulk and area for a lot within the Fayetteville Planning Area. The applicant requests a waiver of Chapter 166.08 (F) *Design Standards* of the Unified Development Code, for less than the required lot width. On September 25, 2006, the Planning Commission voted 8-0-0 to deny the proposed lot split.

Public opposition and support has been expressed in the form of letters, petitions, etc. by the adjacent property owners and the applicant (see attached materials). Three adjacent property owners were present at the meeting to discuss concerns regarding this proposed lot split.

BUDGET IMPACT

None.



PC Meeting of September 25, 2006

THE CITY OF FAYETTEVILLE, ARKANSAS

PLANNING DIVISION CORRESPONDENCE

125 W. Mountain St.
Fayetteville, AR 72701
Telephone: (479) 575-8267

TO: Fayetteville Planning Commission
FROM: Suzanne Morgan, Current Planner
Matt Casey, Assistant City Engineer
THRU: Jeremy Pate, Director of Current Planning
DATE: September 20, 2006

LSP 06-2200: Lot Split (LINDA MAYES, 491): Submitted by BLEW, BATES & ASSOC. for property located at 445 N. CANVAS RD. The property is in the PLANNING AREA and contains approximately 3.11 acres. The request is to divide the subject property into two tracts of 1.78 and 1.33 acres. Planner: Suzanne Morgan

Findings:

Property: The subject property is Lot 21 of the Canvas Mountain Subdivision, located east of Starr Drive, north of Wyman Road. This subdivision is located in the Planning Area. Although portions of the property are located within the Hillside/Hilltop Overlay District, these regulations cannot be enforced in the County. A single family dwelling, pool, and garage are located on the property. All surrounding properties are within the Planning Area.

Proposal: The applicant requests a lot split to subdivide the property into two lots of 1.78-acres and 1.33-acres. It is the intent of the owner to sell the 1.78 acres for single family development. A letter has been submitted by the owner indicating that a deed restriction would be placed on the 1.78-acre tract limiting development of this property to one residential home.

Background: On August 17, 2006, the Subdivision Committee reviewed a site plan proposing to create a 1.5-acre tandem lot with 0' lot frontage on Canvas Mountain Road. Chapter 166.08 F1 of the Unified Development Code requires a lot in the Planning Area to have a minimum 75' of lot frontage on an improved street. The applicant requested a waiver of this requirement. The Subdivision Committee forwarded the plat to the Planning Commission with a recommendation for denial. The applicant recently submitted revised plans providing Lot 21-B with a 75' lot frontage and a 30' lot width in a portion of the lot, which negates the need for lot frontage, but requires a waiver for minimum lot width, also required at 75 feet.

Lot Width Requirements: City regulations for lots within the Planning Area require a 75' lot frontage on a public street and a 75' lot width. The applicant has provided the 75' lot width for a majority of the lot; however, the lot width narrows from 75' to 30' due to the location of the existing single family dwelling and accessory structures on Lot 21-A. The applicant has requested a waiver from the 75' lot width.

The Canvas Mountain Subdivision is platted with a variety of lot shapes and sizes. The lots north and south of this property are of similar size and shape. The Unified Development Code states, "*When a tract of land is subdivided into larger than normal lots, such lots shall be so arranged as to permit the logical location and opening of future streets and appropriate resubdivision of the lots, with provisions for adequate utility connections for such resubdivision*" (See Ch. 166.08F). It is apparent that the lots west of Canvas Mountain Road were platted larger than normal lots; however, the lots were not arranged as to permit the logical location and opening of future streets and resubdivision. Any subdivision of a 3-acre similar to the applicant's property will result in flag lots. Staff finds that the proposed lot is not compatible with the surrounding properties, particularly in size and manner in which it is being subdivided.

Adjacent Master Street Plan Streets: North Canvas Road (Unclassified). No additional right-of-way is required on this street.

Water/Septic Systems: The 1.78-acre lot would have frontage on a public street and access to a public water main. A private water line would be extended down the 30' lot width to serve development on the 1.33-acre lot.

During the initial review of the project, the proposed lots were 1.5 acres or greater, therefore not requiring septic system permits. The revised site plan includes a 1.33-acre lot which will require Arkansas Department of Health approval for the septic system. Since there is already an operational system on this lot, the applicant will need to provide proof from the Health Department to ensure that there is sufficient room for an alternative system and the soils are adequate. Written approval from the Health Department for the creation of the proposed 1.33-acre lot will be required prior to recordation of the lot split, should it be approved.

Subdivision Covenants: The City does not regulate or enforce subdivision covenants. Recommendations and evaluations of development, including lot splits, are based on the requirements of the Unified Development Code.

Public Comment: The Planning Division has received a petition signed by nearby lot owners within the subdivision in opposition to the lot split, a letter from the attorney of an adjacent owner with several concerns regarding the proposal, and information from the lot owner to the west regarding the drainage and concerns that additional development will magnify the drainage problems. The Planning Division has also received a petition in support of the lot split. (See attached materials.)

Recommendation: Staff recommends denial of LSP 06-2200 finding that the subdivision of land proposed is inconsistent with the surrounding lots north and south of the property within the platted subdivision. Should the Planning Commission find in favor of the proposal and recommend approval, staff recommends the following conditions:

Conditions of Approval:

1. Planning Commission determination of a waiver request for lot width requirements to create a lot with 75' lot frontage on a public street with a 30' lot width. *Of the two site plans proposed by the applicant for approval, the first being a 1.50 acre lot with a 0' lot width and the site plan with a 1.78-acre lot with 75' lot width on Canvas Road, staff*

recommends approval of the former lot layout. Although this layout would require extension of a public water main, it would not create a flag lot which could be further subdivided in the future if a street were extended.

2. A letter has been submitted by the owner indicating that a deed restriction would be placed on the 1.78-acre tract limiting development of this property to one residential home if the lot split is approved. This requirement shall be noted on the lot split document.
3. The applicant shall provide written approval from the Arkansas Health Department for the 1.33-acre lot prior to recordation of the lot split.
4. Prior to recordation of the lot split, the city shall ensure that public water is available to each proposed lot. If a public main extension is required, this shall occur prior to recordation of the lot split.
5. Adequate access shall be provided to each lot. As shown on the revised lot split plat, each lot has frontage and access to Canvas Road. If it is the applicant's desire that Lot 21-A retain access by way of the asphalt drive along the northern property line, an access easement shall be provided over the driveway.
6. The plat shall be revised to show the location and size of the existing public waterline adjacent to the property.
7. Washington County Planning approval is required prior to recordation.

Standard Conditions of Approval:

8. Plat Review and Subdivision comments (to include written staff comments provided to the applicant or his representative, and all comments from utility representatives - AR Western Gas, SWBT, Ozarks, SWEPCO, Cox Communications).

Additional Conditions:

- a. _____
- b. _____

Planning Commission Action: ☐ Approval ☒ Denied ☐ Tabled

Motion: (to Deny) Ostner

Second: Myres

Vote: 8-0-0

Meeting Date: September 25, 2006

Comments: _____

The "Conditions of Approval" listed in the report above are accepted in total without exception by the entity requesting approval of this development item.

Signature

Date

166.08 Design Standards

(F) *Residential lots.* The use and design of lots shall conform to the provisions of zoning where zoning is in effect. When no zoning applies, the following standards shall govern unless in conflict with more stringent city or state regulations applicable to the use of individual disposal systems:

(1) *Bulk and area regulations:*

	City Limits	Planning Area
Lot area minimum	8,000 sq. ft.	10,000 sq. ft.
Lot width minimum	70 ft.	75 ft.
Side setback	10 ft.	10 ft.
Rear setback	20 ft.	20 ft.
Frontage on improved street	70 ft.	75 ft.
Provided, a suburban lot may be developed as a tandem lot in accordance with zoning, Chapters 160 through 165.		

(2) *Size.* The size and shape of the lots shall not be required to conform to any stipulated pattern, but insofar as practicable, side lot lines should be at right angles to straight street lines or radial to curved street lines. When a tract of land is subdivided into larger than normal lots, such lots shall be so arranged as to permit the logical location and opening of future streets and appropriate resubdivision of the lots, with provisions for adequate utility connections for such resubdivision.

(3) *Developments outside city developed to all inside the city standards.* If the City Council grants access to the City's sewer system pursuant to § 51.113 (C) and the owner/developer agrees to petition for annexation as soon as legally possible and develop the subdivision in accordance with all inside the city development requirements including payment of all impact fees, the bulk and area requirements for this subdivision shall conform to those within the city limits rather than those within the planning area.

Appendix A

Information from the Applicant

Jim and Linda Mayes Lot Split
445 N. Canvas
Fayetteville, AR 72701
Canvas Mt. Subdivision
Planning Area

1. We are Legal with lot minimum (10,000 sq. ft): 2 lots with 1 ½ acres a piece, one with 65,347.42 sq. ft. and one with 74,444.21 sq. ft.
2. Legal with width minimum (75 ft.) Both lots have 189.94 width
3. Legal with rear setback of 10 ft. The lots we are splitting have a 20ft. setback at the back and a 50ft. setback at the front
4. Legal with the side setback of 10 ft., we have 20ft.
5. Not legal with the 75 ft. frontage which makes for a tandem lot.
 - A. We are legal with the frontage on a tandem lot, it requires a minimum of 25-ft. road frontage easement and we have 30-ft. road and utility easement
 - B. Tandem lots are required to have a paved drive with a minimum of 25ft. from the road. We have a 352.37 ft. driveway to the lot split with 160 ft. of pavement that has existed for 10 years. We have a beautiful wooded planter entryway at the street.
6. We are Legal with the utility easement. They have already signed off on the lot split.
7. We are legal with the sewer system. The lot has been approved for a septic system.
8. Legal with the covenants of Canvas Mt. Subdivision. They call for only the approval of the subdivider, which is Jim Lindsey.

We have a sign document from Jim Lindsey with his approval of the tandem lot split. The homeowners were given legal notice through the covenants. We have 19 signature of property owners on canvas Mt. who approved the lot split and 4 who don't want to get involved. *3 of the 4 are our next door neighbors*

9. We are legal with the title. Donna Stuart at Reality Title Company has approved the title work.

We are asking for the approval of this tandem lot split because we are legal by the standards set by the city for tandem lots in the planning area and for the following reasons:

- a. There are 2 tandem lots in the subdivision already. Lot 3 Block 2(see enclosed plat) and one directly across the street from us Lot 23 split off 3 lots which their only access to the city street is through a road and utility easement. (see enclosed Easement Morrison/ Robertson Oil and Shirley Trust filed April 12th 2001)
- b. The city has already split off 2 lots in the subdivision (enclosed warranty deed Andre' Marc split his 3 acres into 2 1/12 acre lots.) and Lot4 Block 2 split off 2 1/2 acres ~~about 6 years ago by the J.R. Arnold~~ *1984* (see attached form)
- c. 16 out of the 32 lots in the subdivision are 1 1/2 acres
- d. lot 22 which is next to us has an easement dedicated to the city for a city street(see enclosed easement Martin to City of Fayetteville) through it to a 200 acre tract of land that the road will extend to and could be developed into, at the minimum 200 houses and more likely 1000 house if the subdivider puts in the drip system for sewer. Tim Conklin told this to us.

Es. 10/26/04

To: City of Fayetteville
Att: Jeremy Pate
Re: Lot Split Request

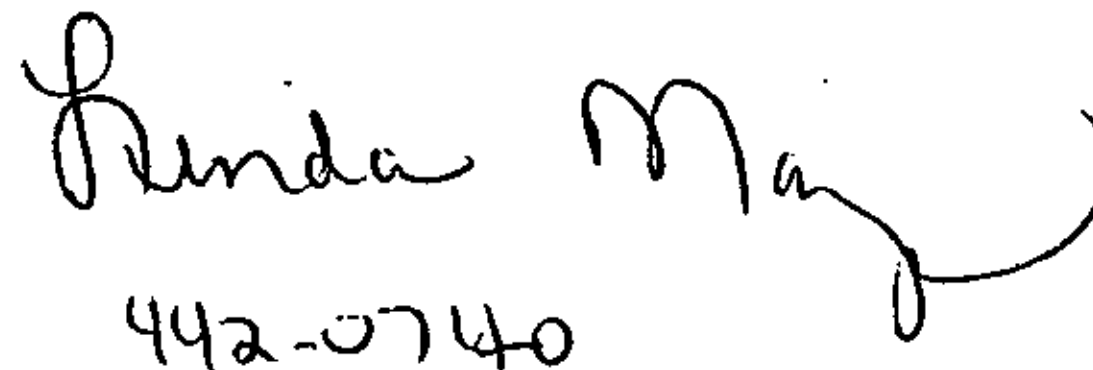
Please add as a deed restriction the following information: 445 N Canvas Rd Lot split for Jim and Linda Mayes.

The new lot owner may only build one residential home on the property and must follow canvas mountain covenants.

Please edit this to meet the city guidelines.

Sincerely,

Linda Mayes


442-0740

PROTECTIVE COVENANTS
CANVAS MOUNTAIN
A. Subdivision in
Washington County, Arkansas

Covering the following described property situated in
Washington County, Arkansas, to-wit:

A part of the Fractional Southwest Quarter of the Southwest Quarter of Section 7, Township 16 North, Range 29 West, and part of the Fractional Northwest Quarter of Section 18, Township 16 North, Range 29 West, being more particularly described as follows, To-Wit: Beginning at the Northeast corner of said Fractional Northwest Quarter, and running thence S89°51'41"W 1311.08', thence N0°03'53"W 659.18', thence S89°51'41"W 528.66', thence S0°03'53"E 659.18', thence S89°51'41"W 497.17', thence South 1324.29', thence East 631.32', thence S0°03'53"E 1305.70', thence East 1343.39', thence N0°03'53"W 1305.70', thence East 372.61', thence N0°26'56"W 1329.98' to the Point of Beginning, containing 119 acres more or less.

KNOW ALL MEN BY THESE PRESENTS, that as owners, Lon R. Farrell, J. W. Gabel and Marjolene Gabel, Gordon A. Long and Jonell Long, and James E. Lindsey and Nita V. Lindsey, and James E. Lindsey as subdivider of all the lots in Canvas Mountain Subdivision in Washington County, Arkansas, hereby enter the following restrictive covenants with respect to said subdivision.

(1) All lots in said subdivision shall be residential lots, and no structures shall be erected on any of said lots other than one detached, single family dwelling to be used for residential purposes. A guest house, cabana, and/or detached garage may be allowed as long as it is in keeping with the architectural design of said residence. Any dwelling house construction upon any lot shall have at least 1400 square feet of heated area excluding porches, garages and breezeways with at least 1200 square feet on the ground floor.

(2) No vehicles may be parked in the streets of this subdivision. Lot owners shall provide sufficient off street parking to accomodate the vehicles used by their family and guests. Also, no semi-trailer trucks shall be allowed to park overnight in said subdivision, either on the streets or on a privately owned lot. No abandoned automobiles or inoperable automobiles may be stored on any lot in said subdivision.

(3) No lot shall be re-subdivided or re-platted without the prior written consent of the above named subdividers or his successors or assigns, and approval of the applicable local or governing authorities.

(4) No trade or business shall be carried on upon any lot in said subdivision, nor shall anything be done or performed thereon which may become an annoyance or nuisance to the neighborhood or detrimental to the residential value of any lot in said subdivision.

(5) No trailer, mobile home, tent, shack, metal building or other unsightly building or structure, temporary or permanent other than the single family dwelling, guest house, cabana, and/or detached garage as described herein, shall be erected or used as a residence on said lots.

(6) Recreational and camping vehicles and trailers may be stored and parked on the lots. However, these vehicles and trailers shall be located behind the house, guesthouse, or fence, or in or behind the garage, or otherwise screened so that they are not readily visible from the street or adjoining lots. Screening

EASEMENT

FILED FOR RECORD

'01 APR 12 AM 11 06

WASHINGTON CO AR
B. STAMPS

KNOW ALL MEN BY THESE PRESENTS:

That we, HOWARD KEITH MORRISON and LYNN C. MORRISON (by H. Keith Morrison, her attorney in fact under power of attorney recorded as instrument #200016302 of the records of Washington County, Arkansas), husband and wife, hereinafter called Grantors, for and in consideration of the sum of One Dollar (\$1.00) and other good and valuable considerations to us in hand paid by ROBERTSON OIL CO., INC., an Arkansas corporation, and THE SHIRLEY FAMILY TRUST u/t/a dated June 27, 1997, hereinafter called Grantees, do hereby grant unto said Grantees, and unto their heirs/successors or assigns, an easement for the purposes of ingress/egress and underground utilities over and across the following described land, situate in Washington County, Arkansas, to-wit:

An easement being 20 feet in width across Lot 23, Block I, Canvas Mountain Subdivision, Washington County, Arkansas, and being 10 feet each side of the following described line; commencing at the NE corner of said Lot 23, thence South 88 degrees 28 minutes 39 seconds West 18.03 feet to the point of beginning, thence the following bearings and distances; South 43 degrees 37 minutes 24 seconds West 108.84 feet, thence South 67 degrees 22 minutes 37 seconds West 145.36 feet, thence South 77 degrees 17 minutes 44 seconds West 68.83 feet, thence South 88 degrees 50 minutes 00 seconds West 203.98 feet to the right of way of North Canvas Road.

In mutual consideration of the foregoing easement, the parties acknowledge and agree that they shall have such rights with respect to construction, operation, maintenance and repair of said easement as are recognized by the laws of the State of Arkansas.

TO HAVE AND TO HOLD the said lands thereunto belonging unto the said Grantees and their heirs/successors or assigns, forever.

Witness our hands and seals this 12 day of April 2001.

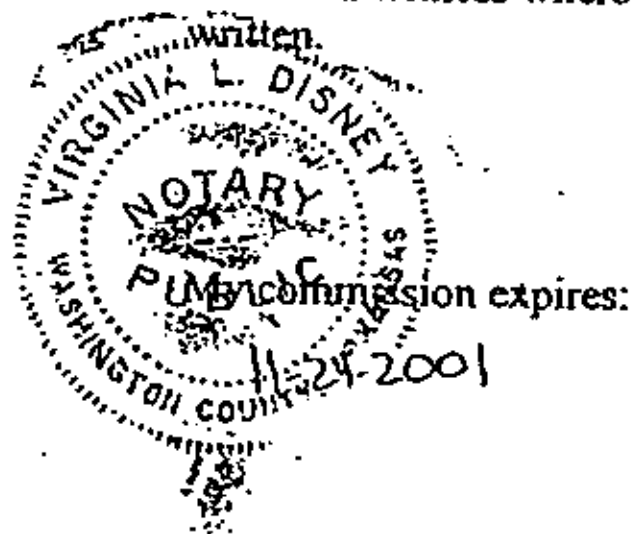
Howard Keith Morrison (seal)
HOWARD KEITH MORRISON
Lynn C. Morrison by
H. Keith Morrison (seal)
LYNN C. MORRISON by
H. KEITH MORRISON, attorney
in fact

ACKNOWLEDGMENT

STATE OF ARKANSAS)
COUNTY OF WASHINGTON) ss.

On this 12 day of April, 2001, before me, a notary public, personally appeared Howard Keith Morrison and Lynn C. Morrison, by H. Keith Morrison, her attorney in fact, known to me to be the persons whose names are subscribed to the foregoing instrument and acknowledged that they had executed the same for the purposes therein set forth.

In witness whereof I hereunto set my hand and official seal the date above



Virginia L. Disney
NOTARY PUBLIC

2001039282

WARRANTY DEED
HUSBAND AND WIFE CONVEYING AS TENANTS BY
THE ENTIRETY, JOINTLY OR IN COMMON

KNOW ALL MEN BY THESE PRESENTS:

That we, ANDRE' E. MARC SHIRLEY A. MARC

husband and wife, hereinafter called Grantors,
for and in consideration of the sum of One Dollar (\$1.00) and other good and
valuable consideration to me in hand paid by KENNETH LEE OSBORNE and
LORI ANN OSBORNE, HUSBAND AND WIFE

hereinafter called Grantee, do hereby grant, bargain and sell unto the said Grantee
and Grantee's heirs and assigns, the following described land, situate in
WASHINGTON County, State of Arkansas, to-wit:

FILED FOR RECORD
'96 MAR 15 PM 2 44
WASHINGTON CO AR
K. HARNESS

PART OF THE NORTHEAST QUARTER (NE 1/4) OF THE NORTHWEST QUARTER (NW 1/4) OF SECTION
EIGHTEEN (18), TOWNSHIP SIXTEEN (16) NORTH, RANGE TWENTY-NINE (29) WEST, DESCRIBED AS
BEGINNING 253.5 FEET EAST OF THE SOUTHWEST CORNER OF THE SAID NORTHEAST QUARTER (NE
1/4) OF THE NORTHWEST QUARTER (NW 1/4), THENCE NORTH 300 FEET, THENCE EAST 215 FEET,
THENCE SOUTH 300 FEET, THENCE WEST 215 FEET TO THE POINT OF BEGINNING, CONTAINING 1.48
ACRES, MORE OR LESS.

TO HAVE AND TO HOLD the said lands and appurtenances thereto belonging unto the said Grantee and Grantee's heirs and assigns,
forever. And we, the said Grantor, hereby covenant that we are lawfully seized of said land and premises, that the same is unencumbered,
and that we will forever warrant and defend the title to the said lands against all legal claims whatever.

And we, the respective Grantors, hereby release and relinquish unto the said Grantee our respective dower/bourtesy and homestead in
and to said lands.

WITNESS our hands and seals on this 14th day of March, 1996.

THIS INSTRUMENT PREPARED BY:

PLEASE MAIL TAX STATEMENT TO:

BANCOKLABOMA MORTGAGE COPR.

P. O. BOX 35688

TULSA, OK 74153

ANDRE' E. MARC

SHIRLEY A. MARC

under penalty of law,
swearing that at least the legal
correct amount of documentary stamp
have been placed on this instrument.

ACKNOWLEDGMENT

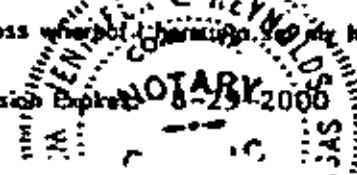
STATE OF ARKANSAS

COUNTY OF WASHINGTON

On this the 14th day of March, 1996, before me, a notary public, personally appeared
ANDRE' E. MARC and SHIRLEY A. MARC
know to me (or satisfactorily proven) to be the persons whose names subscribed to the foregoing instrument and acknowledged that they
had executed the same for the purposes therein set forth.

In witness whereof, I have hereunto set my hand and official seal.

My Commission Expires 8-29-2000



L. Reynolds
Notary Public

CERTIFICATE OF RECORD.

STATE OF ARKANSAS

COUNTY OF

I, _____, Circuit Clerk and Ex-Officio Recorder for the
County aforesaid, do hereby certify that the annexed and foregoing instrument of writing was filed for record in my office on the _____
day of _____ at _____ o'clock _____ M., and the same is now duly recorded
with the acknowledgment and certificate thereon, in Record Book, _____ at Page _____.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of said Court this _____ day of _____.

I certify under penalty of false swearing that at
least the legally correct amount of documentary
stamps have been placed on this instrument.

Grantee Benson A. West
4185 Canas Road
Gaylesville, Arkansas
72701

Circuit Clerk and Ex-Officio Recorder.

96015759

WARRANTY DEED
HUSBAND AND WIFE CONVEYING AS TENANTS BY
THE ENTIRETY, JOINTLY OR IN COMMON

KNOW ALL MEN BY THESE PRESENTS:

That we, ANDRE' E. MARC SHIRLEY A. MARC

husband and wife, hereinafter called Grantors,
for and in consideration of the sum of One Dollar (\$1.00) and other good and
valuable consideration to me in hand paid by RUSTON L. COLE and MARA
D. COLE, HUSBAND AND WIFE

hereinafter called Grantee, do hereby grant, bargain and sell unto the said Grantee
and Grantee's heirs and assigns, the following described land, situate in
WASHINGTON County, State of Arkansas, to-wit:

PART OF THE NORTHEAST QUARTER (NE 1/4) OF THE NORTHWEST QUARTER (1/4) OF SECTION
EIGHTEEN (18), TOWNSHIP SIXTEEN (16) NORTH, RANGE TWENTY-NINE (29) WEST, DESCRIBED AS
BEGINNING 468.5 FEET EAST OF THE SOUTHWEST CORNER OF THE SAID NORTHEAST QUARTER OF THE
NORTHWEST QUARTER; THENCE NORTH 300 FEET; THENCE EAST 215 FEET; THENCE SOUTH 300 FEET;
THENCE WEST 215 FEET, TO THE POINT OF BEGINNING, CONTAINING 1.48 ACRES, MORE OR LESS.

TO HAVE AND TO HOLD the said lands and appurtenances thereunto belonging unto the said Grantee and Grantee's heirs and assigns,
forever. And we, the said Grantor, hereby covenant that we are lawfully seized of said land and premises, that the same is unencumbered,
and that we will forever warrant and defend the title to the said lands against all legal claims whatever.

And we, the respective Grantors, hereby release and relinquish unto the said Grantee our respective dower/curtesy and homestead in
and to said lands.

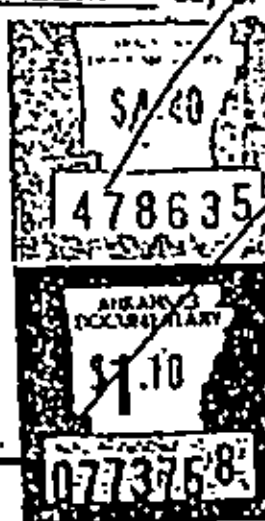
WITNESS our hands and seals on this 25th day of October, 1995.

THIS INSTRUMENT PREPARED BY:

under penalty of law,
bearing that at least the legally
correct amount of documentary stamp
have been placed on this instrument.

Grantee

Address



ANDRE' E. MARC

(Seal)

SHIRLEY A. MARC

(Seal)

ACKNOWLEDGMENT

STATE OF ARKANSAS

COUNTY OF WASHINGTON

On this the 25th day of October, 1995, before me, a notary public, personally appeared
ANDRE' E. MARC and SHIRLEY A. MARC
know to me (or satisfactorily proven) to be the persons whose names subscribed to the foregoing instrument and acknowledged that they
had executed the same for the purposes therein set forth.

In witness whereof I hereunto set my hand and official seal.

My Commission Expires:

9-1-2004

Official Seal
SUBAN G. POOLE
Notary Public - Arkansas
WASHINGTON COUNTY

Notary Public

CERTIFICATE OF RECORD

STATE OF ARKANSAS

COUNTY OF

I, _____, Circuit Clerk and Ex-Officio Recorder for the
County aforesaid, do hereby certify that the annexed and foregoing instrument of writing was filed for record in my office on the _____
day of _____ at _____ o'clock _____ M., and the same is now duly recorded
with the acknowledgment and certificate thereon, in Record Book _____ at Page _____.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of said Court this _____ day of _____.

Circuit Clerk and Ex-Officio Recorder.

FILED FOR RECORD

WARRANTY DEED

*99 OCT 4 PM 2:54 Husband and Wife Conveying as Tenants by
the Entirety, Jointly or In Common



WASHINGTON CO AR
KNOW ALL MEN BY THESE PRESENTS:

That we, Gene W. Arnold Jr. and Karen D. Arnold, husband and wife, hereinafter called Grantors, for and in consideration of the sum of One Dollar (\$1.00) and other good and valuable consideration to us in hand paid by David R. Faulkner, a single person, hereinafter called Grantee, do hereby grant, bargain and sell unto the said Grantee and Grantee's heirs and assigns, the following described land, situate in Washington County, State of Arkansas, to-wit:

A part of Lot Numbered Four (4), Block Numbered Two (2), Canvas Mountain Subdivision, a Subdivision of Washington County, Arkansas, as per plat of said Subdivision on file in the Office of the Circuit Clerk and Ex-Officio Recorder of Washington County, Arkansas, being more particularly described as follows: Beginning at the Southwest corner of said Lot Four (4); thence N 00 degrees 11 minutes 57 seconds E along the West line of said Lot Four (4) 310.31 feet to a set iron; thence S 89 degrees 53 minutes 36 seconds E 335.27 feet to a set iron on the East line of said Lot Four (4); thence S 00 degrees 04 minutes 24 seconds W 310.31 feet to the Southeast corner of said Lot Four (4); thence N 89 degrees 53 minutes 36 seconds W 335.95 feet to the point of beginning, containing 2.39 acres, more or less. The above described 2.39 acre tract being subject to the Right-of-Way of Wyman Road (County Road 48) and any other Easement and/or Right-of-Way of Record.

TO HAVE AND TO HOLD the said lands and appurtenances thereunto belonging unto the said Grantee and Grantee's heirs and assigns, forever. And we, the said Grantors, hereby covenant that we are lawfully seized of said land and premises, that the same is unencumbered, and that we will forever warrant and defend the title to the said lands against all legal claims whatever.

And we, the respective Grantors, hereby release and relinquish unto the said Grantee our respective dower/curtesy and homestead in and to said lands.

WITNESS our hands and seals on this 1st day of October, 1999.

Gene W. Arnold Jr.

Karen D. Arnold

THIS INSTRUMENT PREPARED BY:
Richard L. Miller
Attorney at Law
P. O. Box 3354
Fayetteville, Arkansas 72702

ACKNOWLEDGMENT

STATE OF ARKANSAS
COUNTY OF WASHINGTON

On this the 1st day of October, 1999, before me, a notary public, personally appeared Gene W. Arnold Jr. and Karen D. Arnold, known to me (or satisfactorily proven) to be the persons whose names are subscribed to the foregoing instrument and acknowledged that they had executed the same for the purposes therein set forth.

In witness whereof I hereunto set my hand and official seal.



My Commission Expires: 7-3-01

Notary Public

99090041

2560 Adrian Ave #A
Springdale, AR 72764

WARRANTY DEEDHUSBAND AND WIFE CONVEYING AS TENANTS BY
THE ENTIRETY, JOINTLY OR IN COMMON

KNOW ALL MEN BY THESE PRESENTS:

That we, ROBERT E. MARTIN and JANEEN MARTIN,husband and wife, hereinafter called Grantors, for and in consideration of
the sum of One Dollar (\$1.00) and other good and valuable consideration
to us in hand paid by MICHAEL B. CARFAGNO, JR., and MELODY
F. CARFAGNO, husband and wife

FILED FOR RECORD

'92 JUN 10 AM 8 40

WASHINGTON CO AR
A. E. ELMAYERhereinafter called Grantee, do hereby grant, bargain and sell unto the said
Grantee and Grantee's heirs and assigns, the following described land,
situate inWashington County, State of Arkansas, to-wit:Lot Numbered Twenty-two (22), Block Numbered One (1), Canvas Mountain, a subdivision
in Washington County, Arkansas, as per plat on file in the office of the Circuit Clerk
and Ex-Officio Recorder of Washington County, Arkansas, subject to all roadways, easements
and restrictions of record.I certify under penalty of false
swearing that at least the legally
correct amount of documentary stamps
has been placed on this instrument.
Date 6/8/92
Address BACTO HAVE AND TO HOLD the said lands and appurtenances thereunto belonging unto the said Grantee and Grantee's heirs and
assigns, forever. And we, the said Grantors, hereby covenant that we are lawfully seized of said land and premises, that the same
is unencumbered, and that we will forever warrant and defend the title to the said lands against all legal claims whatever.And we, the respective Grantors, hereby release and relinquish unto the said Grantee our respective dower/curtesy and homestead
in and to said lands.WITNESS our hands and seals on this 8th day of June, 19 92
THIS INSTRUMENT PREPARED BY:

BAC, Fayetteville, AR

Robert E. Martin (Seal)
ROBERT E. MARTIN
Janeen Martin (Seal)
JANEEN MARTIN
(Seal)

STATE OF ARKANSAS

ACKNOWLEDGMENT

County of Washington } ss.On this the 8th day of June, 19 92, before me, a notary public, personally appeared
Robert E. Martin and Janeen Martin, husband and wifeknow to me (or satisfactorily proven) to be the persons whose names subscribed to the foregoing instrument and acknowledged that
they had executed the same for the purposes therein set forth.

In witness whereof I hereunto set my hand and official seal.

My Commission Expires

June 1, 1995

PUBLIC

Notary Public

92 28234

RIGHT OF WAY GRANT

C. 5
Lot Split for Mayes Appeal
Page 18 of 68

TRACT NO.

STATE OF ARKANSAS
COUNTY OF WASHINGTON

KNOW ALL MEN BY THESE PRESENTS:

That for and in consideration of

and other valuable considerations to the undersigned, Robert E. Martin and Janeen Martin,

Husband and Wife

paid, the receipt of which is hereby acknowledged, the said Grantor does hereby GRANT, SELL AND COVEY unto the City of Fayetteville, Arkansas, a municipal corporation (herein styled Grantee), its successors and assigns, the right of way and easement to construct, lay, remove, relay, enlarge and operate a water and/or sewer pipe line or lines, manholes, and appurtenances thereto, on, over, across, and under the following described real estate, to-wit:

PROPERTY DESCRIPTION: A part of the fractional Northwest Quarter of the Southwest Quarter of Section Seven, Township Sixteen North, Range Twenty-Nine West.

EASEMENT DESCRIPTION: A permanent easement of 25 feet in width of equal and uniform width and a temporary construction easement of 50 feet of equal and uniform width. Both easements running parallel with and contiguous to the East right of way line of Joe Fred Starr Road.

FILED
JUN 29 1984
CIRCUIT CLERK
JUN 29 1984

TO HAVE AND TO HOLD unto said Grantee, its successors and assigns, so long as such pipe line or lines, manholes and/or appurtenances thereto shall be maintained, with ingress to and egress from the real estate first hereinabove described for the purpose of constructing, inspecting, maintaining and repairing said lines, manholes and appurtenances of Grantee above described, and the removal, renewal and enlargement of such at will, in whole or in part.

The said Grantor is to fully use and enjoy the said premises except for the purposes hereinbefore granted to the said Grantee, which hereby agrees to bury all pipes, where feasible, to a sufficient depth so as not to interfere with cultivation of soil, and that manholes will be constructed flush with the surface of the ground except in bottom lands where they shall be at a height above high water, and to pay any damages which may arise to growing crops or fences from the construction, maintenance and operation as determined by three disinterested persons, one thereof to be appointed by the said Grantor; one by the said Grantee; and the third by the two so appointed as aforesaid, and the written award of such three persons shall be final and conclusive.

The Grantor agrees not to erect any buildings or structures in said right of way other than fences and said fences shall not exceed six (6) feet in height.

The Grantee shall have the right to construct additional pipe lines upon the above described easement at any time in the future and agrees to pay any damages as a result of such future construction as set out in this easement.

The consideration first above recited as being paid to Grantor by Grantee is in full satisfaction of every right hereby granted. All covenants and agreements herein contained shall extend to and be binding upon the respective heirs, legal representatives, successors and assigns of the parties hereto.

It is hereby understood and agreed that the party securing this grant in behalf of the Grantee is without authority to make any covenant or agreement not herein expressed.

WITNESS the execution hereof this the 25th day of JUNE, 1984.

Robert E. Martin

Janeen Martin

ACKNOWLEDGMENT

STATE OF ARKANSAS
COUNTY OF WASHINGTON

BOOK 1112 PAGE 818

RECEIVED, that on this date, before me, a Notary Public within and for said County and State, duly commissioned and acting, personally appeared Robert E. Martin and Janeen Martin, to me well known as the person(s) who executed the foregoing Right of Way Grant, and that they had executed the same for the consideration and purpose therein mentioned and set forth.

WITNESS my hand and seal on this 25th day of June, 1984.

My commission expires Oct 1 1980

Ed D. Connell
Notary Public

FEB-28-00 03:07 PM LEND.

TITLE - FAY

3814434256

1P.03

ACKNOWLEDGMENT

STATE OF California
COUNTY OF San Bernardino

BE IT REMEMBERED, That on this day came before me, the undersigned, a Notary Public, within and for the county aforesaid, duly commissioned and acting PAUL C. WORKMAN AND PATRICIA A. WORKMAN,
HUSBAND AND WIFE to me well known as the grantor 6 in the foregoing Deed, and stated that they had executed the same for the consideration and purpose therein mentioned and set forth.

And on the same day also voluntarily appeared before me, the said PAUL C. WORKMAN AND PATRICIA A. WORKMAN, HUSBAND AND WIFE

to me well known and declared that they had, of their own free will, executed said Deed and signed and sealed the relinquishment of dower, curtesy and homestead in the said Deed for the consideration and purposes therein contained and set forth, without compulsion or undue influence of their spouse.

WITNESS my hand and seal as such Notary Public on this 18 day of March, 20 00.

My commission expires: April 18, 2003

Notary Public



JOHN HAYHURST
COMM. #1216389
NOTARY PUBLIC - CALIFORNIA
SAN BERNARDINO COUNTY

My Commission Expires April 18, 2003

2000016307

**LENDERS TITLE
COMPANY**

2013685FY

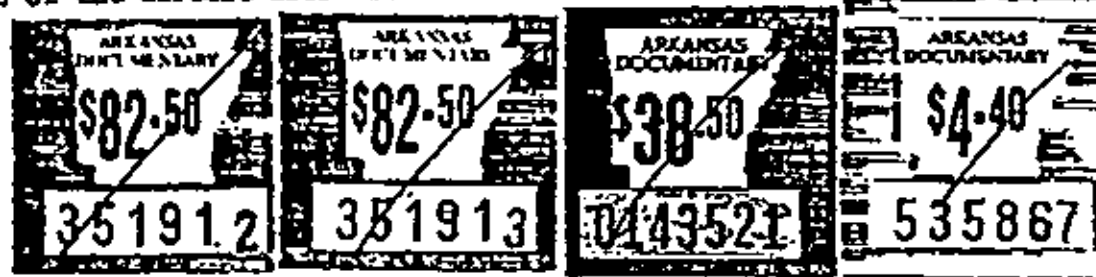
FILED FOR RECORD

'00 MAR 3 AM 8 04

WASHINGTON CO AR
K. HARNESS

WARRANTY DEED

We, PAUL C. WORKMAN and PATRICIA A. WORKMAN
husband and wife, for and in consideration of the sum of Ten and 00/100
and Dollars \$10.00 and
other valuable consideration to us in hand paid by HOWARD
HUSBAND AND WIFE, hereafter called Grantee 2, the receipt of which is hereby acknowledged,
do hereby grant, bargain, sell and convey unto Grantee 2, and unto their heirs and assigns forever,
the following lands in WASHINGTON County, Arkansas:
Lot Numbered Twenty-Three (23), Block Numbered One (1), Canvas Mountain, a
Subdivision in Washington County, Arkansas, as per plat of said Subdivision on
file in the office of the Circuit Clerk and Ex-Officio Recorder of Washington
County, Arkansas.



Subject to existing easements, building lines, restrictions
and assessments of record, if any.
I certify under penalty of false swearing that at least the legally correct amount of documentary stamps
have been placed on this instrument. If none shown, exempt or no consideration paid

Grantee or Agent H Keith Morrison H. KEITH MORRISON
Grantee's Address 1126 Huntington Streetville, Ar 72701
NORTH CANTON ROAD, STREETVILLE, AR 72701

TO HAVE AND TO HOLD the same unto Grantee 2, and unto their heirs and assigns forever,
with all appurtenances thereto belonging.

And we hereby covenant with Grantee 2 that we will forever warrant and defend the title to said lands
against all claims whenever.

And we, PAUL C. WORKMAN and PATRICIA A. WORKMAN
for the consideration recited herein, do hereby release and relinquish unto the said Grantee 2 and unto
their heirs and assigns, all of our right of dower, curtesy and homestead in and to said lands.

WITNESS our hands and seals this 1st day of
March, 20 00.

Paul C. Workman
PAUL C. WORKMAN

Patricia A. Workman
PATRICIA A. WORKMAN

2000016306

LTC 2013685 FY - Morrison - Aug



TRACT A:

Part of the NE1/4 of the NW1/4, Section 18, T-16-N, R-29-W, described as beginning 253.5 ft. East of the SW corner of the said NE1/4 of the NW1/4, thence North 300 ft., thence East 215 ft., thence South 300 ft., thence West 215 ft. to the point of beginning, containing 1.48 acres, more or less.

TRACT N:

Part of the NE1/4 of the NW1/4, Section 18, T-16-N, R-29-W, described as beginning 468.5 ft. East of the SW corner of the said NE1/4 of the NW1/4, thence North 300 ft., thence East 215 ft., thence South 300 ft., thence West 215 ft. to the point of beginning, containing 1.48 acres, more or less.

SURVEYOR'S CERTIFICATE

I hereby certify that the survey plotted and described hereon was completed under my supervision, and the corner markers were set as shown, to the best of my knowledge and belief. According to Flood Map(FIRM,FIRM), Community Panel No. 05143C0115 C, effective date 1991, this property is situated in Zone X.

CLIENT: Andre Marc , Fayetteville, Arkansas
COUNTY: Washington Date: February 11, 1995

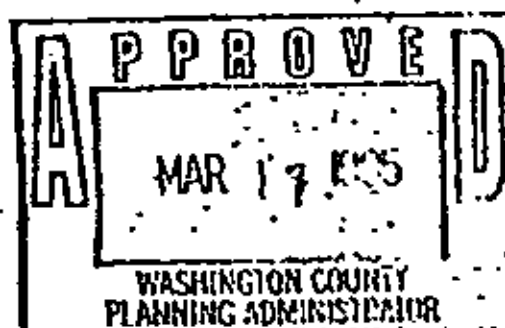
LEGEND

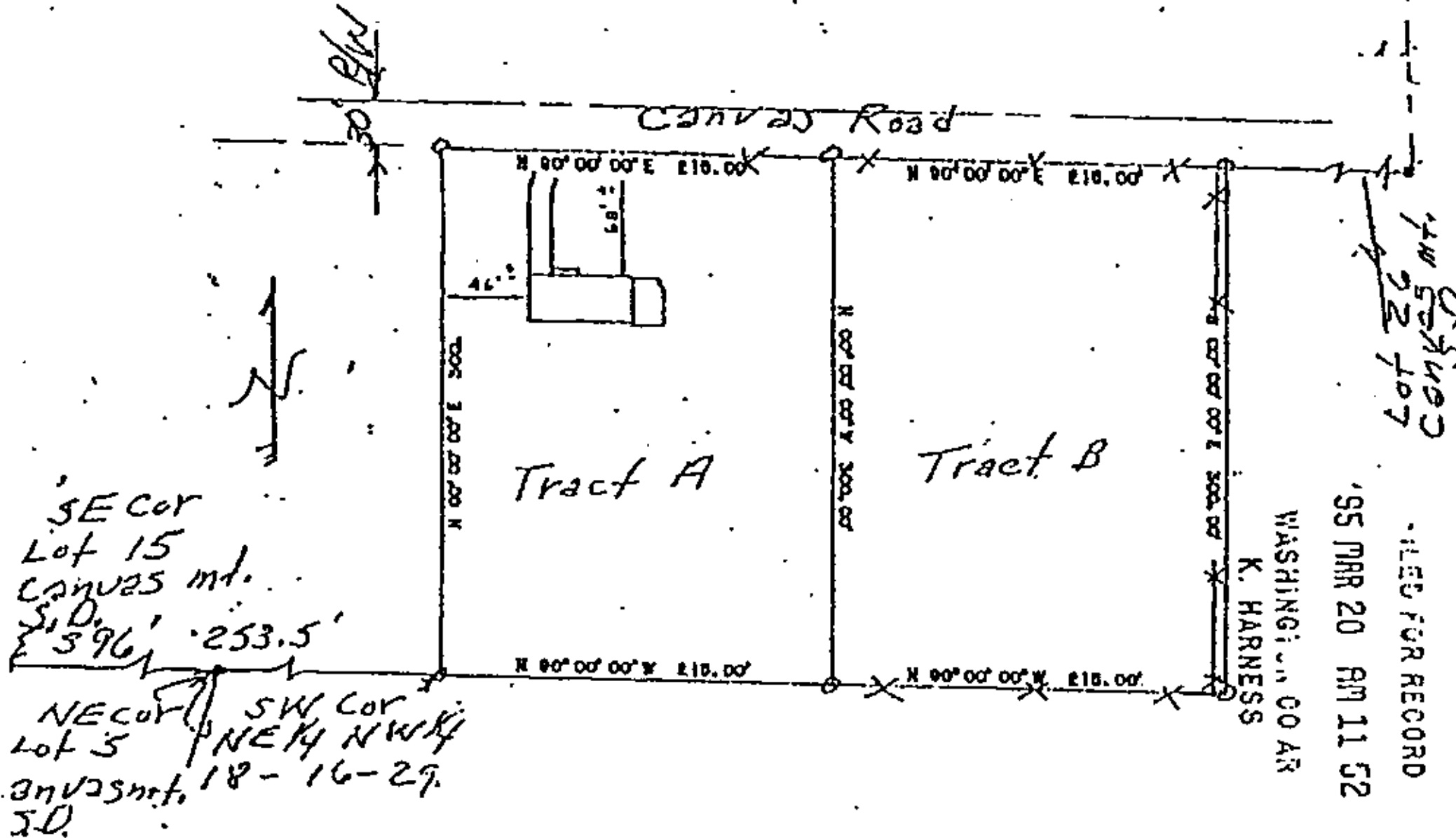
SECRET

Found Stone		Found Iron Pin
Found concrete monument		
x---x- Fence	-- -- --	Right of Way Line
Set Iron Pin	-----	Centerline
Scale: 1 in. = 100 ft.	I-----I-----I	
	0	100 200

Andre + Shirley Marc
4185 Concord Rd.
Taz

95013373





LEGAL DESCRIPTION

TRACT A:

Part of the NE1/4 of the NW1/4, Section 18, T-16-N, R-29-W, described as beginning 253.5 ft. East of the SW corner of the said NE1/4 of the NW1/4, thence North 300 ft., thence East 215 ft., thence South 300 ft., thence West 215 ft. to the point of beginning, containing 1.48 acres, more or less.

TRACT B:

Part of the NE1/4 of the NW1/4, Section 18, T-16-N, R-29-W, described as beginning 468.5 ft. East of the SW corner of the said NE1/4 of the NW1/4, thence North 300 ft., thence East 215 ft., thence South 300 ft., thence West 215 ft. to the point of beginning, containing 1.48 acres, more or less.

SURVEYOR'S CERTIFICATE

I hereby certify that the survey platted and described hereon was completed under my supervision, and the corner markers were set as shown, to the best of my knowledge and belief. According to Flood Map (FIRM, FIRM), Community Panel No. 05143C0115 C, effective date 1991, this property is situated in Zone X.

CLIENT: Andre Marc, Fayetteville, Arkansas
COUNTY: Washington Date: February 11, 1995

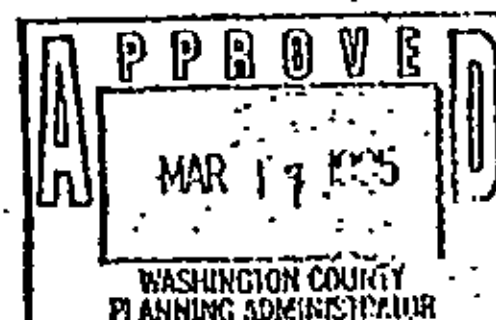
LEGEND

Found Stone Found Iron Pin
Found concrete monument
-x-x- Fence Right of Way Line
Set Iron Pin Centerline
Scale: 1 in. = 100 ft. 0 100 200



Andre + Shirley Marc
4185 Canvas Rd.
Jay

95013373



MINUTES TAKEN OFF YOUR WED. SITE

C. 5
Lot Split for Mayes Appeal
Page 23 of 68

2004 - 2006 TANDEM LOTS
THAT YOU APPROVED.

THEY HAVE THE SAME SPECS AS US.

THEY DON'T HAVE 75 FOOT FRONTAGE
AND WERE APPROVED

BEW ISRAEL LIVES DOWN THE STREET

Shackelford: Next we have CUP 04-1282 and an accompanying Lot Split as well. If we could have staff comments please.

Pate: The two items before you are currently a Conditional Use and a Lot Split. The Conditional Use is a request to create a tandem lot. As you will note on your maps on page 13.12, the majority of this property is located within our Planning Area in the county. Zoning does not apply to this area. However, the portion of the lot that the applicant is requesting to split out is within the city limits and is zoned R-A. Therefore, we are seeing a Conditional Use request because this particular lot does not have any frontage. The property is located on Rom Orchard Road and contains approximately 10.13 acres. The applicant is requesting to split the lot into two tracts of 2.6 and 7.5 acres. The property is situated such that there is a large pond. You can see that on page 13.13. Really, the only way to subdivide this piece of property and still be able to build on it and access it would be in its current configuration. Otherwise, you would have to split the pond to gain the necessary frontage. Based on that situation, staff is recommending approval of the Lot Split and the Conditional Use. You will note item 13, the Conditional use, does have several findings that are required to be made by the Planning Commission. Staff has made those findings for you and those are reflected in the conditions of approval. I would like to expand on item five. On page 13.5 you will notice there is a requirement, that says before a Certificate of Occupancy is issued for a dwelling located on a tandem lot the property owner shall either construct a turn around for sanitation vehicles or construct a masonry garbage can holder with screening for each garbage can to be used. This type of garbage can holder is not conducive to the city's solid waste collector. They have requested that this option not be allowed. It tears up those masonry holders. Essentially, as any resident in the City of Fayetteville or anyone served by the Solid Waste Division, the cart will be wheeled out to the frontage on the trash collection day and then wheeled back to their home. With that, staff is recommending approval of both the Conditional Use and Lot Split.

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January 9, 2006
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CUP 06-1861: Conditional Use Permit (HENRY JORDAN, 366 Submitted by WILLY BERCHTOLD for property located at 2150 N. LEVERETT AVENUE. The property is zoned RMF-24, MULTI FAMILY – 24 UNITS/ACRE and contains approximately 7.67 acres. The request is for a tandem lot.

LSP 05-1777: Lot Split (JORDAN RENTALS, 366): Submitted by BRIAN SCOTT GEOMATIC CONSULTANTS, INC. for property located at 2100 LEVERETT AVE. The property is zoned RMF-24, MULTI FAMILY – 24 UNITS/ACRE and contains approximately 7.67 acres. The request is to divide the subject property into 2 tracts of 0.93 and 6.74 acres.

CUP 06-1860: Conditional Use Permit (HENRY JORDAN, 366 Submitted by WILLY BERCHTOLD for property located at 2150 N. LEVERETT AVENUE. The property is zoned RMF-24, MULTI FAMILY – 24 UNITS/ACRE and contains approximately 0.93 ACRES. The request is for a detached dwelling (existing) on the subject property.

Morgan: This property is located east of Leverett Avenue and extends north to the terminus of the adjacent street. To the west of this property is Leverett which is a collector street and to the north is a planned collector street on the Master Street Plan. There is an easement for access to the north of this property. It is currently developed for Multi Family Use. There are apartment buildings on this property at this time. This applicant has three requests submitted before you, the first if the conditional use; there is a lot split request to create a 0.93 acre tract which will not have frontage on a public right-of-way and therefore is a tandem lot; and there is a conditional use request to erect a detached dwelling unit on this property. These three items are being treated separately with separate recommendations; however, they do tie in together in concept. Staff recommends approval of the lot split with the approval of condition requiring a conditional use to approve the tandem lot. This property will contain a single family dwelling only. There are currently two structures on the property – one of which will be utilized for the single family dwelling; the second is currently a storage area. It used to be a laundry facility for the apartment complex. With regard to the conditional use request for the tandem lot, which is item 18 on your agenda, Staff finds that a tandem lot in this area is not an inappropriate use of the property, and recommends approval of this conditional use with all conditions of approval listed in the staff report. This action does create a non-conforming structure; however, the building setbacks for a tandem are twenty feet on each side, where not adjacent to a right-of-way. The existing structures on this property are the existing single family dwelling unit which is closer than twenty feet to that side setback. Any redevelopment or reconstruction of that structure would have to comply with that non-conforming requirements of non-conforming structures or they would need to see the Board of Adjustment for a variance of that setback. The second conditional use request is to erect a second dwelling unit on the property, not necessarily erect that second dwelling unit, but do modify the existing storage unit to a second dwelling unit. While a second

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Page 16
Childers:

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I'm Barbara Childers, I'm the property owner. What I'm proposing to build back there is a 767 sq. ft. log cabin house nestled inside the trees back there to use for rental property. I agree with all of the conditions of the city. I don't know exactly what you want me to say about it. I would just like to have a nice little home back there. I have deer that come back there. I don't want to disturb them. I don't want to cut down anymore trees than I have to. Moving it back further off the road is to accommodate the conditions of having the lot moved back and combining the two lots together I think is an even better idea.

Ostner: Thank you. At this point I will open it up to the public. Would anyone like to speak to this CUP 05-1364? Seeing none, I will close it to the public and bring it back to the Commission. Staff, have you heard from any neighbors in the area?

Morgan: We have responses from three neighbors, two of which are in favor of this request. One of which had several concerns with regard to traffic and has submitted a letter, which is included in your staff report.

Clark: How many home owners are back there?

Morgan: At present there is one home, Ms. Childers' home, located to the south of the lot and there are no homes located to the north.

Clark: How many folks did you notify as immediate property owners?

Morgan: Four.

Clark: Ok, I'm just trying to get it in perspective.

Ostner: My question about the neighbors was going to this neighbor who was worried about traffic. Does staff feel that traffic is going to be a safe situation if the Conditional Use is processed?

Pate: Yes. Our findings indicate that the alley and street sections that we still use today, the alley is essentially for vehicular access. This lot in effect, does not have frontage because the street in front of it has never been connected. For instance, the homes that do front onto Huntsville Avenue all use this alley for access. I believe Solid Waste also utilizes this alley to serve the residents there fronting on Huntsville Road as well. I know from another application that was processed in a nearby vicinity, the Planning Commission did tour through this alley with the bus and it was quite safe in my opinion driving the bus.

Shackelford: I'm a little confused on condition of approval number three, a new access drive shall be paved a minimum 25' in length, is that length or width?

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Morgan: That would be length. We would assure that the width of the private drive to the home would satisfy any emergency vehicle requirements in order to provide emergency service to this area.

Shackelford: It has to be built from the intersection of the drive to the intersecting right of way. It is rare that we put a minimum length figure in there when we are trying to build a road between two destination points so I was a little confused by that.

Pate: That is actually part of the findings, part of the requirements for a Conditional Use for a tandem lot so that a standard driveway will be constructed even though it does not have frontage onto a street. That is part of the standard findings within the packet.

Shackelford: I find everything to be in line with staff's findings. I will make a motion that we approve CUP 05-1364 subject to all stated conditions of approval.

Allen: Second.

Ostner: Is there further comment or discussion?

Anthes: Because we have a lengthy report in here that talks about cars blocking drives and that sort of thing, can you state for the record and for anyone watching, what the recourse people have if that is happening in their drive lanes.

Pate: I believe part of the recourse has already been taken. No parking signs have been posted in this alley so that traffic trying to move along this alley would not be impeded by parked traffic. The best way would be to call the Police Department to report it if a vehicle was impeding traffic in that location.

Ostner: Thank you. Is there further discussion? Could you call the roll please?

Roll Call: Upon the completion of roll call the motion to approve CUP 05-1364 was approved by a vote of 9-0-0.

Thomas: The motion carries.

Morgan:

If you would allow me to address this as well as the next two items, a Conditional Use for Ron Payne as well as another Lot Split for Ron Payne together. The applicant currently owns a piece of property that is 1.86 acres. It is located west of Ray Avenue. The applicant, if you address your survey which has been given to you, requests with this first Lot Split that .3 acres be subdivided from the property to the north of the tract. Additionally, they are requesting a Lot Split to create a 1.12 acre tract which will have 25' of frontage and utilize property behind the .3 acre tract to the north and a .44 acre tract to the south which currently houses an existing single family home. The second proposal for the 1.12 acre tract is to create a tandem lot, which would require the approval of a Conditional Use. Staff is in support of the two lot split proposals as well as the Conditional Use request for creation of a tandem lot. The lot in question is a very large lot with quite a bit of property to the rear and south of this lot. Staff finds that utilizing this area for development of a single family home is appropriate in this area of town. There is an existing school to the north of this property and those who develop this tract may benefit from that service provided. Additionally, as part of the Conditional Use approval we are to look at construction of sidewalk and as a condition of approval for this tandem lot staff is recommending construction of sidewalk along the 1.56 acre tract of property. That has been recommended by the Sidewalk Coordinator and would help facilitate construction of sidewalks in an area which is needing sidewalks due to the school and pedestrian traffic in that area. As I previously mentioned, we are in support of both Lot Splits as well as the Conditional Use.

Ostner:

Thank you. Is the applicant present?

Payne:

I'm Ron Payne, the property owner. I am a licensed residential contractor and plan to do the building on the site.

Ostner:

Thank you. At this point I will open it up to the public. Would anyone like to speak about these issues? We can talk about them together, we need to vote on them independently but we are talking about two Lot

Planning Commission

December 13, 2004

Page 6

LSP 04-1312: Lot Split (RON PAYNE #1, 526/565): Submitted by HOLLY PAYNE for property located at 689 RAY STREET. The property is zoned RSF-4, SINGLE FAMILY - 4 UNITS/ACRE and contains approximately 1.86 acres. The request is to divide the subject property into 2 tracts of .30 AND 1.56 ACRES.

Ostner: The next item on our agenda is LSP 04-1312 for Ron Payne #1 if we could have the staff report please .

Morgan: If you would allow me to address this as well as the next two items, a Conditional Use for Ron Payne as well as another Lot Split for Ron Payne together. The applicant currently owns a piece of property that is 1.86 acres. It is located west of Ray Avenue. The applicant, if you address your survey which has been given to you, requests with this first Lot Split that .3 acres be subdivided from the property to the north of the tract. Additionally, they are requesting a Lot Split to create a 1.12 acre tract which will have 25' of frontage and utilize property behind the .3 acre tract to the north and a .44 acre tract to the south which currently houses an existing single family home. The second proposal for the 1.12 acre tract is to create a tandem lot, which would require the approval of a Conditional Use. Staff is in support of the two lot split proposals as well as the Conditional Use request for creation of a tandem lot. The lot in question is a very large lot with quite a bit of property to the rear and south of this lot. Staff finds that utilizing this area for development of a single family home is appropriate in this area of town. There is an existing school to the north of this property and those who develop this tract may benefit from that service provided. Additionally, as part of the Conditional Use approval we are to look at construction of sidewalk and as a condition of approval for this tandem lot staff is recommending construction of sidewalk along the 1.56 acre tract of property. That has been recommended by the Sidewalk Coordinator and would help facilitate construction of sidewalks in an area which is needing sidewalks due to the school and pedestrian traffic in that area. As I previously mentioned, we are in support of both Lot Splits as well as the Conditional Use.

Ostner: Thank you. Is the applicant present?

Payne: I'm Ron Payne, the property owner. I am a licensed residential contractor and plan to do the building on the site.

Ostner: Thank you. At this point I will open it up to the public. Would anyone like to speak about these issues? We can talk about them together, we need to vote on them independently but we are talking about two Lot Splits and a Conditional Use, LSP 04-1312, CUP 04-1313 and LSP 04-1343. We can take public comment on all three items at once. Seeing none, I will close it to public comment and bring it back to the Commission.

Hoover:

The next item on the agenda is CUP 03-32.00 for property located at 3501 Whippoorwill Court, Jeremy?

Pate:

Thank you Madam Chair. This Conditional Use was submitted by Bill Rudasill on behalf of Mr. Mark Brewer for property located on Whippoorwill Court and Whippoorwill Lane down to the southwest. The property is zoned RSF-4, Residential Single Family, four units per acre and contains approximately 4.9 acres in total. This is part of the Gaddy Acres subdivision that was platted in 1990 I believe. In your packets on pages 4.11, 4.12 and 4.13 there is sort of a dated time line of how this lot has changed from what it was platted in 1990 at 2.45 acres. In 2000 the property line was adjusted to 1.26 acres still with some 25' of frontage onto Whippoorwill Lane down to the southwest and the proposal before us tonight is to create a tandem lot of .71 acres out of Lot 17 which would allow for the property of Lot 21 to abut the right of way on Whippoorwill Lane as well as Whippoorwill Court up to the northeast. Just as a point, with the 2000 property line adjustment there was also an access easement so that the property owner of this lot, Mr. Brewer owns both of these lots, the property owner did have access, he is just adjusting the property line. Again, a property line adjustment is an administrative action and that is approved at staff level. The request tonight is to create the tandem lot. In the findings the applicant has complied with specific rules governing this individual Conditional Use request. The tandem lot will have access to a public street by way of a 20' private drive with a 25' access easement. That is within the conditions of approval that staff is recommending. The proposed access is an existing drive within an easement off of Whippoorwill Lane through Lot 21. The drive is required to be expanded to a minimum of 20' wide at the time of building permit for that Lot 17. A minimum of 25' from Whippoorwill Lane is also required to be paved. Some findings particularly with regard for Conditional Uses for tandem lots that staff is required to make, parking shall not be located on the drive at the time of development on Lot 17. All residential carts and recycling bins have to be taken out to the street. There have been some plat revisions that have been addressed here in some of these comments. The terrain in this area does slope and varies significantly. With the original

 *Planning Commission*

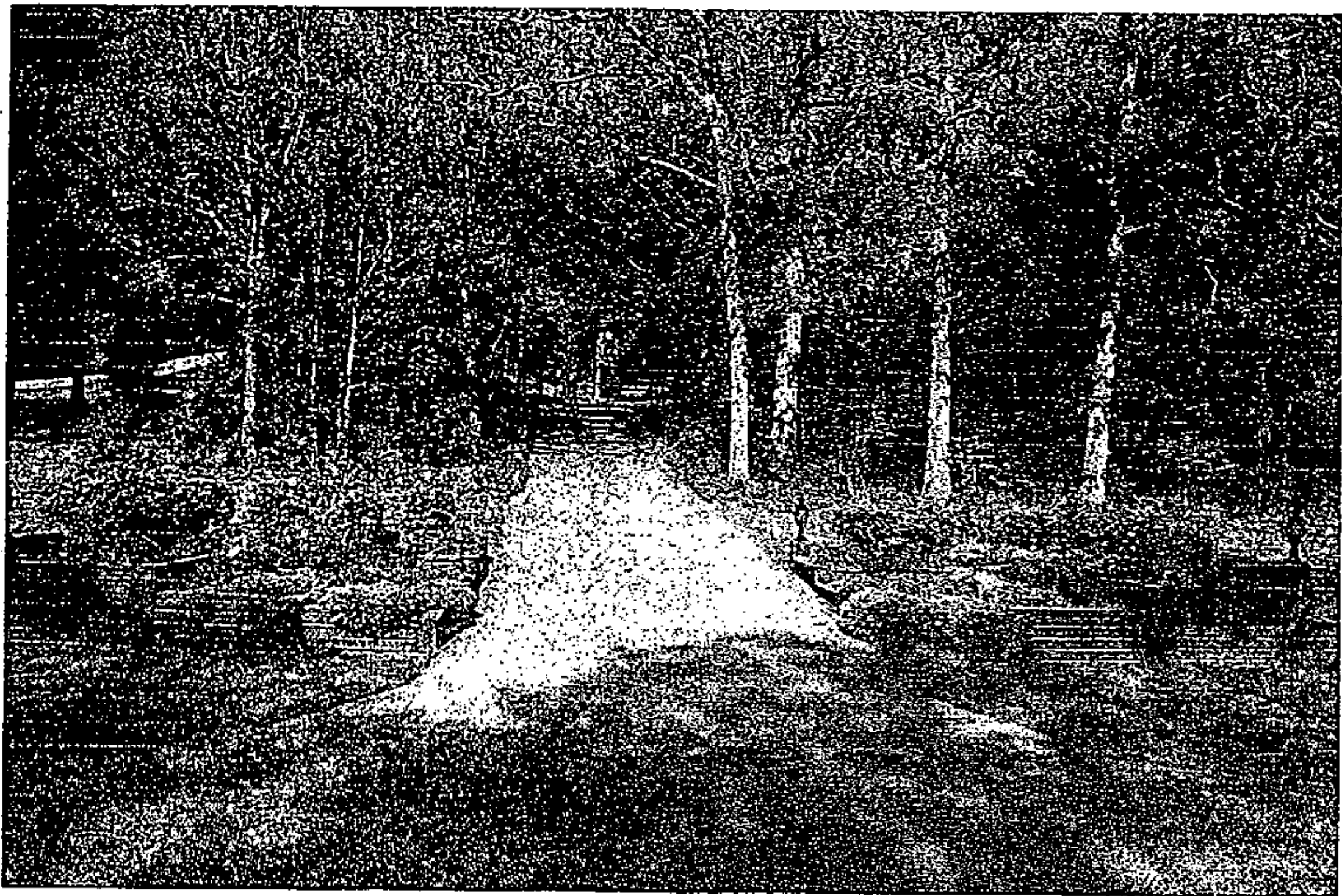
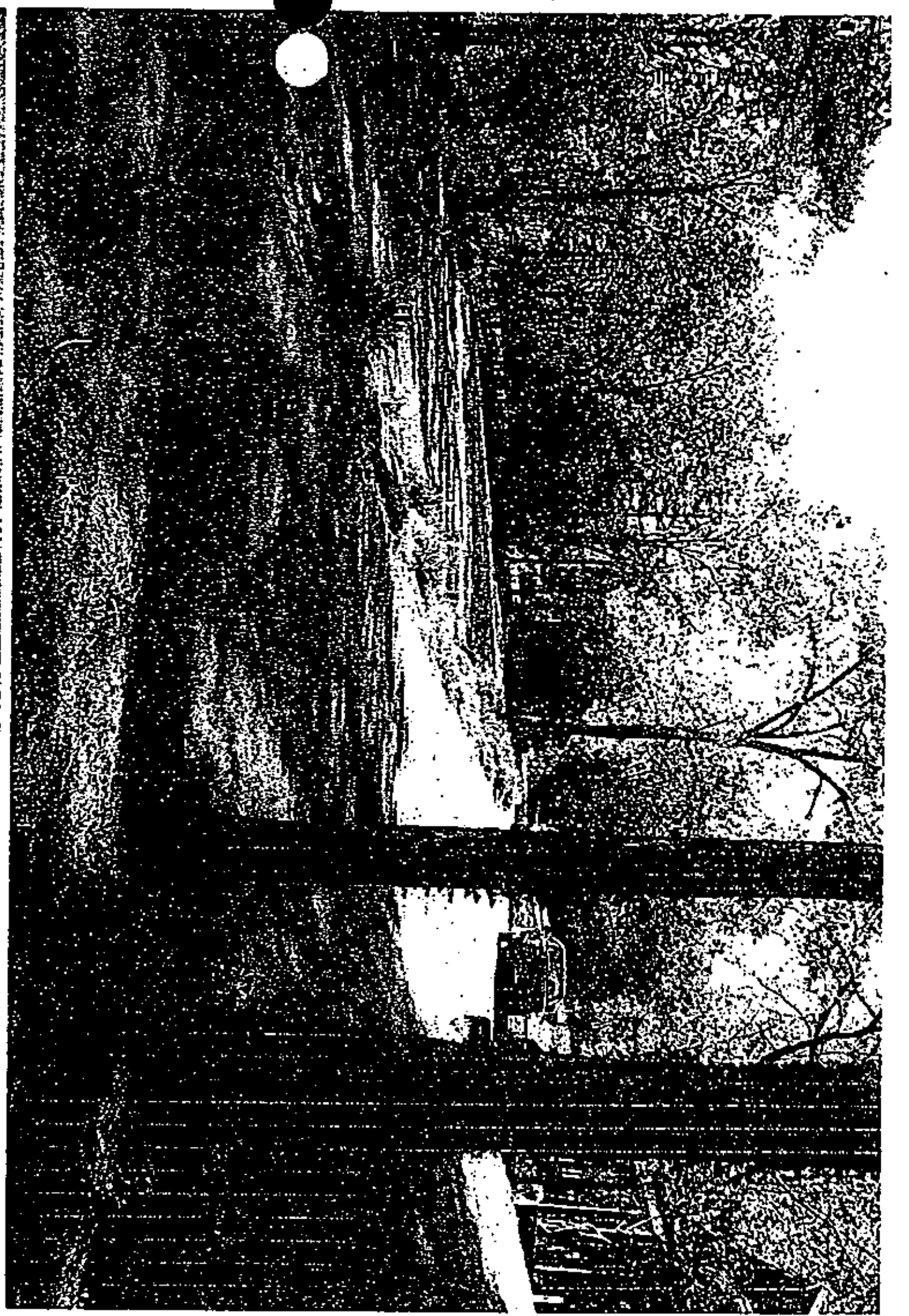
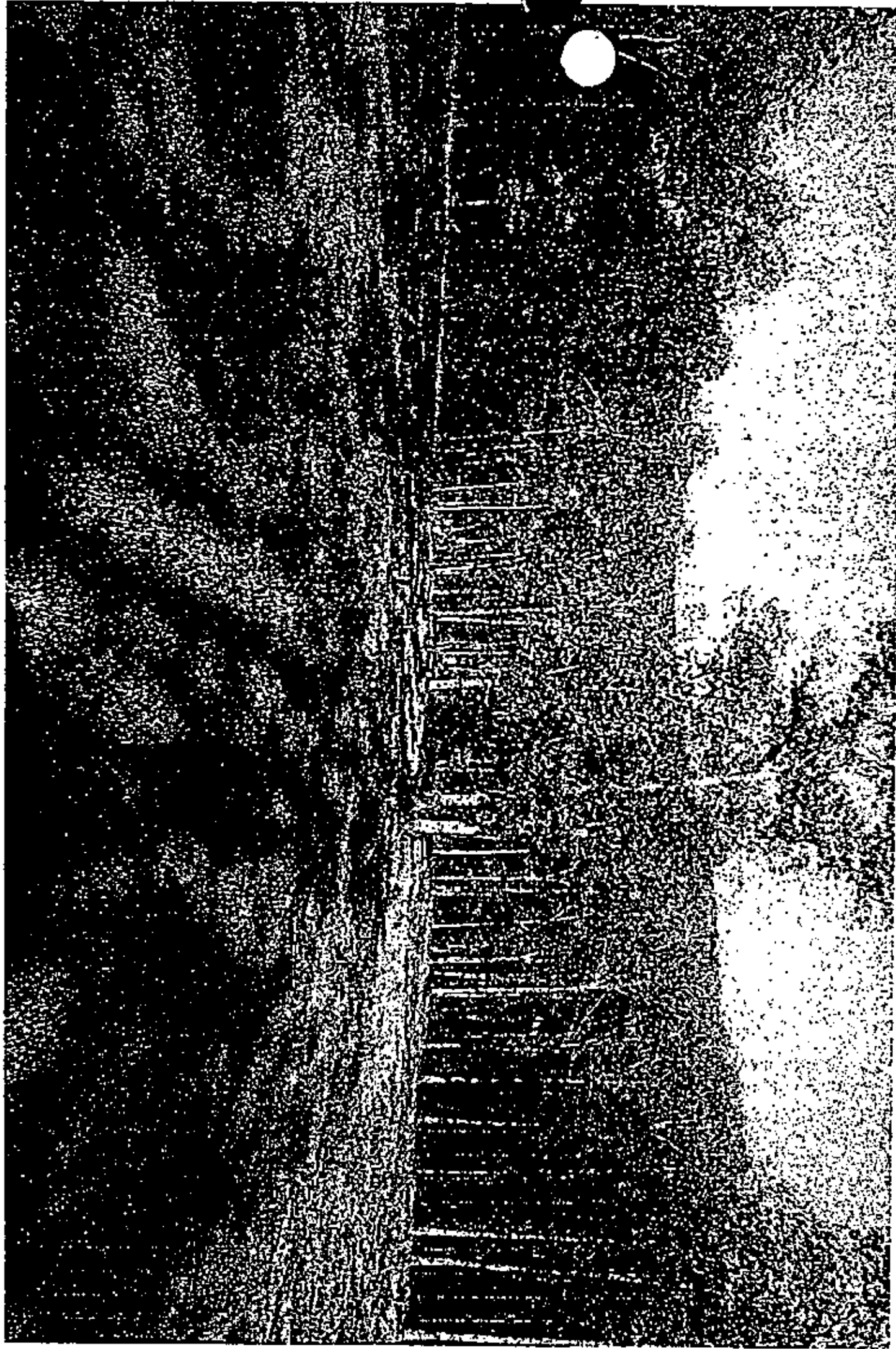
April 25, 2005

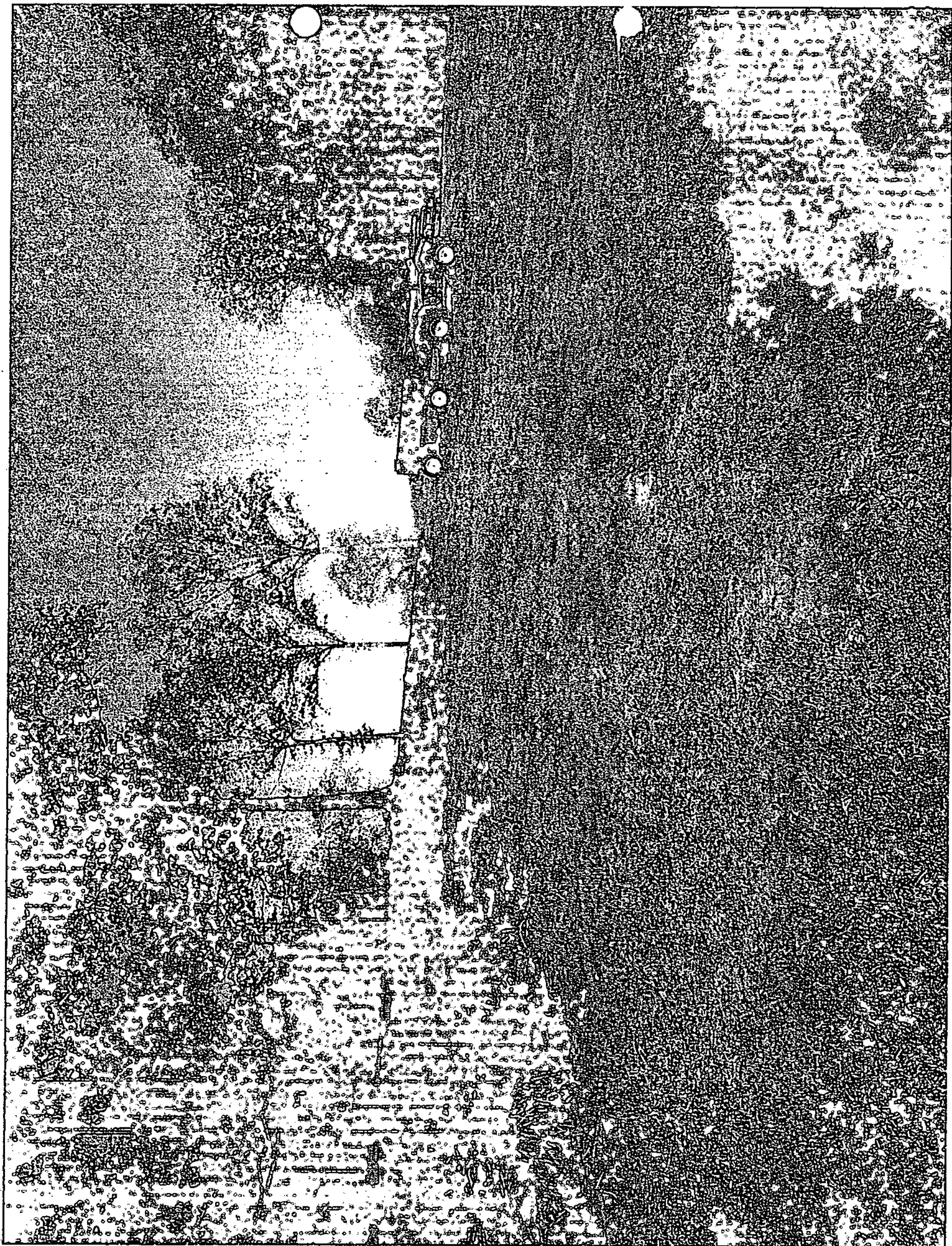
Page 6

CUP 05-1466: (ISRAEL, 451): Submitted by CLARK CONSULTING for property located on STARR DRIVE. The property is zoned R-A, RESIDENTIAL AGRICULTURAL and contains approximately 30.99 acres. The request is to approve a tandem lot on the subject property.

Ostner: The next item on our agenda is CUP 05-1466 for Israel submitted by Clark Consulting for property located on Starr Drive. If we could have the staff report please?

Pate: This property is zoned both R-A, Residential Agricultural and is also located within the Planning Area. It contains approximately 31 acres. This item and the following item are in tandem. The request is to create a tandem lot. This item is a Conditional Use request to create a lot that does not have frontage onto public right of way and is instead accessed by an access easement that is filed on the lot in front of it. The larger lot, which would consist of about 28.95 acres would have that access easement as shown on the plat along the north property line for ingress and egress. It would be wide enough to accommodate emergency service vehicles. A driveway would need to be constructed in that location as well. The tandem lot would be approximately a two acre lot that would consist of one single family home and accessory structures. Staff has made findings of fact with regard to this Conditional Use request as required by ordinance on pages 6.3 through 6.7 and have recommended conditions of approval based on those findings of fact. Those are listed on the first page of your staff report. Staff is recommending approval of the Conditional Use to approve this tandem lot request as well as the following request, which is the Lot Split request that does meet ordinance requirements with the exception of frontage. There are a number of conditions. As I mentioned, one single family home is the maximum allowed on this tract of land by ordinance. On this particular tract of land a building permit will also be required for any structures because it is located within the city. Much of this property that is in front of us is located within the county. The city limits line meanders in and out in this location. Item number two, a new access drive shall be paved a minimum of 25' in length from the intersection of the drive and intersecting Starr Drive right of way. That will need to be maintained by the tandem lot owner and comply with city ordinances to provide safe and adequate emergency access. The ingress/egress easement from Starr Drive shall be 30' in width. Also, with regard to solid waste disposal, staff is recommending a cart be rolled out to the street as opposed to the more typically recommended by ordinance brick screening type facility, which is not useful for the city's purposes for handling solid waste. I'm not sure if the city actually services this area because it is part of the county but in the case that they do that would be more compatible with our type of arm system. The building setbacks shall be 20' for all property lines for the tandem lot. That is a basic ordinance requirement. Also, the developer is required because it is a Conditional





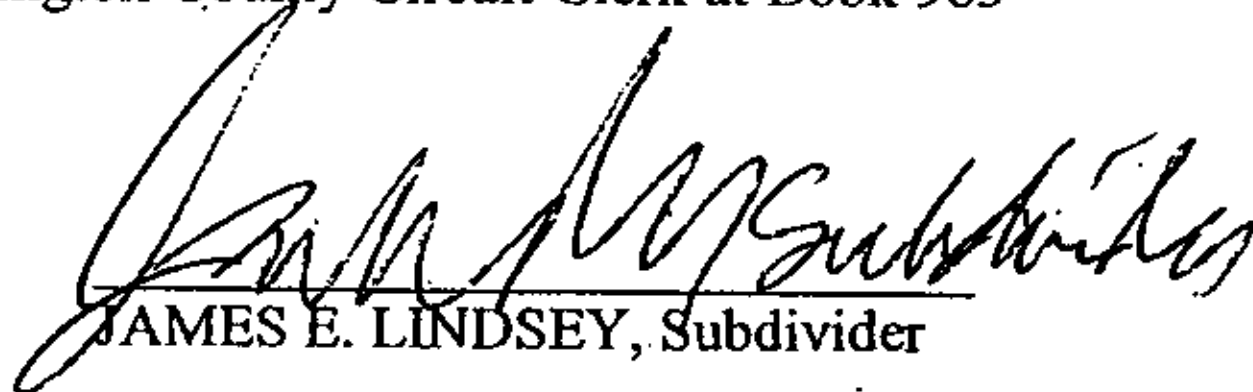
Appendix B

Public Support

Canvas Mountain
A Subdivision in Washington County Arkansas

ACKNOWLEDGMENT AND CONSENT TO TANDEM LOT SPLIT

That I, James E. Lindsey, as subdivider of all the lots in Canvas Mountain Subdivision in Washington County Arkansas, do hereby acknowledge and consent to the Tandem Lot Split (re-subdivision) submitted by James I. Mayes and Linda Broyles Mayes as reflected on the attached survey which is marked as Exhibit "A" and incorporated herein. This acknowledgment and consent is given pursuant to paragraph 5 of the Protective Covenants of Canvas Mountain, a subdivision in Washington County Arkansas and filed for record on February 15, 1979 with the Washington County Circuit Clerk at Book 983 page 746.


JAMES E. LINDSEY, Subdivider

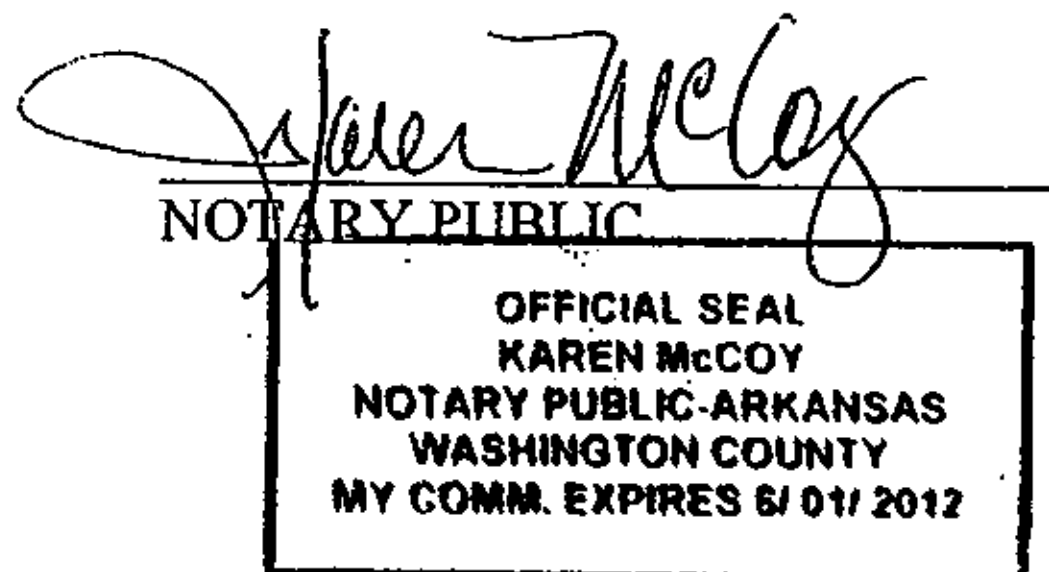
STATE OF ARKANSAS)
)
COUNTY OF WASHINGTON) ss.

Before me, the undersigned, a Notary Public in and for said County and State on this 14 day of August, 2006, personally appeared JAMES E. LINDSEY to me known to be the identical persons who executed the within and foregoing instrument and acknowledged to me that they executed the same as their free and voluntary act and deed for the uses and purposes therein set forth.

Given under my hand and seal the day and year last above written.

My Commission Expires:

6-01-12

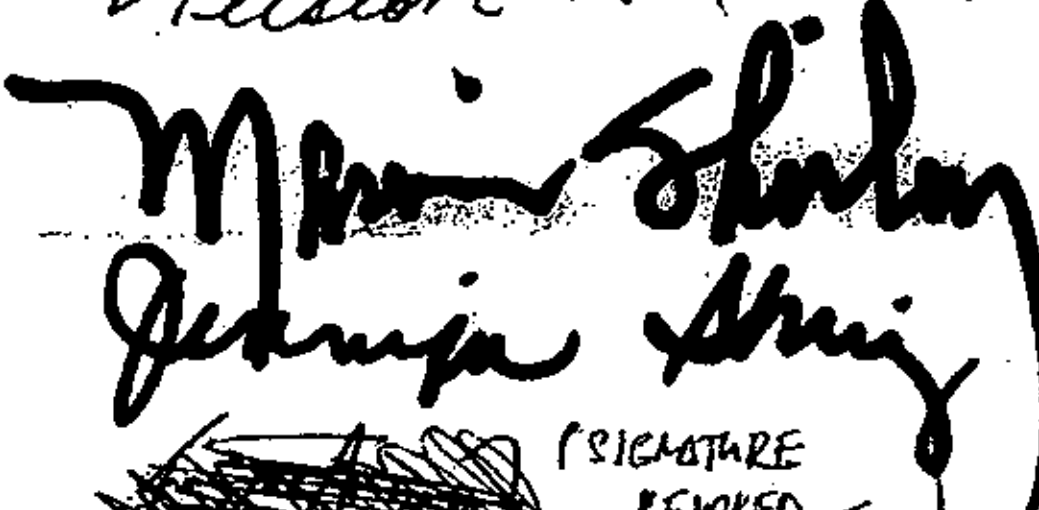
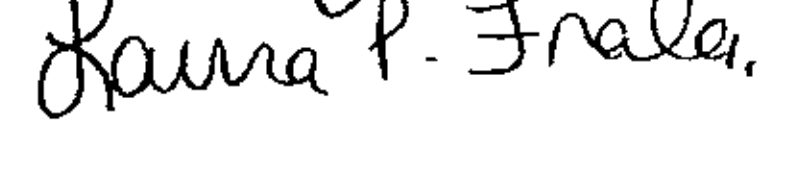
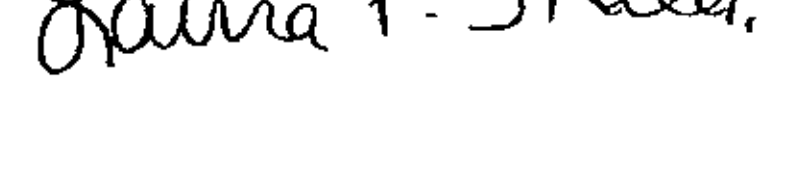
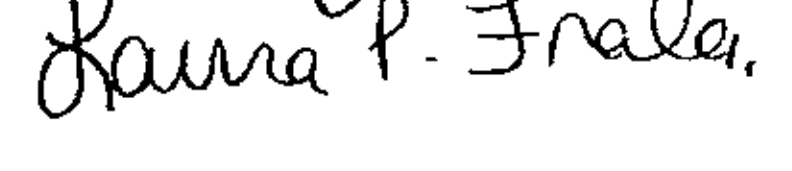
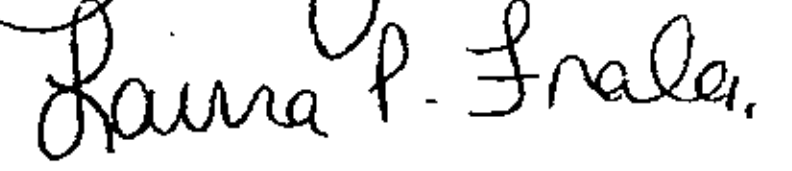
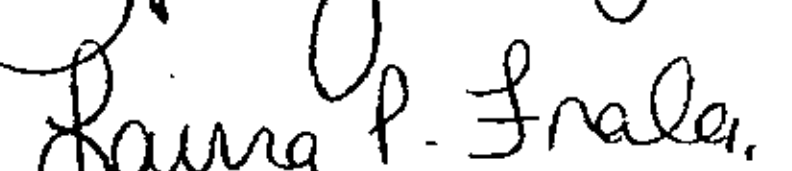
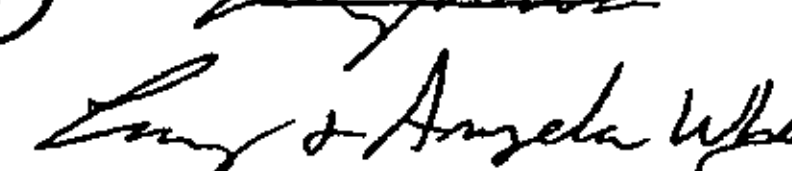
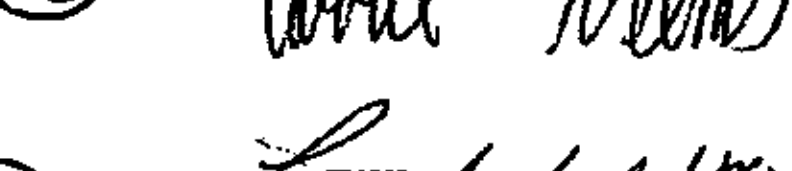
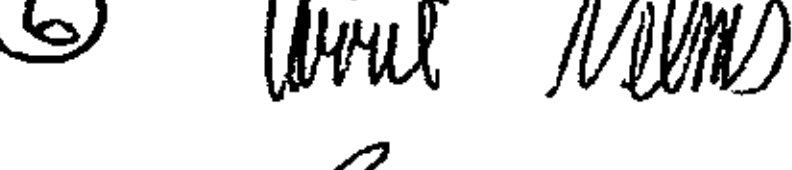
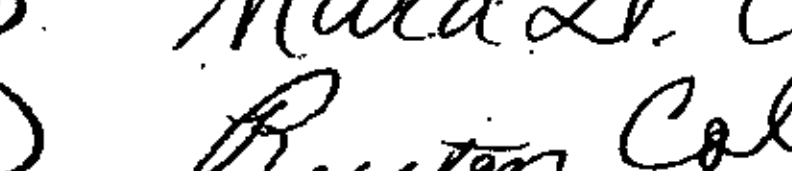
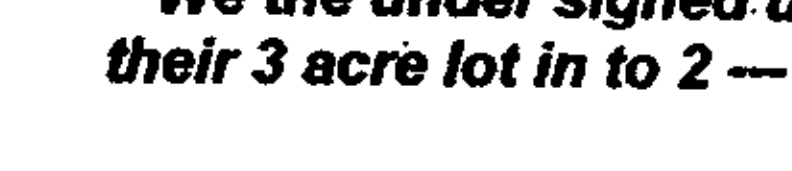
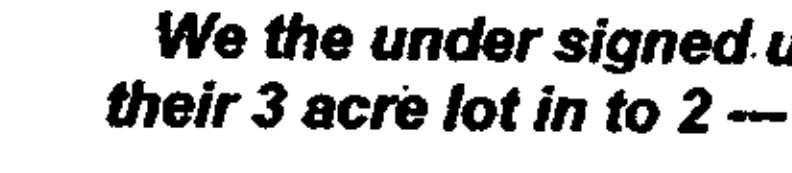
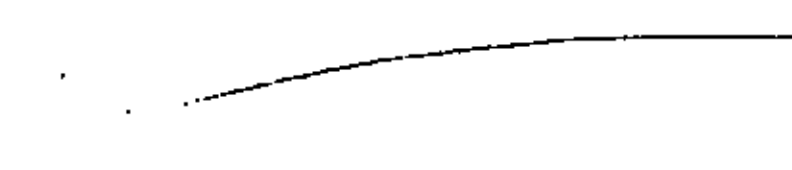
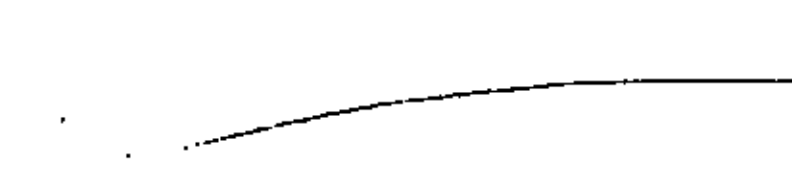
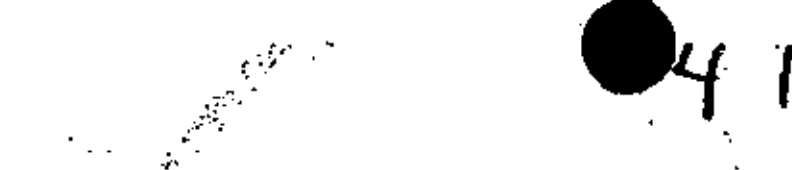
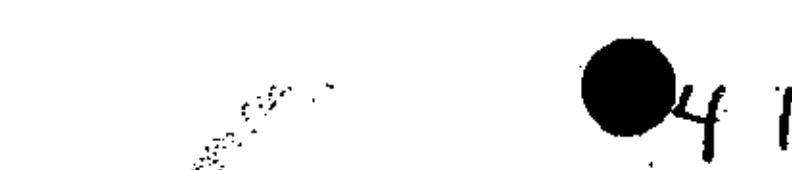
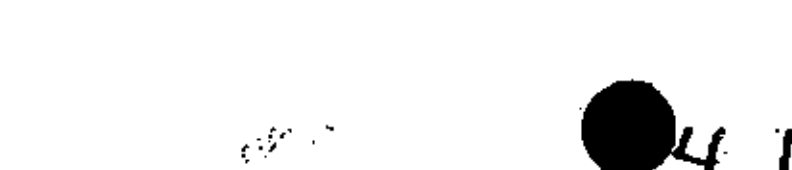


4 lots signed number

To The City of Fayetteville Planning commission,

We the under signed understand that Jim and Linda Mayes are splitting
their 3 acre lot in to 2 -- 1 1/2 acre lots and we have no objections to it,

Canvas Mt. Homeowners

- ① Jim & Linda Mayes 445 N. Canvas 442-0740
- ② Jack and Lisa Otten 4190 E Canvas Rd.
- ③ Max L. Cole lot 2 001-10640-001
- ④ Ruston Cole lot 1 001-10641-001 582-5926
- ⑤  } 640 - Robshire Lane
 }
(SIGNATURE
REVOKED T.J.)
- ⑥ David Nelson 8-17-06 277 Canvas Rd.
- ⑦  8-18-06 575-1000 4254 N. Starr
- ⑧  PARCEL 144-00707-000 LOT 1
- ⑨  PARCEL 144-00707-000
- ⑩  PARCEL 144-00708-000 LOT 2
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- 100  PARCEL 144-00708-000 LOT 2

To The City of Fayetteville Planning commission,

We the under signed understand that Jim and Linda Mayes are splitting
their 3 acre lot in to 2 —1 ½ acre lots and we have no objections to it,

Canvas Mt. Homeowners

- ⑪ Sally Carter 4077 E. Mural 8/18/06
- ⑫ ~~see map~~ 480 STARR DR 8/18/06
- ⑬ Richard L. Keen 4083 Brookstroke Ln 8/19/06
- ⑭  640 Robinson Lane 8/19/06
- ⑮ John Cogger 144-00685-000 mural lane 8/19/06
- ⑯ Kaye Weather 001-10353-003 8-21-06
- ⑰ Fred Shultz, The Bank 144-00689-000 8/21/06
of Fayetteville for John Hein
- ⑱ Susan Franklin 4380 Wyman Rd 8/21/06
- ⑲ See Attachment

To the city of Fayetteville Planning commission,

Ralph f. and Marketa L. Burns
520 Robshire Lane
Fayetteville, AR 72701
Cell 501-350-2997

We understand that Jim and Linda Mayes are
splitting their 3 acre lot into 2---1 1/2 acre lots and we
have no objection to it.

Ralph Burns 8-22-06
Sign and date

Marketa Burns 8-22-06
Sign and date

Appendix C

Public Opposition

DAILY & WOODS

A PROFESSIONAL LIMITED LIABILITY COMPANY
ATTORNEYS AT LAW.

JERRY L. CANFIELD, P.A.
THOMAS A. DAILY, P.A.
WYMAN R. WADE, JR., P.A.
DOUGLAS M. CARSON, P.A.
ROBERT R. BRIGGS, P.A. +
C. MICHAEL DAILY +
COBY W. LOGAN

+ Also Licensed in Oklahoma

58 SOUTH 6TH STREET
P.O. BOX 1446
FORT SMITH, AR 72902
TELEPHONE (479) 782-0361
FAX (479) 782-6160

516 EAST MILLSAP ROAD, SUITE 200
FAYETTEVILLE, AR 72703
TELEPHONE (479) 582-0361
FAX (479) 251-8111

JAMES E. WEST
OF COUNSEL

HARRY P. DAILY (1886-1965)
JOHN P. WOODS (1886-1976)
JOHN S. DAILY (1912-1987)

September 20, 2006

Ms. Suzanne Morgan
Fayetteville Planning Department
113 West Mountain Street
Fayetteville, AR 72701

VIA HAND DELIVERY

Re: LSP06-2200: Lot Split Mayes, 491

Dear Ms. Morgan:

As we discussed, I represent Mr. and Mrs. Toothaker, who own the property immediately to the West of the proposed lot split. After reviewing the survey of the revised lot split, the plat of Canvas Mountain Subdivision recorded in Book 8, Page 33, and other relevant materials, I note the following objections to the proposed lot split, and incorporate those I previously relayed to the Planning Commission in my letter to you dated August 14, 2006 (attached as Exhibit "A").

1. Approval of the proposed lot split would be contrary to the Unified Development Code purpose, which is "... to promote an appropriate mix of land uses in an orderly manner; enhance aesthetic quality, moderate street congestion, secure safety from events such as fire, flood, erosion and landslides; prevent overcrowding of land..." "The UDC provides for ... the development of land uses which protect established neighborhoods ... allows compatible infill of established areas ... protects significant environment resources; and makes a livable community." Sec. 150.02. (attached as Exhibit "B") I believe the petition signed by many of the landowners (attached as Exhibit "C") in the neighborhood in opposition of the proposed lot split illustrates clearly that approval of the proposed lot split is contrary to the UDC's stated purposes including the protection of established neighborhoods.
2. As proposed, Lot 21-B violates UDC Section 166.08 (F)(1) (attached as Exhibit "D") design standards which require a minimum lot width of 75 feet (for lots within the planning area). Over 300 feet of proposed Lot 21-B is less than 75 feet wide. Also, the same design standard requires a 10 foot set back from side

boundaries. The proposed driveway appears to violate this set back requirement.

3. The proposed location of the new driveway for Lot 21-B falls within the dedicated 15' utility easement area. In addition, the proposed new driveway encroaches on the northwest corner of proposed Lot 21-A.
4. The resulting two proposed lots are not compatible with the surrounding properties, particularly in size and shape, which is contrary to the intent of the developers of the subdivision and owners of the subdivision's lots.
5. The "Certificate of Ownership, Title Dedication" on the final plat recorded in Book 8, Page 33, for Canvas Mountain Subdivision (attached as Exhibit "E"), provides that "we do hereby further certify that the platting as filed on record cannot be changed unless vacated pursuant to applicable local and other law." Clearly the subdivision has not been vacated and any attempt to redefine the platted lots is contrary to the plat as approved by the Fayetteville Planning Commission and Washington County. Thus, absent a vacation of the platted subdivision, the Planning Commission is without jurisdiction to hear, or at least approve, the proposed lot split application.
6. The plat recorded in Book 8, Page 33, contains a "Certification of Approval of Water and Sewer Systems" (attached as Exhibit "G") based on the design of the final plat. This certification of approval does not include the impact on these utilities of the additional proposed lot, and it appears that additional approval from the Arkansas State Board of Health and the City of Fayetteville, Arkansas, has not been obtained.
7. The applicant apparently has not obtained a septic system permit for the proposed 1.33 acre lot.
8. The proposed lot split is not permitted by the recorded Protective Covenants for Canvas Mountain Subdivision (attached as Exhibit "H").
 - A. Paragraph 5 of the Protective Covenants provide that no lot shall be re-subdivided or re-platted without the prior written consent of the subdivider (James E. Lindsey), or his successor. It appears that the applicant has not secured such prior approval of the amended proposed lot split. Even if the applicant has acquired such consent, the final plat dedication described in paragraph 5 above clearly prohibits the proposed lot split without a vacating of the subdivision.
 - B. The applicants' proposed a gravel driveway to Lot 21-B. This is contrary to the paragraph 9 of the Protective Covenants for the subdivision. Even though the Planning Commission does not enforce restrictive covenants, this proposed violation of the Protective Covenants provides another example of how this lot split would be contrary to the uses of the land within the subdivision.
 - C. Paragraph 6 of the Protective Covenants provides that "... nothing shall be

done or performed ... detrimental to the residential value of any lot in the subdivision." I believe that those landowners who signed the attached petition, and my clients, believe that the proposed lot split is precisely the type of act which will reduce their privacy, devalue their land values and reduce their enjoyment of their property in the subdivision.

I previously expressed to you the specific problems my client has experienced with ground water drainage running down from the proposed Lot 21-B into their home. My client has spent over \$30,000 for the construction of a retaining wall in an attempt to divert this ground water runoff. They are naturally concerned that further reduction of ground cover and the construction of driveways, sidewalks, etc... will increase the runoff from the proposed Lot 21-B and tax, if not exceed, their retaining wall's capacity to divert groundwater.

Finally, it is my understanding that the applicants have purchased land outside of the subdivision and that they intend to relocate. The sole purpose of this proposed lot split is for them to sell both lots individually with the aim of increasing their profits. There is absolutely no benefit to the City of Fayetteville for approving this lot split. Instead, it will only harm those who have invested in making their homes in Canvas Mountain. Accordingly, on behalf of my clients, I respectfully request that this proposed lot split be denied.

Very truly yours,



Robert R. Briggs

Enclosures

cc. Mr. & Ms. Toothaker

DAILY & WOODS

A PROFESSIONAL LIMITED LIABILITY COMPANY
ATTORNEYS AT LAW

58 SOUTH 6TH STREET
P.O. BOX 1446
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ROBERT R. BRIGGS, P.A. +
C. MICHAEL DAILY +

+ Also Licensed in Oklahoma

August 14, 2006

Ms. Suzanne Morgan
Planning Commission
113 West Mountain Street
Fayetteville, AR 72701

Via Facsimile Only (479) 575-8202

Re: Proposed Lot Split of Lot 21, Canvas Mountain Subdivision

Dear Ms. Morgan:

I represent the owners of property located downhill from Lot 21 of Canvas Mountain Subdivision. At this point, those individuals wish to remain anonymous.

I am aware that other neighbors of the Applicant have signed a petition opposing lot splits in the Canvas Mountain Subdivision. My clients have not signed that petition, but are adamantly opposed to the referenced proposed lot split for the reasons set forth below.

1. My clients' home sits down hill from the proposed new lot. In 2003, the Applicants cleared the trees and undergrowth on the proposed new lot. This had the effect of creating drainage of rain water issues for the properties down hill from the Applicants' property. The approval of the proposed lot split, and subsequent construction, would clearly worsen the rain water drainage issue with reference to my clients' property because of the additional clearing required to build on the lot, the paving of a driveway, patios, sidewalks, and, of course, the construction of a structure which would repel water. In addition, because this subdivision is not connected to the City's sewer system, run off from a failed septic system would likely run into my clients' property.
2. I suspect the neighbors of Lot 21 who signed the referenced petition, moved to Canvas Mountain for the quiet and privacy Canvas Mountain offers with its large wooded lots. The proposed lot split would necessarily reduce those aspects of the

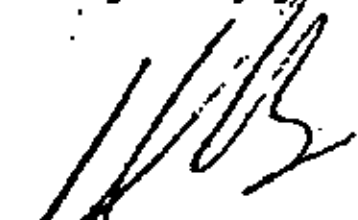
subdivision.

3. It is my belief that the proposed lot split is contrary to Fayetteville's ordinances and policy. In particular, the proposed driveway does not meet the required clearances, and the new proposed lot would not satisfy water tap location requirements. In addition, it appears that the proposed new lot is located within the proposed hillside district.
4. In addition, the proposed lot split is contrary to the covenants for the Canvas Mountain Subdivision. For example, the Applicant has proposed a gravel driveway, which is prohibited by Canvas Mountain Subdivision covenants.
5. Finally, there is no history of lot splits within the subdivision. The approval of such a split would be contrary to the established use of the subdivision and to the use intended by those who platted the subdivision, and obviously, contrary to the uses of those who have invested in purchasing, and improving property in the subdivision.

I understand that nearly all of the residents in Canvas Mountain Subdivision oppose this lot split, and are prepared to make their objections before the Planning Commission, should this proposed lot split advance to the Commission level.

I can see no benefit to the City of Fayetteville for the approval of this lot split. Instead, approval of this lot split would only serve as a detriment to the owners of Canvas Mountain Subdivision, not only in terms of environmental and ambience loss, but also economic loss to those property owners who would suffer additional economic harm because of increased drainage issues. Thus, on behalf of my clients, I respectfully request the Committee deny the referenced application for lot split.

Very truly yours,



Robert R. Briggs

aab

cc: Client

We, the undersigned property owners in the Canvas Mountain Subdivision, are opposed to any lot splits in our subdivision.

Name	Address	Phone No.
Kelli ^{and Lynn} Morrison	4160 N. Canvas	443-2770
Mine + Melody Cuffagno	4163 N. Canvas	443-4244
Ricky + Donna Burt	4185 E. Canvas Rd	444-7073
Jay + Sherry Holmes	4106 Brushstroke	582-1472
Donna Davis	4109 Brushstroke Lane	521-1384
Lordona Julie Jones	4041 Canvas Rd	444-9304
Bo + Virginia Handgraves	4010 E Canvas Rd	571-1941
David Hall	4105 E Canvas Rd	582-3149
Kerry Mitchell	4105 E Canvas Rd	521-0116
Sherrill Mitchell	4105 E Canvas Rd	521-0116
John McFarley	4189 Brushstroke Ln	443-9212
Theresa Joyce Eversman	4122 E. Canvas Rd	696-8805
Gary Wiles	391 N. Canvas Rd	409-4279
John + Julie	4006 E. Mural	466-3383
Stephen + Katie Seague	4003 E. Mural Dr.	521-6093
Andy + Deb	4072 E. Mural Dr	442-3684
Ally + Debra	273 Canvas	571-2353

North side of Mays lot boundary, from center west end, looking east



South side of Mays lot boundary, from center west end, looking east



Jim and Linda Mays
Lot Split Case

Canvas Road

Pictures of Mays property – their land was solid trees as seen to the north and south in these photos. They cleared this land to put their horse on it...which was prevented by covenants. Their attempt to place the horse on the property was abandoned after strong resistance from the Carfagno's (Mays' north neighbor) and other neighbors.

Center of Mays west boundary looking east



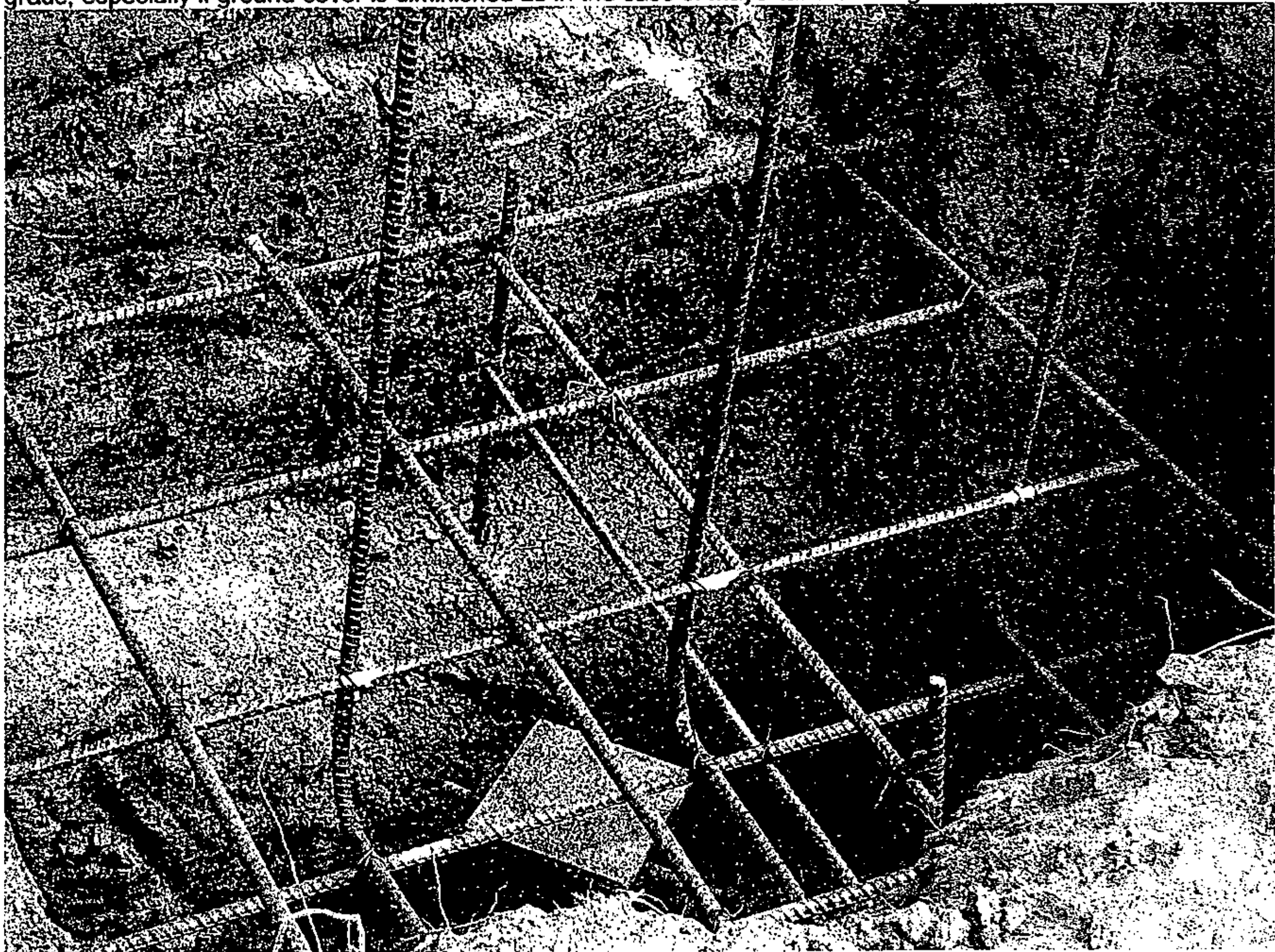
In addition to the retaining wall, we have made additional significant investments in our home and property.

Picture of asphalt driveway we put in to bring the house up to covenant requirements.



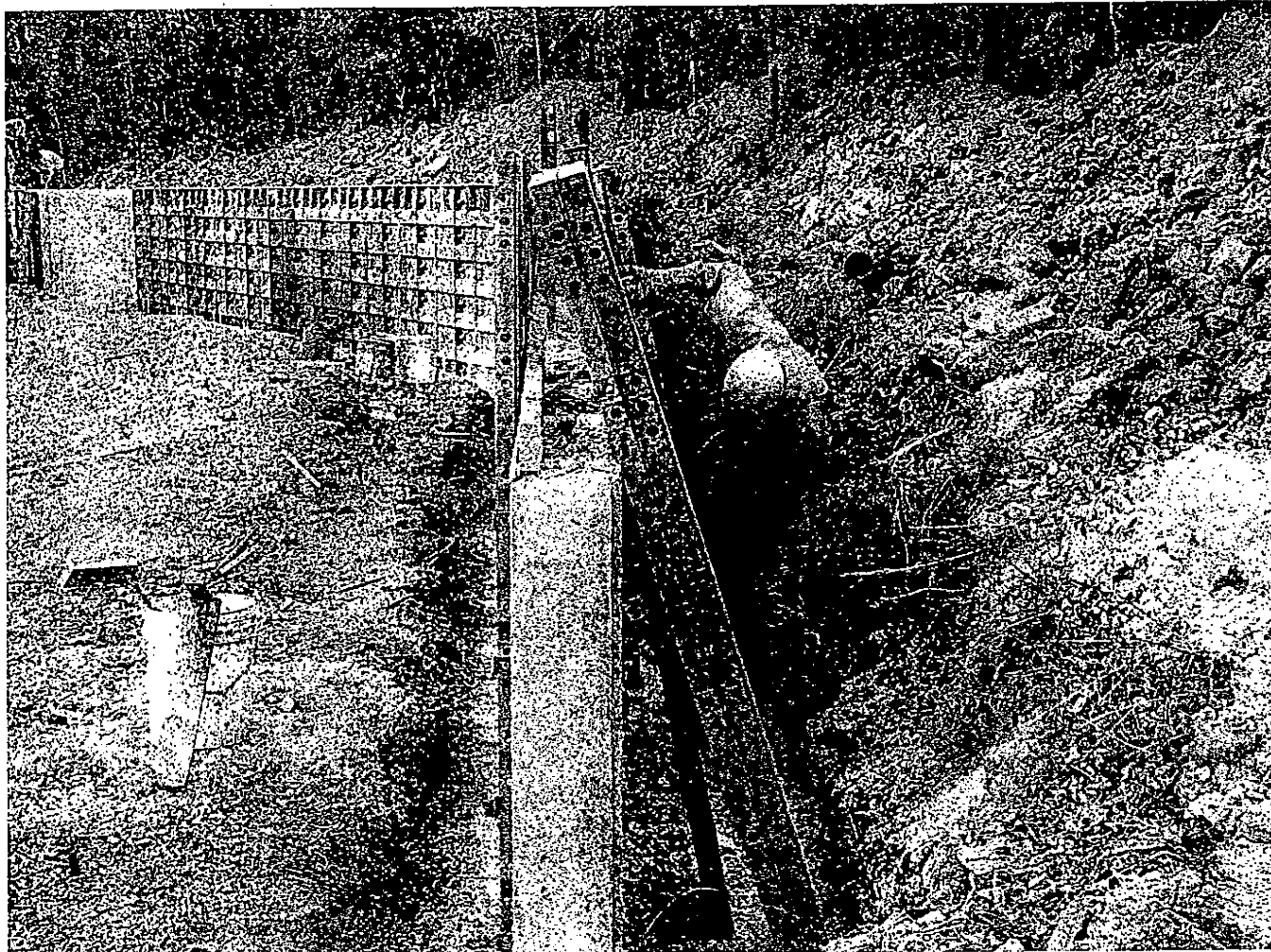
Pictures of the retaining wall we built to alleviate the drainage problem are attached below.

The footings used to anchor the cantilever wall – a massive construction project.
Note the extreme amount of clay in the subsoil – subsurface water easily and quickly finds the surface on this steep grade, especially if ground cover is diminished as in the case of Mays' land clearing.

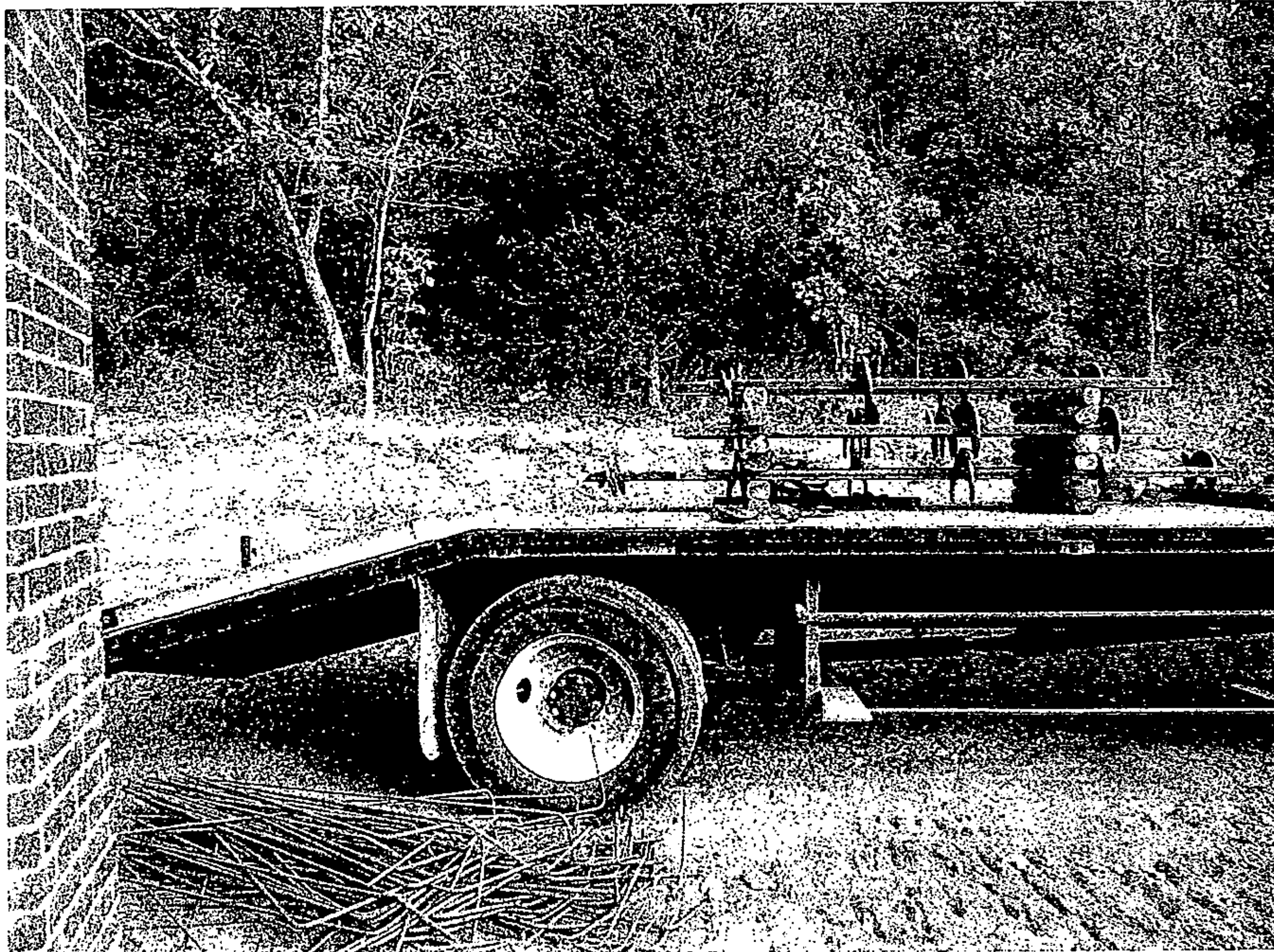


More images of the construction

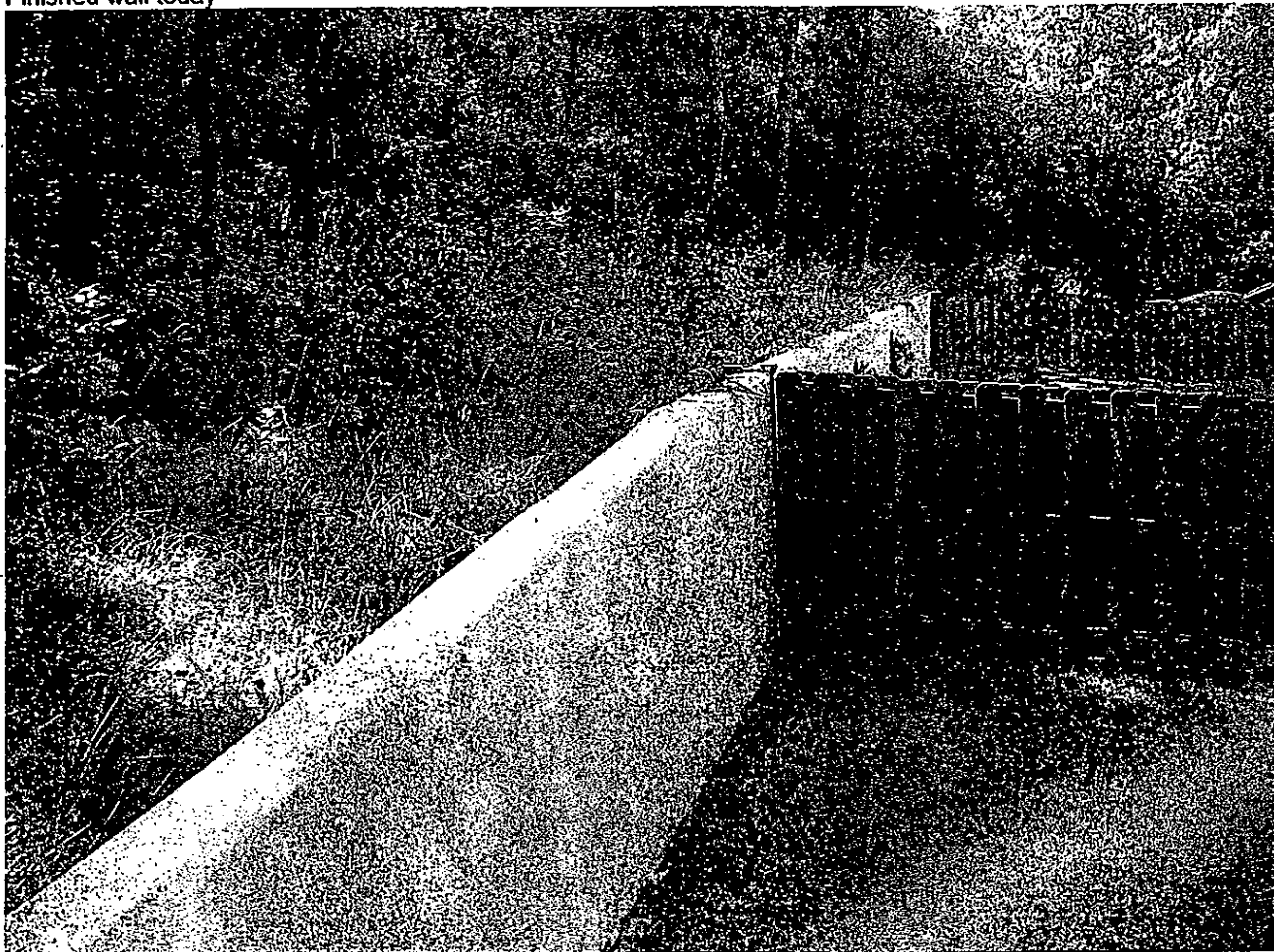








Finished wall today



Appendix D

Subdivision Committee Minutes August 17, 2006

LSP 06-2200: Lot Split (MAYES, 491): Submitted by BLEW, BATES & ASSOCIATES for property located at 445 N. CANVAS ROAD. The property is in the Planning Area and contains approximately 3.11 acres. The request is to divide the subject property into two tracts of 1.61 and 1.50 acres, the smaller of which being a tandem lot.

Anthes: Our fifth item today is Lot Split 06-2200 for Mayes. Would the applicant come forward, and may we have the staff report?

Morgan: This subject property is Lot 21 of the Canvas Mountain Subdivision. It's located west of ... excuse me, east of Starr Drive, north of Wyman Road. The subdivision is located in the Planning Area, and although portions of this property are shown in the maps attached to the staff report as being located in the Hillside/Hilltop Overlay District, these regulations cannot be enforced in this Planning Area. The property is developed for a single-family home, as well as a pool and accessory structures to that home. The applicant requests to subdivide the lot for sale for a single-family development. The proposed property is ... the proposed lot is 1.5 acres of the overall 3.11-acre property located in the rear of the tract. As this property will not have any frontage onto a street ... a public street, the applicant requests a waiver of the 75-foot lot width requirement. The applicant has proposed a 30-foot access easement to ... for ... to serve as access to that property. There is an existing driveway on that access easement at this time. Canvas Mountain Subdivision was platted with a variety of lot sizes and shapes. As you can see on the, I believe, sixth page of your agenda, or a couple of pages into your agenda, there is a ... your staff report, there is a map of the overall subdivision. Lot 21 is marked. That is the subject property. And as you can see, the properties to the north and south have a similar lot configuration and size. Based on that, staff finds that the proposed lot is not compatible with the surrounding properties, particularly in size and the manner in which it is being subdivided. We have received a lot of public comment from the surrounding neighbors. Also included in the staff report is a petition against this lot split signed by 17 homeowners within this surrounding area. We also have a letter from an adjacent ... a representative from an adjacent property owner listing concerns regarding drainage, as well as compatibility and history of lot splits ... that there is no history of lot splits within the subdivision. Also handed out to you this morning was a colored packet of photos supplied by one of the neighbors just addressing that although there were ... have been drainage problems on this property and affecting his property, as it is adjacent prior to the clearing of the back portion of the property, he's afraid that any development of this back portion will just accentuate any ... all of the drainage problems that are existing. Staff is recommending forwarding this lot split to the Planning

Commission with a recommendation for denial. Mainly, we do not find in favor of the waiver request for lot width requirements. We have listed six conditions to address and discuss, though, but that is not a condition.

Anthes: Thank you, Suzanne. Are there further staff comments? Matt?

Casey: Just that sewer service is not available. This is in our Planning Area and a public water main will need to be extended to serve the rear lot. That's all I have.

Anthes: Okay. Sarah?

Patterson: (Shakes her head negatively.)

Anthes: Introduce yourself and give us your presentation.

Bunch: I'm Bryan Bunch with Blew, Bates & Associates, representing Ms. Mayes. They want to split off the back half of their lot because it's just ... you can see how long it is, and it's too much for them to try to take care of, and plus it would make it, you know, more marketable. They have a building site back there already that they haven't ... you know, it's just a natural building site, a flat spot before it drops off, so that's just kind of what had got them started thinking about this. We just request that they be allowed to split off the back portion of the 1.5 acres. They've already had septic approval for it, so, you know, it will sustain a residence. I guess I'll address any other comments as they come up.

Anthes: Okay. Thank you, Mr. Bunch. Would any member of the public like to address this Lot Split 06-2200 for Mayes? Please come forward and state your comments. Just use the podium there.

Toothaker: Thank you. My name is David Toothaker. I am the resident of 4128 Mural Drive. I am the west side, downhill neighbor of the Mayes. I don't know the actual lot number, but it's the 7.1-acre lot to the west border of their property. The photos you have from Ms. Morgan are compliments of me. Those are photos taken from my property. Let me start by just quickly saying I am very much for what I consider to be responsible development. I'm not here to try to destroy development on Canvas Mountain or anyone else's desire to split lots. My wife and I did not sign the petition in the neighborhood for that reason. Because if you look at it closely, it says it's against all lot splits; we are not. We're simply against this one for some very substantial reasons, not to mention the fact that it seems just looking at the plat, which I've had a chance to view with Ms. Morgan, it seems to be incompatible with the neighborhood, but

specifically the drainage issues onto my property. Several years back the Mayes cleared the back half of their property. You have photographs of that from my property boundary and theirs to see the adjacent properties are completely wooded, and theirs is on a significant grade. I don't have privy to that information, and I trust you do, but that property was cleared and at that time the drainage problem that did exist on our property was exacerbated by that, forcing my family to invest a significant amount of additional money in the construction of a cantilever retaining wall and drainage system that you have pictures of there from my property. So that cantilever wall, approximately \$33,000.00 of my own expense, a great portion of that was due to increased drainage problems that we noticed once that property was cleared. But my concern is very simple. With the addition of ... oh, and I wanted to make a couple of comments about that as well. I understand that 3 acres could be a lot to take care of. Everyone else in the neighborhood takes care ... most of us take care of that or more, and with the clearing I understand that mowing that is certainly a bigger challenge. I sympathize with that. There may be a natural building site in many people's eyes to that piece of property; I've yet to find it, and I live next to it, because of the severe grade. It may be at the top of the property, it may be small, but it would put it very few feet away from the Mayes' current home. So I'd like for you to consider that as well. But specifically, I live with a great concern that putting a roofline and that drainage, putting a septic system in that drainage and putting all the other ... patio and everything that would ... and a gravel ... and an asphalt driveway, which is according to the covenants not be graveled, it's been proposed by them, would definitely create an additional drainage problem onto my property that I've already spent a lot of money to solve, and I just see that as ... this approval of this would cause me to spend a great deal of money dealing with that drainage and problem. That's why I come. Thank you.

Anthes: Thank you, Mr. Toothaker. Would any other member of the public like to speak? Good morning.

Mayes: Good morning. I'm Linda Mayes. I want to hand you these, too. These are the (inaudible).

Anthes: Now, are you the applicant?

Mayes: Yes.

Bunch: Yes.

Anthes: Oh, okay. If you would please sit up here, I'm taking public comment right now for people not in association with the application.

Mayes: Okay.

Anthes: Would any member of the public ... other member of the public like to address this Lot Split 06-2200 for Mayes? Seeing none, I'll close the public comment section. Did the applicant have additional comments?

Mayes: Yes.

Anthes: Okay.

Mayes: Let me kind of go down this so I'll have it. If you'll look at your plat there ...

Anthes: (Motioning to microphone) . You need to move it. It's kind of weird. Thanks.

Mayes: Okay. 16 of the 32 lots are an acre and a half, and that's what we're asking to split. The property does drop off the back. It's not that severe. All the houses ... we are on a mountain like this. Okay. My house is on this side of the mountain. I'm wanting to split the lot off this side of the mountain. The way my realtor was talking, the property prices out in our area have skyrocketed. A lot down the street for 4 acres is going for 170,000. That puts us up in a price range that is almost impossible to get. We don't have that kind of homes. We're not a Savannah or whatever, but anyway, her idea was to split the lot off from the top, 2-acre-and-a-half lots, which is what 16 of the lots in the neighborhood are, and then we could try to sell our property. We've bought a farm. We are moving. We've been there 27 years. We've raised our kids there. We love this subdivision. We do not want to harm it in any way. But this would give us a more marketable piece of property if someone can afford to build ... by that 3 acres, that's the way we're going to list it, but if they don't want to buy the 3 acres, we have an option that makes our property more marketable at an acre and a half, which is what the realtor said most people want ... two halves. About an acre and a half is all they want to maintain and can afford this close to town. Now, as far as drainage problems, we've never heard anything about any drainage problems from the Toothakers. He did put in a retaining wall. Where this house ... we would be putting a 50-foot setback off of our property, which puts it over a hundred yards, the size of a football field, away from my house. It also would be a hundred yards away from his house, the size of a football field. My house is closer to the two adjacent lots. If you'll look on your map

here, this green area, my lot is 21. The cul-de-sac is right here. There is an easement into a 200-acre farm here that could be developed tomorrow with a thousand, five hundred houses on it and they would have access right through our road, which they could, you know, be an acre, half-acre lot. It's already approved for a septic tank. It already has water and it already has electricity. It already has a drive. Nothing on the front road would ... no one would even know it was there. It already has a separate drive with a retaining wall, entryway. Nothing at the front of the road would stop. I spoke to all the neighbors on the top. I did not speak to that side of the mountain because there's only one lot which is ... or two lots, one's not built on, but Mr. Toothaker's lot ... I did contact him and told him what we were doing. The other lots are all an acre and a half. I didn't feel like I needed to speak to them because they have an acre and a lot. I don't know what their complaint would be. You know, theirs is an acre and a half, also. The covenants require for me ... the covenant is ... Number 3 only requires for me to get Jim Lindsey's signature, which I did. I called him. He said he put that covenant in because of the larger lots. He knew it was close to town and that he would approve any lot split that there was because there's anywhere from 3-, 4-, 5-, 6-, and 7-acre lots up on the top and he knew they would want to be split later. You've already approved a split lot on Lot ... I think I have it written on there ... Lot 4. You approved a split lot of two and a half acres three years ago for J. R. Arnold. There's already a tandem lot in the subdivision. It is Lot 3. And I think that's just about it. Do you have any more questions? We have no homeowner's association. Never have. No one wanted to be. I was the first home on the mountain, tried to start one. Everyone said, "We live out here in the country and we don't want to follow any rules." All the lots in yellow on your plats are people that are out of ... in violation of the covenants for one reason or another. You know, we just feel like that we should have the option to sell off our property and split it and make it more usable to someone. If someone wants the three acres and they want to keep the whole thing together, well, that's the way we're listing it. We won't sell the acre and a half without the house first selling, and give the person the right for the three acres. But if they want or can't afford, which is a big thing in our area, property, like I said, 170,000 for four acres is a lot of money.

Anthes: Well, we're going to have the discussion with the Commissioners and we'll get back with you if we've got questions.

Mayes: Okay.

Anthes: Hillary, do you have any comments?

Harris: Let's see. I want to sort of sort out what we're looking at. The covenants, of course, are nothing that the City enforces, and again, so what I ... I think what we're really looking at today, in terms of the staff findings so far, seems to be ... the major issue here seems to be the zero frontage on a public street, correct? And would you ... I'm sorry, was it Jesse? Whose was this?

Morgan: Oh, that was mine.

Harris: Suzanne. I'm sorry, Suzanne. Zero frontage, that was the problem, and it's not compatible with surrounding area?

Morgan: Yes, that was our finding.

Harris: Okay. Do you mind just elaborating on that a bit more?

Morgan: Certainly. With any lot split, and of course the Planning Area does not have zoning, but we do have a requirement that every lot have 75 feet of frontage on a public street, and if it is less than that, we do evaluate it in terms of compatibility. It's helpful to think of the things that we review with tandem lot conditional use permits in the City, those types of findings ... adequate access, etcetera. Certainly this applicant is providing access back to the property; however, the lot itself will not have frontage. And in reviewing the overall subdivision and the lots to the north and south of this, they are all similar shape, sizes. Most often in the Planning Area, we look at subdivision of lots that are not within an overall subdivision, but just parts of lots that have been split out and subdivided over time. So in this area there is a standard size and ... of the lots, because of how ... in the manner of the subdivision. And so in review of just this proposal, we did not find that a house on a lot in the rear of this property would be compatible with the surrounding 3-acre-plus lots to the north and south.

Harris: Thank you for that.

Anthes: Normally with a tandem lot we do see a dedicated access, that it would have a tail that would belong to that lot and then a different piece of property, so I am troubled by the zero frontage and would follow staff's recommendation on that. I do have a question. This cul-de-sac that is at the end of this road, is this actually a stub-out to the north, and this would be a road that could be constructed in the future?

Morgan: It appears that there is an easement to the north. I am not sure that that is dedicated right-of-way or if the lot lines actually go ... or if it is an

easement, and it would have to be dedicated for right-of-way in order to construct that street to the north.

Anthes: I'm sorry. Do you have anything, Lois?

Bryant: Well, currently the only thing that ... one of the main things that troubles me with this right now is the covenant.

Anthes: We cannot ... we cannot consider the protective covenants, so ...

Bryant: Well, that's ...

Anthes: That's an internal ...

Bryant: Internal to them.

Anthes: ... to them, uh-huh.

Bryant: And the other that did trouble me, that when I did go out and look at this it looks more like it just kind of dead ends out instead of an actual cul-de-sac. And this driveway does ... this asphalt driveway on the side here runs all the way up the side of the hill?

Bunch: To the back.

Bryant: To the back?

Mayes: It runs all the way to the property, yes.

Bryant: If this were split, would this remain ...

Motion:

Anthes: I think this one's pretty complicated and the whole Planning Commission needs to see it. I'm going to take staff's recommendation and move that we forward Lot Split 06-2200 to the full Planning Commission with a recommendation for denial.

Bryant: I'll second.

Harris: I concur.

Anthes: Okay. We'll see you in a couple of weeks.

Mayes: Thank you. Do you want to keep those?

Anthes: If you would like, I'm going to give them to staff. Is that all right?

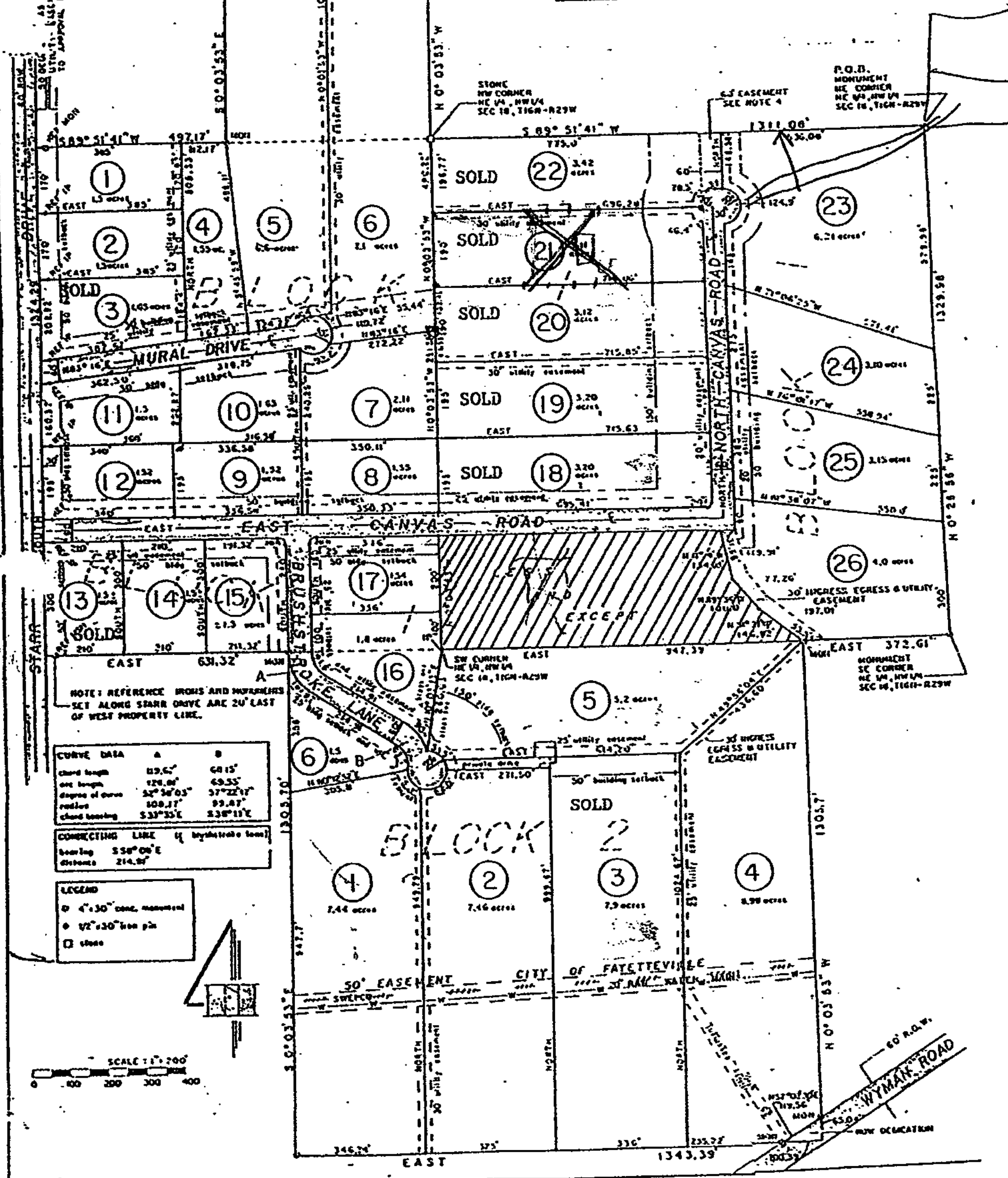
Mayes: That would be great.

(At this point Hillary Harris leaves the meeting.)

Appendix E

Maps

CANVAS MOUNTAIN



CURVE DATA

	A	B
chord length	129.6'	64.15'
arc length	128.0'	63.55'
degree of curve	32° 36' 03"	37° 22' 17"
radius	108.17'	99.47'
chord bearing	S33°35'E	S38°11'E

CONNECTING LINE (by hydraulic level)

bearing	S58°06'E
distance	214.97'

- LEGEND**
- 4" x 30" conc. monument
 - 1/2" x 30" iron pin
 - stone



LSP06-2200

Close Up View

MAYES



SUBJECT PROPERTY

ROBSHIRE LN

CANVAS RD

Overview

Legend

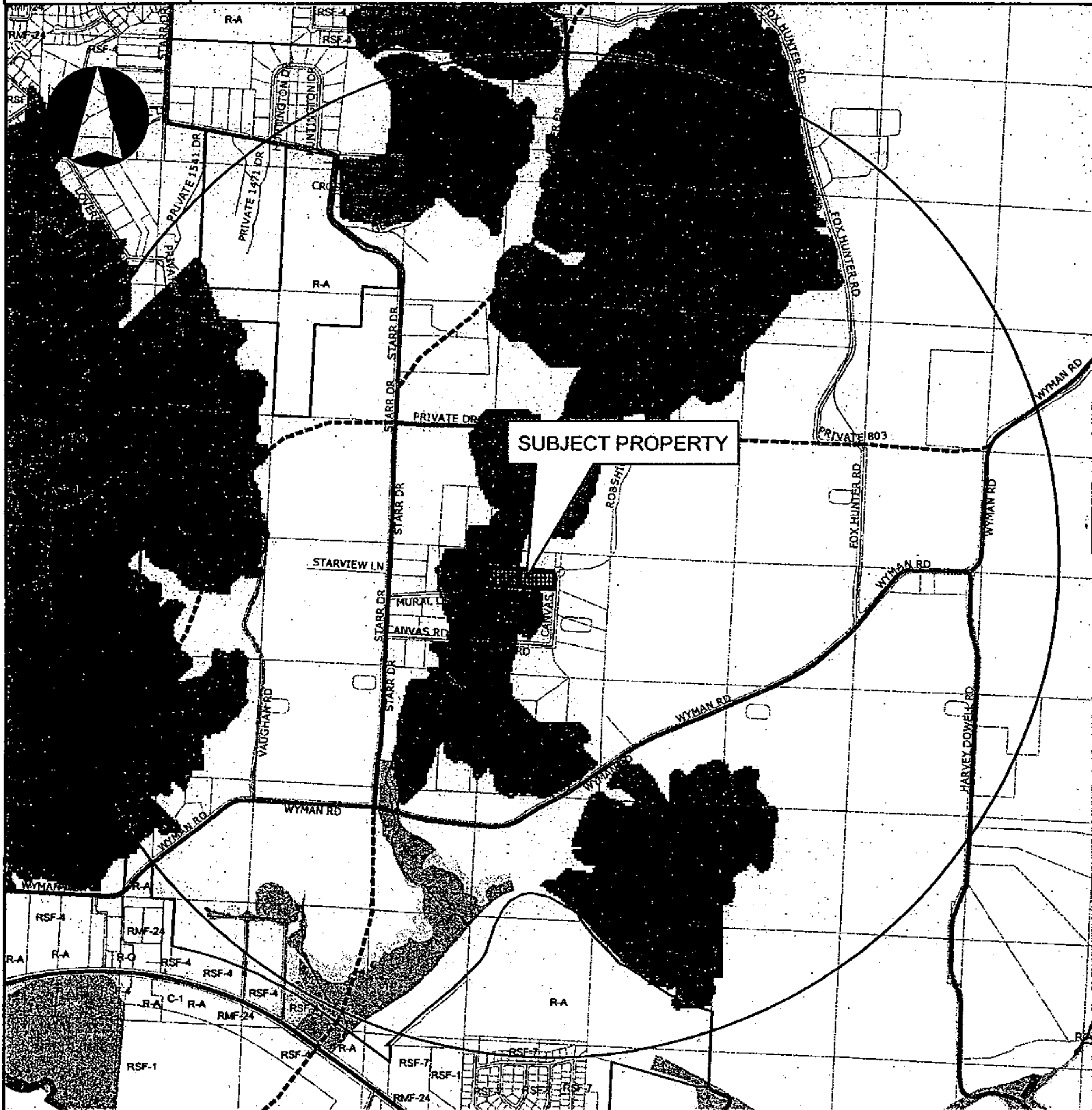
- Overlay District
- FLOODWAY
- 100 YEAR
- 500 YEAR
- LIMIT OF STUDY
- - - BaseLine Profile
- Fayetteville
- Outside City
- LSP06-2200
- vector.GDB.Footprint_2004
- Hillside-Hilltop Overlay District

0 75 150 300 450 600 Feet

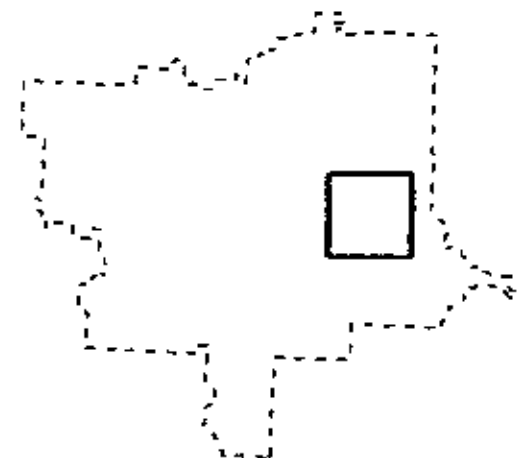
LSP06-2200

One Mile View

MAYES



Overview



Legend

Subject Property

LSP06-2200

Boundary

Planning Area

Overlay District

Outside City

Legend

Hillside-Hilltop Overlay District

0 0.25 0.5 1 Miles

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 6
Olika Investments, LLC Cost-Share
Page 1 of 8

17 Oct-06
City Council Meeting Date

Matt Casey Engineering Operations
Submitted By Division Department

Action Required:

Approval of a cost-share and bid waiver in the amount of \$30,398.53 with Olika Investments, LLC for the upsizing of approximately 1460' of 8" water main to 12".

<u>\$30,398.53</u> Cost of this request	<u>\$ 424,740.00</u> Category/Project Budget	<u>Water and Sewer</u> Cost Sharing
<u>5400.5600.5808.00</u>	<u>\$ 137,139.75</u> Funds Used to Date	<u>Program Category / Project Name</u> Water and Sewer Improvements
<u>02067</u> Project Number	<u>\$ 287,600.25</u> Remaining Balance	<u>Program / Project Category Name</u> Fund Name

Budgeted Item ☒ Budget Adjustment Attached ☐

[Signature] 9-29-06
Department Director Date

Previous Ordinance or Resolution # _____

Original Contract Date: _____

Original Contract Number: _____

[Signature] 9/29/06
City Attorney Date

Received in City Clerk's Office
ENTERED
9/29/06

Paul A. Bush 9-29-06
Finance and Internal Service Director Date

Received in Mayor's Office
ENTERED
9/29/06

[Signature] 10/3/06
Mayor Date

Comments:

CITY COUNCIL AGENDA MEMO

To: Mayor and City Council

Thru: Gary Dumas, Director of Operations

From: Ron Petrie, City Engineer *RSP*

Date: September 11, 2006

Subject: Proposed cost-share and bid waiver in the amount of \$30,398.53 with a with Olika Investments, LLC for the upsizing of approximately 1460' of 8" water main to 12".

RECOMMENDATION

Staff recommends that the City cost-share with Olika Investments, LLC, the developer, to upsize approximately 1,460 feet of 8" water main to a 12" main. By participating in the construction of these improvements, the City will be continuing a 12" grid in the water line distribution system as recommended by the Water Master Plan Study.

BACKGROUND

The Olika Investments, LLC is constructing a 31 lot residential subdivision on the east side of Salem Road. As a part of this development, the developer is required to construct a water main extension to provide water service and fire protection to the site.

DISCUSSION

There is existing 8" water main along Salem Road. The proposed development is required to connect to this main and extend it to serve the subdivision. It would benefit the City to cost-share with the developer for the construction of a portion of the water line to install a 12" main along Sophia Lane. This will continue a 12" water line grid that will serve customers in this area. The City's cost is approximately 57% of the total cost before contingencies. Should the City wait to upgrade the water main, future costs will be significantly higher.

Construction costs have been provided to the City for these improvements by the contractor as follows:

Developer's Share	\$ 22,575.00
City's Share	<u>\$ 30,398.53</u>
Total	\$ 52,973.53

BUDGET IMPACT

Based upon the information provided by the Budget & Research Division, there is a remaining balance of \$287,600.25 in the Water and Sewer Cost Sharing Account.

The final costs to the City will be based upon actual costs as documented by Olika Investments, LLC subject to review by the City and may, or may not exceed the submitted estimate. However, the City's share will not exceed the estimate without additional authorization.

ORDINANCE NO. _____

AN ORDINANCE WAIVING THE REQUIREMENTS OF FORMAL COMPETITIVE BIDDING AND APPROVING A COST-SHARE WITH OLIKA INVESTMENTS, LLC IN THE AMOUNT OF \$30,398.53 FOR THE UPSIZING OF APPROXIMATELY 1460' OF 8" WATER MAIN TO 12" WATER MAIN.

WHEREAS, the City of Fayetteville's Water Master Plan calls for a portion of the 12" Water Main Grid to run along Sophia Lane, near the residential development that Olika Investments, LLC is currently developing; and,

WHEREAS, entering into a cost-share agreement with Olika Investments, LLC and utilizing their engineer and contractor to extend the 12" Water Main will avoid the added cost and unnecessary duplication of effort which would arise from the formal competitive bidding process.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby finds that such circumstances constitute an exceptional situation where competitive bidding is not feasible or practical and waives the requirements of formal competitive bidding to approve a cost-share with Olika Investments, LLC in the amount of \$30,398.53 for the upsizing of approximately 1460' of 8" water main to 12" water main.

PASSED AND APPROVED this 17th day of October, 2006.

APPROVED:

ATTEST:

By:

DAN COODY, Mayor

By:

SONDRA SMITH, City Clerk

CONTRACTUAL AGREEMENT

This Agreement, made and entered into this _____, by and between the City of Fayetteville, Arkansas and Olika Investments, LLC, Witnesseth:

WHEREAS, Olika Investments, LLC is constructing a 31 lot residential subdivision on the east side of Salem Road; and

WHEREAS, Olika Investments, LLC will be extending an 8" main through the project site to provide water service and fire protection to the development; and

WHEREAS, it will benefit the City of Fayetteville to upgrade this 8" water main extension to a 12" main. This upgrade will continue the creation of a 12" water main grid in accordance with the water distribution master plan.

NOW, THEREFORE, the City of Fayetteville and Olika Investments, LLC agree as follows:

1. Upon the City Council and/or the Mayor approving the Water Main Cost-Share, the City of Fayetteville agrees to:
 - A. Pay for 100% of the actual documented construction costs for the upsizing to a 12" water main along Sophia Lane.
 - B. Pay a maximum-not-to-exceed cost of \$30,398.53 for the afore mentioned water main construction as was provided by Cherokee Development, Inc. , the contractor, and made a part of this agreement.
 - C. Reconsider the costs if the future and actual construction prices exceed the maximum-not-to-exceed amount that was furnished by the contractor. The contractual agreement shall be required to be reevaluated and re-approved by the Mayor and/or City Council as appropriate prior to proceeding with construction.
 - D. Make all efforts to provide payment to Olika Investments, LLC within thirty (30) days after receipt of the invoice(s) but cannot guarantee the thirty day schedule.
2. Olika Investments, LLC agrees to:
 - A. Provide the necessary and normal project management, inspection, and testing as necessary for a complete and acceptable water main installation.
 - B. Provide a copy of the invoice(s) from the Contractor and a completed lien waiver executed by the Contractor upon acceptance of the water main installation.
3. It is further understood that the contract for construction is between Olika

Investments, LLC and their Contractor and that the City has no contractual obligation with either the Contractor or the Engineer. The City's only obligation shall be to participate in a contractual agreement with a not-to-exceed amount of \$30,398.53 for the water main upgrade.

**IN AGREEMENT WITH ALL THE TERMS AND CONDITIONS ABOVE, WE
SIGN BELOW:**

CITY OF FAYETTEVILLE

Olika Investments, LLC

By: _____
DAN COODY, Mayor

By: _____

RECEIVED

AUG 23 2006

ENGINEERING DIV.

Cherokee Development Inc
9905 Admiral Drive
Rogers, Ar 72756
479-936-5910

Changes due to increased size in water line

cost for supplies for 8 inch line is	\$22,575.00
cost for supplies for 12 inch line is	\$50,973.53
difference	\$28,398.53
extra labor spent on 12 vs 8in	\$2,000.00
<u>total difference to increase</u>	<u>\$30,398.53</u>

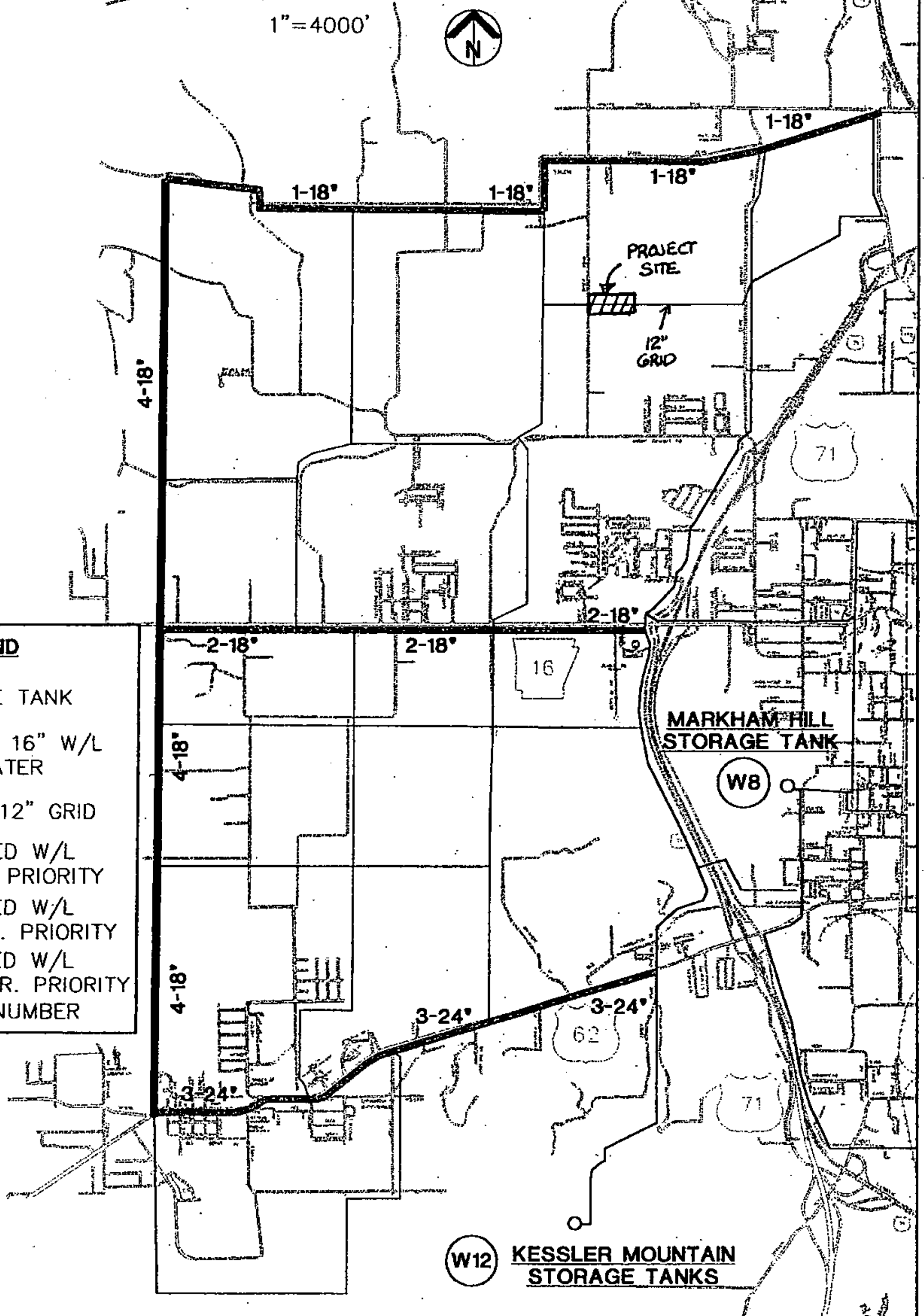
The cost increase are due to increased size in water line and labor to install
1540 foot along road in rockhaven from east to west

FIGURE 10.2 **PROPOSED SYSTEM IMPROVEMENTS - WEST**

1"=4000'



- LEGEND**
- STORAGE TANK
 - EXISTING 16" W/L OR GREATER
 - FUTURE 12" GRID
 - PROPOSED W/L 1-5 YR. PRIORITY
 - PROPOSED W/L 5-10 YR. PRIORITY
 - PROPOSED W/L 10-20 YR. PRIORITY
 - X-24° X-LINE NUMBER



City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 7
Fayetteville Municipal Airport
Fuel Flowage Fee
Page 1 of 10

10/17/2006
City Council Meeting Date

Ray M. Boudreaux
Submitted By

Aviation & Economic Development
Division

General Government
Department

Action Required:

Action Required: Approve an Ordinance to increase the Fayetteville Municipal Airport Fuel Flowage Fee for entities supplying aviation fuel at the airport.

** Moved to § 91.15 under 2004 Re-Codification.*

Revenue			
\$ 5,000.00	\$ 36,000.00		Chrgs-Serv
Cost of this request	Category / Project Budget		Program Category / Project Name
5550.0955.4456.00	\$ 20,165.00		Airport Revenue
Account Number	Funds Used to Date		Program / Project Category Name
NA	\$ 15,835.00		Airport
Project Number	Remaining Balance		Fund Name

Budgeted Item ☐

Budget Adjustment Attached ☐

[Signature]
Department Director

9/28/06
Date

Previous Ordinance or Resolution # 2733, 2874
3069, 4343

Original Contract Date: _____

Original Contract Number: _____

[Signature]
City Attorney

9/28/06
Date

Paul A. Beebe
Finance and Internal Service Director

9-29-06
Date

Received in City Clerk's Office
ENTERED
9-28-06

[Signature]
Mayor

10/3/06
Date

Received in Mayor's Office
ENTERED
9/29/06

Comments:

CITY COUNCIL AGENDA MEMO/STAFF CONTRACT REVIEW MEMO

TO: Mayor and Members of the City Council

THRU: Staff/Contract Review Committee

FROM: Ray M. Boudreaux, Director, Aviation and Economic Development

DATE: September 29, 2006

SUBJECT: Approval of increase to the Airport fuel flowage fee and change to the Ordinance establishing same.

RECOMMENDATION: Approval of the ordinance to increase fuel flowage fee charged to any person, business entity, or organization, other than the City of Fayetteville, supplying aviation or automotive fuel at the Fayetteville Municipal Airport. The Airport Board recommended this action at their September 13, 2006 meeting. Signature of the Mayor.

BACKGROUND: One of the customary ways for airport to receive revenue from the activity on the airport is the Fuel Flowage Fee. The fee was first established by Ordinance June 30, 1980 and subsequently modified several times. The most recent modification was in October of 2001 which made clear who would pay the fee. The last time the fee itself was changed was March of 1985. Currently, the fee is established at \$.06 per gallon. The purpose of this item is to increase the fuel flowage fee to \$.10 per gallon.

DISCUSSION: When the airport entered into a contract for FBO services with Million Air, they agreed to a flowage fee of \$.10 per gallon and they have been paying that amount since they opened in September 2005. This action will put into law the fee at the currently established rate. The rate of \$.10 per gallon, which is an amount equal to the fuel flowage fee charged by other airports in the region, represents an increase of \$.04 per gallon (ASG-\$.11; ROG-\$.10; FSM-\$.10). At the rate of 500,000 gallons a year, the fee will generate \$50,000.00 for the airport fund. The new rate will go into effect January 1, 2007.

BUDGET IMPACT: There will be no expense associated with this action. Revenue to the airport fund from flowage fees should increase by approximately \$5,000.00 for the year 2007 at the current level of sales.

Attachments: Staff Review Form
Draft Ordinance
Current Ordinance

Aviation and Economic Development Department
Fayetteville Municipal Airport, Drake Field
4500 South School Avenue, Suite F
Fayetteville, Arkansas 72701
Ray M. Boudreaux, Director

ORDINANCE NO. _____

AN ORDINANCE AMENDING §91.15: AIRPORTS AND AIRCRAFT, CODE OF FAYETTEVILLE, TO ADJUST THE PER GALLON FLOWAGE FEE ON ALL AVIATION FUEL AND GASOLINE SUPPLIED AT THE FAYETTEVILLE MUNICIPAL AIRPORT.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That §91.15 is hereby repealed in its entirety, and the following is inserted in its stead:

§91.15 Flowage Fees; Records To Be Kept

Fuel suppliers. Any person business entity, or organization, other than the city, supplying aviation fuel or automotive fuel at the Fayetteville Municipal Airport shall pay to the city a flowage fee of \$0.10 per gallon for aviation or automotive fuel delivered to the Fayetteville Municipal Airport. The supplier shall keep accurate records reflecting the number of gallons of aviation or automotive fuel delivered to Fayetteville Municipal Airport each month and shall remit to the city finance department by the 10th day of each month the flowage fee payable under this section, together with copies of the supplier's bills of lading for the preceding month reflecting the number of gallons delivered to the Fayetteville Municipal Airport.

PASSED and APPROVED this 17th day of October, 2006.

APPROVED:

ATTEST:

By: _____
DAN COODY, Mayor

By: _____
SONDRA SMITH, City Clerk

~~* business entity, or organization, other than the~~
~~CITY OF FAYETTEVILLE,~~

PER CITY ORDINANCE #4343

Airports and Aircraft

7

§ 91.16 FLOWAGE FEES; RECORDS TO BE KEPT.

add
(A) *Fuel suppliers.* Any person supplying aviation fuel or automotive fuel at the Fayetteville Municipal Airport shall pay to the city a flowage fee of \$0.05 per gallon for aviation or automotive fuel delivered to the Fayetteville Municipal Airport. Such flowage fee shall be in addition to the flowage fee imposed by division (B) of this section. The supplier shall keep accurate records reflecting the number of gallons of aviation or automotive fuel delivered to Fayetteville Municipal Airport each month and shall remit to the City Finance Department by the 10th day of each month the flowage fee payable under this section, together with copies of the supplier's bills of lading for the preceding month reflecting the number of gallons delivered to the Fayetteville Municipal Airport.

add
(B) *Petroleum product distributors.* Any petroleum product distributor supplying aviation or automotive fuel at the Fayetteville Municipal Airport (Drake Field) shall pay to the city a flowage fee of \$0.01 per gallon of aviation or automotive fuel supplied at the Fayetteville Municipal Airport (Drake Field). Said supplier shall keep accurate records reflecting the number of gallons of aviation and automotive fuels supplied at the airport each month and shall remit to the City Finance Director by the 10th day of the month the flowage fee payable under this section, together with a copy of said supplier's records for the preceding month reflecting the number of gallons supplied at the airport.

(C) *Scheduled aircraft carriers providing own fuel.* Any aircraft carrier providing its own fuel to its own aircraft at the Fayetteville Municipal Airport (Drake Field) shall pay to the city a flowage fee of \$0.05 per gallon on all aviation fuel and gasoline fuel delivered to the Fayetteville Municipal Airport (Drake Field) each month. Such aircraft carrier shall present the city with bills of lading for all fuel delivered to the Fayetteville Municipal Airport (Drake Field) and remit the appropriate general aviation and gasoline tax by the 10th day of the succeeding month.
(65 Code, § 2A-12) (Ord. 2639, passed 6-30-80; Am. Ord. 2733, passed 6-16-81; Am. Ord. 2874, passed 1-4-83; Am. Ord. 3-69, passed 3-5-85) Penalty, see § 91.99

§ 91.17 SMOKING WITHIN AIRPORT TERMINAL.

It shall be unlawful for any person to smoke or

carry any lighted cigarette, cigar, or pipe within the Fayetteville Municipal Airport Terminal.
(Ord. 3556, passed 7-2-91)

§ 91.99 PENALTY.

(A) Whenever in this chapter an act is prohibited or is made or declared to be unlawful or an offense or a misdemeanor, or whenever in such chapter the doing of an act is required or the failure to do any act is declared to be unlawful, and no specific penalty is provided therefor, the violation of any such provision of this chapter shall be punished by a fine of not more than \$500 or double that sum for each repetition of such offense, or violation; provided, no penalty shall be greater or less than the penalty provided for the same or a similar offense under the laws of the state. If the violation of this chapter is, in its nature, continuous in respect to time, the penalty for allowing the continuation thereof shall not exceed \$250 for each day that the same is unlawfully continued. (65 Code, § 1-5) (Ord. 2128, passed 7-15-75)

(B) Any person convicted of violating § 91.02(A) shall be punished by a fine of not more than \$500 or double that sum for each repetition of such offense. (65 Code, § 2A-2) (Ord. 2851, passed 9-7-82; Am. Ord. 2940, passed 9-12-83)

~~* ANY PERSON, business entity, or~~
~~ORGANIZATION OTHER THAN THE~~
~~CITY OF FAYETTEVILLE,~~
~~PER CITY ORDINANCE # 4343~~

ORDINANCE NO. 4343

AN ORDINANCE AMENDING §91.16 OF THE CODE OF
FAYETTEVILLE, ARKANSAS BY REMOVING THAT SECTION'S
FLOWAGE FEE REQUIREMENT FOR AVIATION GAS DELIVERED
AND SOLD AT DRAKE FIELD WHEN THE CITY OF FAYETTEVILLE
IS ACTING AS THE FIXED BASE OPERATOR AND FURNISHING
FUEL TO AVIATION CONSUMERS

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF
FAYETTEVILLE, ARKANSAS:

Section 1. That §91.16 (A) shall be amended by adding the following
language after: Fuel suppliers - Any person

"business entity, or organization, other than the City of Fayetteville,"

Section 2. That §91.16 (B) shall be amended by adding the following
language after: Petroleum product distributors. Any petroleum product
distributor supplying aviation or automotive fuel

"to any person, business entity or organization other than the City of
Fayetteville."

PASSED and APPROVED this the 16th day of October, 2001.

APPROVED:

By: Dan Coody
DAN COODY, Mayor

ATTEST:

By: Heather Woodruff
Heather Woodruff, City Clerk



FILED
FOR RECORD

'85 MAR 21 PM 3 18

WASHINGTON COUNTY AR
ALMA KOLLMAYER
CIRCUIT CLERK

ORDINANCE NO. 3069

AN ORDINANCE AMENDING SECTION 2A-12 OF THE FAYETTEVILLE CODE OF ORDINANCES TO PROVIDE FOR THE PAYMENT OF A FIVE (5) CENT PER GALLON FLOWAGE FEE BY ANY SCHEDULED AIRCRAFT CARRIER PROVIDING ITS OWN AVIATION FUEL AT THE FAYETTEVILLE MUNICIPAL AIRPORT.

BE IT ORDAINED BY THE BOARD OF DIRECTORS OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That Section 2A-12 of the Fayetteville Code of Ordinances is hereby amended by adding Paragraph (c) to read as follows:

(c) Scheduled Aircraft Carriers Providing Own Fuel. Any scheduled aircraft carrier providing its own fuel to its own aircraft at the Fayetteville Municipal Airport (Drake Field) shall pay to the City a flowage fee of five (5) cents per gallon on all aviation fuel and gasoline fuel delivered to the Fayetteville Municipal Airport (Drake Field) each month. Such aircraft carrier shall present the City with bills of lading for all fuel delivered to the Fayetteville Municipal Airport (Drake Field) and remit the appropriate general aviation and gasoline tax by the 10th day of the succeeding month.

PASSED AND APPROVED this 5th day of March, 1985.

APPROVED

By: Paul R. Roland
Mayor

ATTEST
Marguerite C. Kennedy
City Clerk

ORDINANCE NO. 2733

AN ORDINANCE AMENDING CHAPTER 2A OF THE FAYETTEVILLE CODE OF ORDINANCES TO PROVIDE THAT ALL COMMERCIAL AERONAUTICALLY ASSOCIATED SERVICE OPERATION OR ACTIVITY OFFERED OR PERFORMED AT THE FAYETTEVILLE MUNICIPAL AIRPORT SHALL CONFORM TO THE CITY'S MINIMUM STANDARDS FOR COMMERCIAL AERONAUTICAL ACTIVITIES.

BE IT ORDAINED BY THE BOARD OF DIRECTORS OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That Sec. 2A-11 of the Fayetteville Code of Ordinances is hereby amended to read as follows:

Sec. 2A-11. Conformance to minimum standards for commercial aeronautical activities.

All commercial aeronautically associated service, operation or activity offered or performed at the Fayetteville Municipal Airport (Drake Field) shall conform to the City's minimum standards for commercial aeronautical activities.

Section 2. That Secs. 2A-12 through 2A-17 of the Fayetteville Code of Ordinances are hereby repealed.

Section 3. That Sec. 2A-18 of the Fayetteville Code of Ordinances is hereby renumbered Sec. 2A-12.

PASSED AND APPROVED this 16th day of June, 1981.

APPROVED:

Paul R. Noland
ASSISTANT MAYOR



CITY CLERK

STATE OF ARKANSAS)
Washington County) SS.
I, Anna L. Kellum, Circuit Clerk and Ex-Officio Recorder for Washington County, do hereby certify that the annexed or foregoing instrument was filed for record in my office on the 24 day of June, 1981, at 10:44 o'clock AM, and the same is duly recorded in Book record 1044 at page 317.
Witness my hand and seal this 25 day of June, 1981.

Anna L. Kellum
Circuit Clerk and
Ex-Officio Recorder
By Jayce Cook
Deputy Clerk

1044 317

ORDINANCE NO. 2874

AN ORDINANCE AMENDING SECTION 2A-18(b) OF THE FAYETTEVILLE CODE OF ORDINANCES TO INCREASE FLOWAGE FEES AT THE FAYETTEVILLE MUNICIPAL AIRPORT FROM ONE CENT PER GALLON TO SIX CENTS PER GALLON.

BE IT ORDAINED BY THE BOARD OF DIRECTORS OF THE CITY OF FAYETTEVILLE, ARKANSAS:

^{12(a)}
Section 1. That Section 2A-18(b) of the Fayetteville Code of Ordinances is hereby amended by increasing the flowage fee prescribed thereby from one cent per gallon to six cents per gallon.

Section 2. The Board of Directors hereby determines that an increase in revenues at the Fayetteville Municipal Airport is necessary for the safe and efficient operation of said airport; that safe and efficient operation of the airport is essential to the public welfare; and that the passage of this ordinance is necessary to increase revenues and provide safe and efficient operation of the airport. Therefore, an emergency is hereby declared to exist and this ordinance being necessary for the public welfare shall be in full force and effect on January 1, 1983.

PASSED AND APPROVED this 21st day of DECEMBER, 1982.

APPROVED:

By: Paul R. Noland
Mayor

ATTEST:

By: Olivia A. Kelly
City Clerk

ORDINANCE No. 2874
AN ORDINANCE AMENDING
SECTION 2A-12(a) OF THE
FAYETTEVILLE CODE OF
ORDINANCES TO INCREASE
FLOWAGE FEES AT THE
FAYETTEVILLE
MUNICIPAL AIRPORT
FROM THREE CENTS PER
GALLON TO SIX CENTS PER
GALLON.
BE IT ORDAINED BY THE
BOARD OF DIRECTORS OF
THE CITY OF FAYETTEVILLE, ARKANSAS:
Section 1. That Section 2A-12(a) of the Fayetteville Code of Ordinances is hereby amended by increasing the flowage fee prescribed thereby from three cents per gallon to six cents per gallon.
Section 2. That the Board of Directors hereby determines that an increase in revenues at the Fayetteville Municipal Airport is necessary for the safe and efficient operation of said airport; that safe and efficient operation of the airport is essential to the public welfare; and that the passage of this ordinance is necessary to increase revenues and provide safe and efficient operation of the airport. Therefore, an emergency is hereby declared to exist and this ordinance being necessary for the public welfare shall be in full force and effect on January 1, 1983.
PASSED AND APPROVED
this 4th day of January, 1983.
By: Paul R. Noland
Mayor
ATTEST
Seal of the City of Fayetteville
By: Olivia A. Kohn
City Clerk

STATE OF ARKANSAS } ss.
County of Washington }

I, Alden H. Spencer hereby certify I am the publisher of THE NORTHWEST ARKANSAS TIMES, a daily newspaper having a second class mailing privilege, and being not less than four pages of five columns each, published at a fixed place of business and at a fixed (daily) intervals continuously in the City of Fayetteville, County of Washington, Arkansas for more than a period of twelve months, circulated and distributed from an established place of business to subscribers and readers generally of all classes in the City and County for a definite price for each copy, or a fixed price per annum, which price was fixed at what is considered the value of the publication, based upon the news value and service value it contains, that at least fifty percent of the subscribers thereto have paid cash for their subscriptions to the newspaper or its agents or through recognized news dealers over a period of at least six months; and that the said newspaper publishes an average of more than forty percent news matter.

I further certify that the legal notice hereto attached in the matter of

Ordinance No. 2874
was published in the regular daily issue of said newspaper for 1 consecutive insertions as follows:

The first insertion on the 21st day of Jan. 19 83
the second insertion on the _____ day of _____ 19 _____
the third insertion on the _____ day of _____ 19 _____
and the fourth insertion on the _____ day of _____ 19 _____

Alden H. Spencer
Sworn to and subscribed before me on this 25th day of January 19 83
James B. Smith
Notary Public

My Commission Expires:
11/20/83

Fees for Printing \$ 30.60
Cost of Proof \$ _____
Total \$ 30.60

ORDINANCE NO. 2639

FILED FOR RECORD
1980 JUN 12 PM 3:01
CLERK

AN ORDINANCE AMENDING CHAPTER 2A OF THE FAYETTEVILLE CODE OF ORDINANCES TO PROVIDE FOR PAYMENT OF FLOWAGE FEE BY SUPPLIERS OF AVIATION FUEL WHO ARE NOT LICENSED AS FIXED BASE OPERATORS.

BE IT ORDAINED BY THE BOARD OF DIRECTORS OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That Chapter 2A of the Fayetteville Code of Ordinances is hereby amended by adding Section 2A-18 to read as follows:

Sec. 2A-18. Flowage fee payable by aviation fuel suppliers not licensed as fixed base operators.

Any person supplying aviation fuel at the Fayetteville Municipal Airport (Drake Field) who is not licensed under this Article as a Fixed Base Operator shall pay to the City a flowage fee of three cents per gallon of aviation fuel supplied to any airplane at the Fayetteville Municipal Airport (Drake Field). Said supplier shall keep accurate records reflecting the number of gallons of aviation fuel supplied to airplanes at the Fayetteville Municipal Airport (Drake Field) each month and shall remit to the City Finance Director by the 10th of the month the flowage fee payable under this Section, together with a copy of said supplier's records for the preceeding month reflecting the number of gallons supplied to airplanes at the Fayetteville Municipal Airport (Drake Field).

Section 2. The Board of Directors hereby determines the airport revenues are not sufficient to provide adequate funds to properly operate and maintain said airport; that proper operation and maintenance of the airport is essential to the public welfare, and that the passage of this ordinance is necessary to provide additional funds for the proper operation and maintenance of the airport. Therefore, an emergency is hereby declared and this ordinance being necessary for the public health, safety and welfare shall be in full force and effect from and after its passage.

PASSED AND APPROVED this 3rd day of June, 1980.

APPROVED:

Paul R. Noland
ASSISTANT MAYOR



Bonnie Loring
CITY CLERK

1017 433

389

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 8
Farmington/Fayetteville
Sewer Service Agreement
Page 1 of 10

10/17/2006
City Council Meeting Date

gary dumas
Submitted By Division Operations Department

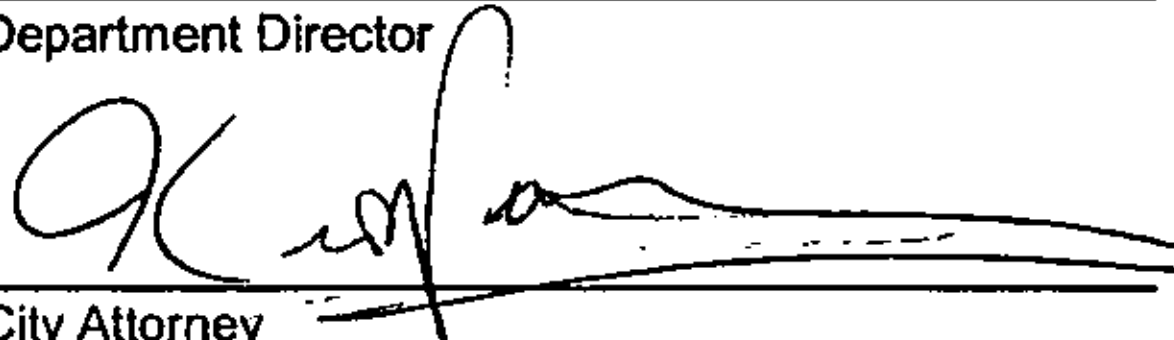
Action Required:

Motion Forwarding a Letter of Intent to the City of Farmington Concerning The Farmington/Fayetteville Sewer Service Agreement and Authorizing the City Attorney to Coordinate with the Farmington City Attorney to Formalize into Contract Form the Attached Document Entitled "Farmington Position Paper"

\$ -	\$ -	
Cost of this request	Category / Project Budget	Program Category / Project Name
	\$ -	
Account Number	Funds Used to Date	Program / Project Category Name
	\$ -	
Project Number	Remaining Balance	Fund Name

Budgeted Item ☐ Budget Adjustment Attached ☐

Gary Dumas
Department Director 10/4/2006
Date


City Attorney 10-4-06
Date

Finance and Internal Service Director Date

Mayor Date

Previous Ordinance or Resolution #

Original Contract Date:

Original Contract Number:

Received in City Clerk's Office
ENTERED
10-4-06

Received in Mayor's Office

Comments:



THE CITY OF FAYETTEVILLE, ARKANSAS

DEPARTMENTAL CORRESPONDENCE

To: City Council Members

From: Gary Dumas, Operations Director 

Date: October 4, 2006

Subject: Farmington/Fayetteville Sewer Service Agreement
Letter of Intent

Recommendation:

Direct the City Attorney to coordinate with the Farmington City Attorney to formalize into contract form the document attached entitled the "*Farmington Position Paper*."

Background:

For the past several months the Chair of the Council Water and Sewer Committee and City Staff have been meeting as a negotiating team with members of the Farmington City Council and recently their technical advisors.

This has been a long and arduous process. Farmington had several issues, including:

- Their sewer rate
- Credit for the Fayetteville Sales Taxes paid by Farmington residents relative to the WSIP $\frac{3}{4}$ cent
- Farmington future ability to continue sewage coverage for population growth
- Farmington share of a new Lift Station 12 and associated piping
- The ability to combine the Fayetteville and Farmington Sewer systems if appropriate in the future
- Farmington participation and contribution in the sewer rehabilitation as a part of the 2004 Mediation Agreement

After several negotiation meetings the two negotiating teams reached consensus on all points in the attached "*Position Paper*." The Fayetteville Water and Sewer Committee concur with the Negotiating Team recommendation.

Discussion:

There are four primary elements in the "*Position Paper*." These include: rates, rebate, growth, Lift Station 12 and associated piping.

Rates

The teams have worked with the City's Rate Consultant, HDR, and concluded that the rate structure relative to Farmington can not be replicated with the data and other information within the earlier rate study by a separate consultant. HDR recommends a rate for \$4.66 per 1000 gallons, a reduction from the current \$7.18 per 1000 gallons. This rate would be applicable until the HDR Rate Study is completed in early 2007, when other rates may be proposed and implemented.

This rate adjustment is also the basis for consideration of the Farmington resident sales tax contribution to Fayetteville and a potential Farmington Rebate.

Rebate

An analysis has been made which estimates the contribution that Farmington residents have made to the Fayetteville Sales Tax relative to the payment for the WSIP. That analysis is attached. The negotiating team recommends the rebate based upon the analysis as fair to both Fayetteville and the Farmington Rate Payer.

Growth

Farmington is limited to a fixed capacity in the Westside Sewer Plant. That capacity is 8.2% of the plant capacity. This is based upon the initial "*Master Facility Plan*." The teams have agreed that Farmington will be able to utilize 8.2% of the operational capacity of the Westside Plant. The actual operating capacity in million gallons per day will not be known until the plant is operational. The operating capacity will be in excess of the initial design capacity in the "*Master Facility Plan*." For their financial contribution, Farmington will be permitted to utilize 8.2% of the operating capacity.

As a part of this sharing of operational capacity, Farmington has agreed that their rate structure will include the cost of system improvements which will add operational capacity to the Westside Plant.

Lift Station 12

The cost of Lift Station 12 and associated piping is estimated to be \$7.2 million. The Farmington share based upon basin build out is estimated at \$4.8 million plus any areas annexed that will be within Farmington. Farmington has concurred with this.

Summary

Both negotiating teams and the Fayetteville Water and Sewer Committee concur with the findings in the "*Farmington Position Paper*." The Fayetteville negotiating team and the Fayetteville Water and Sewer Committee recommend that the Council direct the City Attorney to coordinate with the Farmington City Attorney to formalize the attached "*Farmington Position Paper*" into a contract which can be considered and acted upon by the Fayetteville and Farmington City Councils.

RESOLUTION NO. _____

A RESOLUTION TO EXPRESS THE CITY COUNCIL'S
BASIC AGREEMENT WITH THE TERMS OF THE
FARMINGTON POSITION PAPER

WHEREAS, Alderman Kyle Cook, Chair of the City Council's Sewer Committee and City Staff have negotiated with representatives of the City of Farmington and arrived at a basic agreement entitled "Farmington Position Paper" (attached hereto as Exhibit A); and

WHEREAS, the Fayetteville City Council Sewer Committee has carefully considered all terms and aspects of the Farmington Position Paper and voted to approve it; and

WHEREAS, the full City Council has studied the Farmington Position Paper and found themselves in complete agreement with all of its terms and conditions including:

- (1) lowering the City of Farmington's rate per 1000 gallons for sewer treatment from \$7.18 to \$4.66 (35% reduction);
- (2) allocating 8.2% of the West Sewer Plant's capacity to Farmington;
- (3) paying at least \$2.4 million of the estimated \$7.2 million costs to build the Farmington lift station, gravity and force mains;
- (4) rebating of approximately \$264,000.00 to Farmington sewer customers.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE
CITY OF FAYETTEVILLE, ARKANSAS:

Section 1: That the City Council of the City of Fayetteville, Arkansas hereby approves the Farmington Position Paper attached as Exhibit A and all of its terms therein and requests a formal, 15 year sewer agreement between the cities of Farmington and Fayetteville be drafted incorporating all such terms.

PASSED and APPROVED this 17th day of October, 2006.

APPROVED:

By: _____
DAN COODY, Mayor

ATTEST:

By: _____
SONDRA SMITH, City Clerk

FARMINGTON POSITION PAPER

Joint usage of a large, well-run Publicly Operated Wastewater Treatment Plant (POTW) is a clear indicator of concern for the environmental issues facing Northwest Arkansas. The economies of scale in this approach ensure the employment of highly skilled technicians minimizing the risk of permit violations. In addition, both state and federal regulators have encouraged the consolidation of disposal operations.

Farmington's stated goal is to ensure the preservation of water quality in the Illinois River Watershed. Farmington also has a desire to grow just as Fayetteville has a desire to grow. This growth for Farmington can be accomplished by entering into an agreement with Fayetteville that is mutually beneficial or by implementing a publicly owned and maintained decentralized treatment system. It is acknowledged that the preferred option is for Farmington wastewater to be processed through a state-of-the-art POTW.

The only other short-term viable alternative to an agreement with Fayetteville is for Farmington to explore the use of a large decentralized sewer system. It is acknowledged that decentralized treatment systems are a poor second option to a state-of-the-art POTW for the preservation of the Illinois River Watershed.

Farmington acknowledges Fayetteville for using a broad-based sales & use tax to fund these critical public investments and for taking the lead in managing this complex improvement.

Farmington Positions

1. Farmington agrees to fund the remaining cost of sewer rehabilitation identified in the 2004 Mediation Agreement at a cost of approximately \$400,000.
2. Farmington acknowledges that the Farmington cost is between \$3.8 million and \$4.8 million based on which potential annexation basins come to Farmington. Farmington agrees to pay 50% of the engineering cost for List Station 12 and associated pipes not to exceed \$480,000.
3. Farmington accepts Fayetteville's offer to provide 8.2% of the West Treatment Plant operational capacity for Farmington. As capacity constraints limit the West Treatment Plant, Fayetteville commits to expand the capacity of the plant or implement system improvements which will have the same effect. Farmington may continue to benefit from the changes or improvements at the 8.2% ratio.
4. Farmington agrees to use its best efforts to assist Fayetteville in meeting Fayetteville's discharge permit requirement. This offer to use Farmington's best efforts is based, in large part, on Fayetteville recognizing sales taxes paid by Farmington residents and Fayetteville agreeing to provide scalable capacity to Farmington in the West Treatment Plant. Farmington and Fayetteville both

recognize that Fayetteville's growth will likely consume a much larger portion of the available capacity than Farmington's growth over the next ten to fifteen years.

5. Farmington requests Fayetteville to recognize the sizable financial contribution made by Farmington residents to the Fayetteville sales taxes that is used to fund these necessary improvements. Fayetteville has a long history of recognizing sales tax payments and giving credit so that the same customer is not asked to pay twice for the same service. This is especially true with utility rates and development impact fees. Farmington acknowledges that Fayetteville has recognized a portion of these sales taxes paid by elimination of the rate-of-return in the rate calculations for 2009. Attached are the calculations showing the level of support under various scenarios. (*Spreadsheet distributed Sept 14*)
6. Farmington supports the continued management of the Farmington system by Fayetteville to include sewer service billing and collection service, sewer system maintenance and operations services and capital re-investment programming and implementation services to ensure the Farmington System is maintained at a level consistent with the post-rehabilitation level. The proposed contract for services/lease is for a fifteen year term and will include annual meetings between Fayetteville and Farmington to ensure the quality of the Farmington system is being maintained and to ensure that adequate future capacity is being programmed for the Farmington sewer collection system. The future capacity needs for Farmington are a Farmington expense. Fayetteville agrees that once the Farmington system is rehabilitated to the same standard as the Fayetteville system Fayetteville will ensure the Farmington system continues in a comparable rehabilitation level as the Fayetteville system without any additional surcharges or cost assessments outside of the periodic sewer rate studies conducted by an independent rate consultant.
7. Farmington agrees that the cost of serving all new annexed areas coming to Farmington will become a Farmington responsibility once the areas are within the city limits of Farmington. The cost of providing sewer service has been estimated by a Fayetteville consultant for the current annexation areas identified as Area B, Basin's I54 and I55, Fayetteville Goose and Farmington Goose. Farmington can support a separate side agreement detailing how cost will be identified and allocated. This side agreement must be in-place immediately because costs can vary significantly depending on which jurisdiction annexes each basin. The allocation of the annexed areas may impact the design and respective funding needs.
8. Farmington requests that Fayetteville amend the sewer rate charged to Farmington residents to \$4.66/1,000 gallons effective January 2004 and refund the difference to the Farmington rate-payers that paid the higher rates from January 2004 to the implementation date of the new rate. This new rate was computed by HDR/EES and provided to Fayetteville in February/March 2006. It was based, in part, on analysis used by Fayetteville to determine a new rate for Elkins and a recognition

by Fayetteville of the special sales and use tax paid within Fayetteville by Farmington citizens. Farmington accepts Fayetteville's formula for computing the refund due Farmington rate-payers.

Fayetteville's Rebate Computation Formula

Because the actual sales taxes paid by Farmington citizens within Fayetteville is very difficult to determine and a substitute determination method has been proposed by Farmington Fayetteville suggests Farmington consider the following:

Average the calculated sales tax contribution between the Farmington CBER amount and the Farmington low amount, compute a mathematical relationship to the calculated total paid by Fayetteville citizens and multiply the computed ratio by the total potential rebate to compute the rebate amount. The formula below depicts the calculation:

Computed Overpayment = Actual \$ Billed from January 2004 thru Current Billing Period - Actual Billed Volume * \$4.66/1,000 gallons

$\$4,971,083 / \$87,145,481 = \% \text{ of Farmington Citizen Sales Tax in Fay WSIP}$

Divide the % of Farmington Citizen Sales Tax in Fay WSIP by the % of Operational capacity (8.2%) Fayetteville is committing to provide. This quotient equals the % of Computed Overpayment Eligible for Rebate.

Multiply the % of Computed Overpayment Eligible for Rebate times the Computed Overpayment to obtain the Rebate for Each Farmington Sewer Customer based on the individual customer payments.

9. Farmington has agreed to participate with Fayetteville in computing development impact fees for the Farmington system. Farmington agrees that new Farmington connections will be required to pay the Fayetteville sewer system impact fee and a Farmington system impact fee. Farmington commits that impact fees paid by Fayetteville citizens for the interceptor and LS12 will be used to fund capacity needs for Fayetteville citizens.
10. Farmington requests all future rate calculations be based on:
 - A. Facilities that is either used or usable and improvements planned within the rate study period that adds capacity that becomes usable by Farmington when the new facilities are on-line; and,
 - B. That Fayetteville will not compute a rate-of-return on assets purchased using either EPA grants funding or city sales & use taxes.
11. Farmington agrees that future discharge permits may require future investments in order to comply with new discharge limits and is committed to do its-part to meet the future increased investment in state-of-art-facilities.

12. Farmington and Fayetteville agree that when the system improvements contemplated by this agreement are in place or with funding secure that does not negatively impact the City of Fayetteville or its Fayetteville rate payers that the Farmington System may be transferred to the City of Fayetteville. Nothing in this paragraph requires either Farmington or Fayetteville to transfer or accept transference of the Farmington Sewer System to Fayetteville.

Finally, Farmington joins Fayetteville in its efforts to protect water resources and sensitive environmental areas such as the Illinois River Watershed. With the two cities reaching an agreement that is acceptable to both communities this shared goal can be realized.

Sales Tax Credit Ranges

	Fayetteville	Per Capita Sales Tax Amounts	
		Farmington CBER	Farmington -Low
Per Capita	\$ 81.29	\$ 88.79	\$ 40.29
Population	<u>67,002</u>	<u>4,814</u>	<u>4,814</u>
Probable 3/4% Paid By Jurisdiction - 2005	\$ 5,446,593	\$ 427,418	\$ 193,967
Years of Collection 2002-2018	<u>16</u>	<u>16</u>	<u>16</u>
Probable 3/4% Paid By Jurisdiction - Life of Debt	<u>\$ 87,145,481</u>	<u>\$ 6,838,692.25</u>	<u>\$ 3,103,474.46</u>

Sum \$6,838,692.25 + \$3,103,474.46 = \$9,942,166.71

Average Farmington \$4,971,083

$\$4,971,083 / \$87,145,481 = .057$ or 5.7%

Farmington share of plant capacity = 8.2%

Farmington Rate Payment differential from \$7.33 to \$4.83 from January 2004 through July 2006 = approximately \$380,000

(both \$7.33 and \$4.83 include Farmington \$0.15 per 1,000 gallons)

Potential Farmington Rebate based upon Farmington Analysis

$$\frac{.057}{.082} = \frac{X}{\$380,000}$$

$$X = \$264,000.34$$

Potential rebate = approximately \$264,000.34
For period January 2004 through July 2006

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 9
Group Medical & Dental Plan Renewals
Page 1 of 8

10/17/2006

City Council Meeting Date

Michele Bechhold

Submitted By

Human Resources

Division

Operations

Department

Action Required:

Approve placement of group medical coverage with CIGNA, COBRA administration with DataPath, HSA account administration with Delta Trust and five, one-year options to renew to be exercised at the City's discretion. Approve placement of dental coverage with Delta Dental.

\$ 3,265,757.00

Cost of this request

\$ -

Category / Project Budget

Program Category / Project Name

Various

Account Number

\$ -

Funds Used to Date

Program / Project Category Name

\$ -

Remaining Balance

Various

Fund Name

Budgeted Item

☐

Budget Adjustment Attached

☐

Department Director

Date

Previous Ordinance or Resolution #

Original Contract Date:

Original Contract Number:

City Attorney

Date

Finance and Internal Service Director

Date

Mayor

Date

Received in City Clerk's Office

ENTERED

Received in Mayor's Office

ENTERED

Comments:



City Council Meeting October 17, 2006

CITY COUNCIL AGENDA MEMO

TO: Mayor Dan Coody and the City Council

THRU: Gary Dumas, Operations Director

FROM: Michele Bechhold, Human Resources *MB*

DATE: October 1, 2006

SUBJECT: Group Medical & Dental Plan Renewals

RECOMMENDATION:

Staff recommends placing group major medical coverage with CIGNA for the 2007 plan year, selecting DataPath as the vendor for COBRA administration services, and requests approval of five, one-year options to renew to be exercised at the City's discretion. Staff recommends renewing with Delta Dental for employee paid dental insurance for the 2007 plan year.

BACKGROUND:

The 2007 healthcare plan renewal delivered by Arkansas Blue Cross Blue Shield, (BCBS), presented an 11.5% increase in premiums for both the traditional PPO core plan and the optional High Deductible Health Plan. The City's consultant negotiated with BCBS in an effort to improve their proposal with no success. Following careful evaluation of the renewal offer, it was determined that bidding the plan was in the best interest of the City and its employees. A comprehensive RFP process was undertaken by Jeff Jackson, the City's benefits consultant. Over thirty insurance carriers for healthcare and dental were invited to participate in the bid process. After thorough review of the bid results, the recommendation is to move the healthcare plan to CIGNA effective January 1, 2007. This recommendation is based on premium rates and funding arrangements, plan benefits, as well as technology and service capabilities. The CIGNA proposal represents a guaranteed total premium savings in excess of \$120,000 over the renewal rates offered by BCBS. This proposal also provides the opportunity to minimize future plan costs depending on claims expense through the Minimum Premium – Fully Insured Plan Funding Arrangement.

Mr. Jackson negotiated and reached agreement with CIGNA that will bring the 2007 premium increase down to approximately 7.7% (from BCBS's proposed 11.5%) which generates a total estimated premium savings of \$122,160 over the renewal rates proposed by BCBS. CIGNA has committed to match medical contract benefits. If this recommendation is approved, representatives from CIGNA, Mr. Jackson and City representatives will meet to review the current BCBS contract and ensure matching benefits from CIGNA.

The following rate illustration reflects current BCBS rates/cost, renewal BCBS rates/cost, and CIGNA's proposed rates/cost based on the September 2006 census numbers

<u>Rate Illustration</u>	<u># of Contracts PPO – HDHP</u>	<u>PPO</u>	<u>% Adj</u>	<u>HDHP/H.S.A.</u>	<u>% Adj</u>	<u>Annualized</u>
<u>Current BCBS</u>	IND (210-39)	\$211.20		\$131.24		
	FAM (405-36)	\$513.70		\$286.59		\$3,218,353.00
<u>Renewal BCBS</u>	IND (210-39)	\$235.48	11.50%	\$146.33	11.50%	
	FAM (405-38)	\$572.76	11.50%	\$330.69	15.30%	\$3,588,364.00
<u>CIGNA Min. Premium</u>	IND (210-39)	\$228.43	8.10%	\$139.57	6.34%	
	FAM (405-38)	\$553.01	7.70%	\$318.55	11.10%	\$3,466,204.00
Total Premium Savings						\$122,160.00

Discussion:

The Minimum Premium – Fully Insured funding arrangement offered by CIGNA is structured differently from the funding arrangement offered by BCBS. The BCBS premium is a totally traditional insurance arrangement – twelve months of premium would be paid at the rate shown above. The CIGNA premium differs in that it has a fixed cost component to cover administrative expenses and a variable cost component to cover claims cost. This variable cost component provides flexibility and enables the City to reserve funds in years when utilization is lower than projected claim costs. These funds can be used to mitigate the cost of future rate increases.

The numbers below reflects CIGNA's proposed Minimum Premium cost factors broken out by fixed and variable cost. It is important to note that the "Variable / Claims" cost is not a fixed cost. If the plan resumes more historically normal utilization patterns, the variable cost may be less than the projected amount. This component of the funding arrangement enables the City to maintain a fully insured plan

Breakdown of CIGNA's Minimum Premium Quote

	<u>Annualized</u>	<u>Monthly</u>
CIGNA/Fixed Cost	\$1,069,113.00	\$89,092.75
CIGNA Variable / Claims (Maximum Cost)	\$2,397,090.00	\$199,757.50
Total CIGNA	\$3,466,204.00	\$288,850.25

Please refer to Attachment A for a graphical illustration of the Minimum Premium Plan Funding.

CIGNA is a "Best in Class" – nationally recognized insurance carrier. They have over 350 physicians in Washington and Benton counties in their provider network and are comparable with BCBS from a service discount perspective. A close comparison of the physicians in the BCBS network and the CIGNA network revealed some frequently utilized Fayetteville physicians who were not in the current CIGNA network. It was determined that many of the providers were members of MANA, Medical Associates of Northwest Arkansas physician group. Further investigation yielded information that MANA has already begun the credentialing process with CIGNA to join their network. Additional information regarding this important component of the plan will be available to Council at the October 10 Agenda Session.

Staff's recommendation to fund the premium increase for the PPO plan follows the pattern established over the last few years. The City and the employees share an equal percentage increase on the traditional PPO plan. 2007 will be the first renewal of the High Deductible Health Plan and Staff recommends that the City fund the entire increase for the HDHP/HSA participants. The overall 7% premium increase on the HDHP, estimated at just over \$13,000, is a minimal cost increase. The premium difference is one of the incentives for employees to elect the HDHP alternative. The performance of the HDHP has been excellent and it would be beneficial for the City to reward this performance by not passing along to participants any of the proposed increase. The chart below outlines the Staff recommended rate structure to fund the premium increases. The City's contributions to the HSA accounts remain at the same level as approved by Council for the 2006 plan year.

**MONTHLY PREMIUM AMOUNTS – CURRENT AND PROPOSED BASED ON
STAFF RECOMMENDED PERCENTAGE SPLIT**

PPO	2006 Individual	Proposed 2007 Individual	2006 Family	Proposed 2007 Family
City	\$202.04	\$218.52	\$453.24	\$487.92
Employee	\$9.16	\$9.91	\$60.46	\$65.09
HDHP				
City Premium	\$131.24	\$139.57	\$296.59	\$318.55
City HSA Contribution	\$70.80	\$70.80	\$156.65	\$156.65
Employee Premium	\$0.00	\$0.00	\$0.00	\$0.00
Employee HSA Contribution	\$9.00	\$9.00	\$9.00	\$9.00

COBRA Administration

Along with the change of carriers from BCBS to CIGNA, Staff is recommending a change in the COBRA administrator from Ceridian to DataPath. DataPath was recently selected as the City's third party administrator for Section 125 Plan administration. DataPath charges a monthly fee of \$0.75 per covered employee, which is an annualized cost of \$6,210.00 for 690 covered employees. The cost for Ceridian to provide these services to the City was included in the BCBS premium amount, but was not specifically identified.

HSA Account Administration

HSA Bank is the current provider, but the City has experienced numerous service issues with this vendor. The City's benefits consultant and City staff have reviewed numerous proposals and conducted interviews with different organizations to identify the best option for administration of the health savings accounts.

The evaluation of potential vendors included consideration of a wide range of participant services such as fees, interest rates, debit cards and employer specific services such as fees, internet technology, on-line management, and wire transfer capabilities. Several proposals were received and firms were eliminated based on service capabilities and competitiveness of programs. The recommended firm is Delta Trust & Banking Corp. They offer the best interest rate to the participants and extremely competitive fees.

There will be a one-time cost of \$1875.00 to close the existing health savings accounts with HSA Bank. Staff recommends that the City pay this cost to close the accounts.

Dental Plan – Dental was bid out and quotes were received from several companies. The current carrier, Delta Dental proposed a 0% increase over current dental rates and has offered a two year rate guarantee. The bid yielded two other competitive quotes both with very limited

savings, less comprehensive networks and a benefit reduction in TMJ coverage. Staff recommends retaining the current plan with Delta Dental. Dental premiums are 100% employee paid.

Monthly Dental Rates:

Delta Dental	2006 Individual	2007 Individual	2006 Family	2007 Family
City	\$0.00	\$0.00	\$0.00	\$0.00
Employee	\$21.98	\$21.98	\$72.64	\$72.64

Gap Plan – As the City continues to move toward consumerism, Staff recommends the addition of another optional plan that employees may choose to purchase to assist them with the financial exposure associated with the deductible amount under the HDHP. Gap Coverage Plans have become very popular over the past three years as employers have begun a movement toward consumer driven plans with high deductibles. The recommended plan is provided through Symetra and provides a schedule of surgical benefits, hospital benefits and a pharmacy discount plan. This plan is an indemnity plan and provides an added level of protection for those employees in the HDHP in the early years while they accumulate cash in their Health Savings Account.

Budget Impact:

The estimated budget impact for 2007 is \$3,265,757 and has been included in projections for the 2007 Proposed Budget. The \$6210.00 cost for COBRA administration through DataPath can also be funded within the 2007 Proposed Budget due to the fact that the actual 2007 premium increase is less than projected. The \$1875.00 cost to close the existing health savings accounts can be funded within the 2006 Human Resources budget.

Staff is available to answer any questions you may have.

RESOLUTION NO. _____

A RESOLUTION APPROVING THE PLACEMENT OF GROUP MAJOR MEDICAL COVERAGE WITH CIGNA; COBRA ADMINISTRATION WITH DATAPATH; HSA ACCOUNT ADMINISTRATION WITH DELTA TRUST & BANKING CORP., WITH FIVE ONE-YEAR OPTIONAL RENEWALS AT THE CITY'S DISCRETION; AND RENEWING WITH DELTA DENTAL FOR EMPLOYEE-PAID DENTAL INSURANCE FOR PLAN YEAR 2007.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas hereby approves the placement of Group Major Medical coverage with CIGNA; COBRA administration with DataPath; HSA Account Administration with Delta Trust & Banking Corp., with five one-year optional renewals at the City's discretion.

Section 2. That the City Council of the City of Fayetteville, Arkansas hereby approves renewing with Delta Dental for employee-paid Dental Insurance for Plan Year 2007.

PASSED AND APPROVED this 17th day of October, 2006

APPROVED:

By: DAN COODY, Mayor

ATTEST:

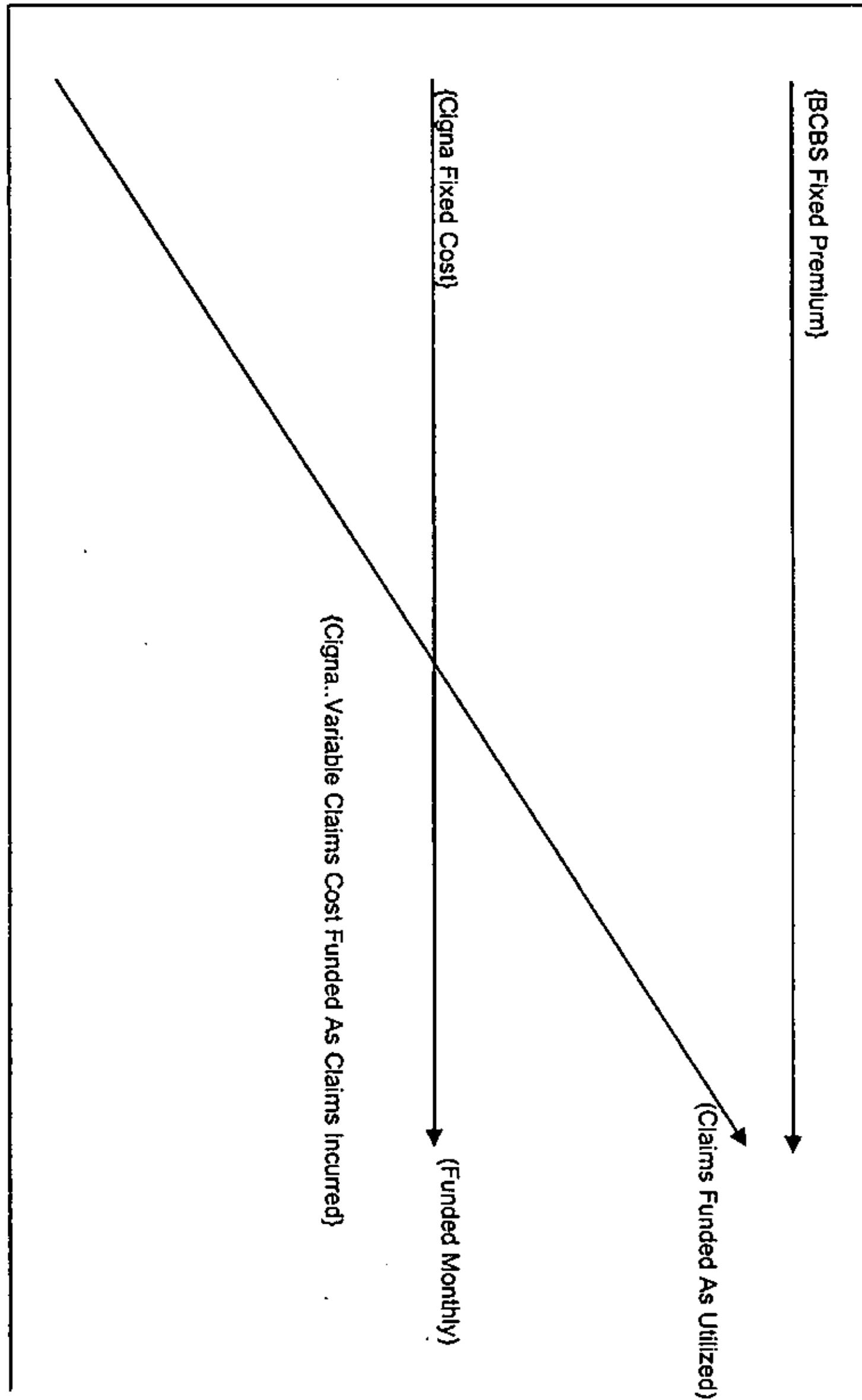
By: SONDRA SMITH, City Clerk

DRAFT

Attachment A

City Of Fayetteville Plan Funding Diagram Minimum Premium Illustration

\$300,000
\$200,000
\$150,000
\$100,000
\$75,000
\$50,000
\$25,000



Jan.....Feb.....Mar.....Apr.....May.....Jun.....Jul.....Aug.....Sept.....Oct.....Nov.....Dec..... ~ 2007

	<u>Annualized</u>	<u>Monthly</u>
BCBS	\$3,588,363.00	\$299,030.25
Cigna / Fixed	\$1,069,113.00	\$89,092.75
Cigna Variable / Claims	\$2,397,090.00	\$199,757.50
Total Cigna	\$3,466,203.00	\$288,850.25
Cigna Premium Savings		\$122,160.00

City of Fayetteville
Staff Review Form
City Council Agenda Items
or
Contracts

C. 10
2007 Compensation & Classification
Plan Implementation
Page 1 of 172

~~10/3/2006~~ None 10/17/06
City Council Meeting Date

Michele Bechhold Human Resources Operations
Submitted By Division Department

Action Required:

Approve a recommendation from Staff and the Compensation Committee to implement the 2007 Pay Plan.

<u>Cost of this request</u>	<u>\$ -</u>	<u>Category / Project Budget</u>	<u>Program Category / Project Name</u>
<u>Various</u>	<u>\$ -</u>	<u>Funds Used to Date</u>	<u>Program / Project Category Name</u>
<u>Account Number</u>	<u>\$ -</u>	<u>Remaining Balance</u>	<u>Fund Name</u>
<u>Project Number</u>			

Budgeted Item ☐ Budget Adjustment Attached ☐

[Signature] 9-18-06
Department Director Date

Previous Ordinance or Resolution # _____

Original Contract Date: _____

[Signature] 9/19/06
City Attorney Date

Original Contract Number: _____

Paul A. Bechhold 9-19-06
Finance and Internal Service Director Date

Received in City Clerk's Office
ENTERED 9/18/06

Mayor Date

Received in Mayor's Office
ENTERED 9/19/06

Comments:



City Council Meeting October 3, 2006

CITY COUNCIL AGENDA MEMO

TO: Mayor Dan Coody and the City Council

THRU: Gary Dumas, Operations Director 

FROM: Michele Bechhold, Human Resources 

DATE: September 18, 2006

SUBJECT: 2007 Compensation & Classification Plan Implementation

On September 12, 2006, the Compensation Committee and representatives from City Administration made a decision to extend the deadline for the final report from Management Advisory Group from September 15, 2006 until 8:00am September 19, 2006. This extension allowed employees additional time to review and provide input for the final report as well as provided MAG with the time needed to evaluate the information provided by employees.

At this time, the Compensation Committee and Staff are waiting to receive the final report to develop recommendation(s) to be forwarded to Council. Budget staff is working to provide funding information that was requested by the Committee.

The Compensation Committee will meet on September 21, 2006. Following that meeting, the recommendation(s) from Staff and the Compensation Committee will be presented to Council at the Agenda Session on September 26, 2006.

RESOLUTION NO. _____

A RESOLUTION ADOPTING THE COMPENSATION
COMMITTEE'S RECOMMENDATION TO IMPLEMENT THE
2007 COMPENSATION & CLASSIFICATION PLAN.

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF
FAYETTEVILLE, ARKANSAS:

Section 1. That the City Council of the City of Fayetteville, Arkansas
hereby adopts the Compensation Committee's recommendation to implement
the 2007 Compensation & Classification Plan.

PASSED and APPROVED this 3rd day of October, 2006.

APPROVED

By:

DAN GOODY, Mayor

ATTEST

By:

SONDRA SMITH, City Clerk

MAG

**Management Advisory
Group, Inc.**

Automated
Web-based

*Preparing for Tomorrow...
Today.*

Software
Beyond
HRIS

Classification and Compensation Study Final Report

City of Fayetteville

September 18, 2006



Classification and Compensation Plan

Final Report

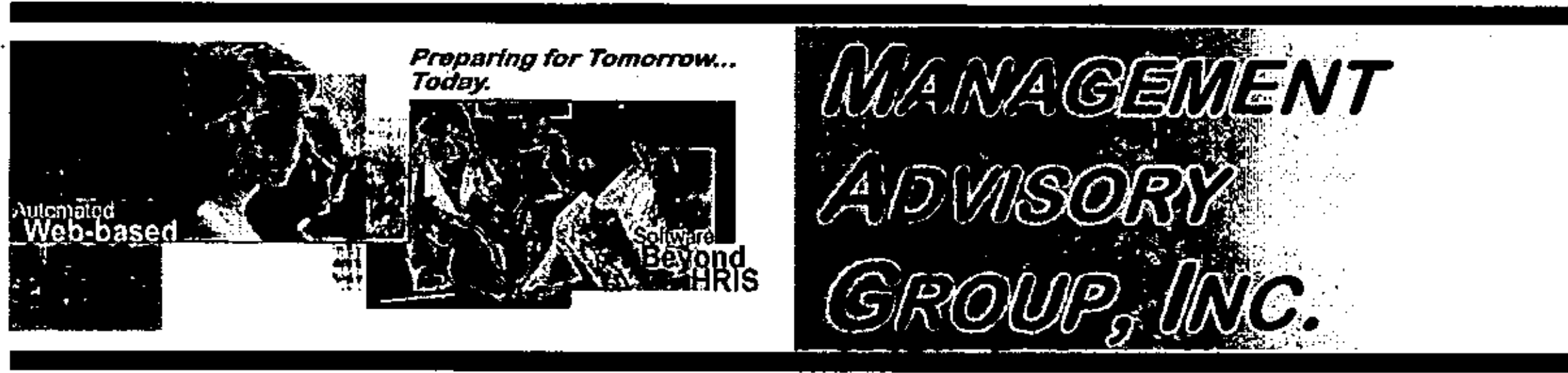
September 18, 2006

By:

MANAGEMENT ADVISORY GROUP, INC.

15532 Yorktown Dr.
Montclair, Virginia 22025
(703) 590-7250
Virginia/DC Area Headquarters

1850 Buford Court
Tallahassee, Florida
(850)386-2711
Tallahassee/Regional Office



Virginia

Florida

North Carolina

September 18, 2006

To: The Honorable Bobby Ferrell, Chair Compensation Committee
The Honorable Robert Reynolds and Lioneld Jordan
Don Marr, Members of Compensation Committee
From: Carolyn Long, President and CEO; Alan Johnson, Senior Vice-President
Subject: Final Report – Classification and Compensation Phase of Study

Management Advisory Group is pleased to provide this Final Report of the Compensation and Classification phase of the overall study. We have prepared a step-by-step guide to reviewing the report, as well as this introduction.

Compensation Philosophy

The Council has adopted a compensation philosophy which provides the guiding direction for the completion of the classification and compensation portion of this study. The compensation philosophy address all aspects of employee compensation and provides a comprehensive framework for the development and support of an excellent workforce.

The City's proposed Compensation Philosophy is as follows:

"The City of Fayetteville is committed to recruiting, retaining and motivating an excellent workforce by providing a high quality of work life to City employees through a competitive compensation structure, competitive benefits program, and a challenging and enriched work environment."

In order to deliver high quality municipal services, the City's workforce must possess key attributes associated with excellence. Therefore, the following key characteristics for all employees are desired:

Compensation Committee Letter
September 18, 2006
Page Two

- highly skilled;
- customer service oriented;
- possess personal integrity and exhibit ethical behavior;
- highly productive and focused on quality results;
- team players;
- seek opportunities to improve services;
- understand technology;
- value diversity; and,
- committed to the City's welfare.

The City will achieve this pay philosophy by implementing the following initiatives:

Hiring

- provide a base compensation structure that is competitive and strives to be above average in market salaries as incorporated into the City's compensation and classification plan;
- provide for flexibility in both hiring rates and providing compensation for existing employees that is both flexible and internally equitable;
- provide an appropriate set of benchmark positions which establish the foundation for the City's pay line and provide a consistent means for the City to review the market every year and conduct a comprehensive market survey every four years.

Retaining

- provide for a meaningful way for employees to move through the compensation plan based on both experience and achievement so that employees can anticipate rewards based on contributions, experience and performance;
- provide that the annual review of the market and adjustments to the City's overall compensation plan of not less than the cost of living increase become a part of the budgeting process through periodic surveys and the incorporation of the results into the City's proposed budget for personnel costs;
- adopt a policy of regularly reviewing the City's benefits and rewards programs to maintain competitiveness with the City's market.

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Motivating

- provide for a performance and experience recognition program that incorporates the following:
 - ° the ability to review and rate performance for all employees and to provide adjustments to employees based on their consistent level of achievement and successful experience on the job;
 - ° a bonus program to provide one-time, on-the-spot rewards for meritorious service; and,
 - ° a compensation program that recognizes incentives based on job related professional or academic achievements."

The approved compensation philosophy will result in consistently positioning the City's pay line above the market average if fiscal resources permit. Additionally, the City has adopted a policy of regularly evaluating its benefits and performance rewards program to ensure that the City's position relative to the market does not erode.

Collecting Market Data

The survey targets for the market data were initially selected by the Compensation Committee and then adjusted once we began our work. Over 90 positions were selected for inclusion in the survey. The RFP specified that only those jobs that had five (5) or more responses should be included in the final study. Sufficient data was collected on over 80 positions, representing 36% of total city job titles, or slightly more than one (1) out of three (3). While collecting data on such a large number of jobs may be beneficial for this particular study, the number for regular review should probably be reduced to approximately 30 to 35 positions that are true "benchmarks".

"Classic" benchmarks represent points along the pay line, represent different occupational families, and are generic jobs where there is a reasonable expectation that they will be fairly and sufficiently represented in the target organization population. Unique positions or those with special requirements, while often of compelling interest, do not make good "benchmarks" since finding adequate matches is often difficult and results in poor or misleading matches. Even under ideal circumstances, a rule of thumb in compensation work is that a job match will be about 70% equivalent. There are any number of variations between and among organizations that suggest that "identical" job matches are few and far between. *"A benchmark job is a market job (or external job) to which an actual employee's job (or internal job) is matched for pay comparison. Your job should have similar content, as characterized in the job description, of the*

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benchmark job. Matching your job at least 70% to the benchmark job is a good rule of thumb when trying to pick a match"- Salary.com

Salary. com also conducted research on jobs where employees perceived themselves to be underpaid compared to the market. Here are the data and findings of that study:

"This analysis revealed that only 18.7% of the self-proclaimed underpaid employees looking to leave their job were in reality underpaid. That means nearly 80% of these workers who felt that they were underpaid actually were not. The majority of these workers, 34.2%, were paid fairly relative to the market, while 17.4% were overpaid."

Overall market findings for Fayetteville indicated that market data, unadjusted for Geographic Compensation Differentials, resulted in the overall minimum salaries for Fayetteville to lead the market by + 3.23% at the market minimum; at +.18% at the market midpoint; and to lag the market by -2.28% at the market maximum. The overall market has an average range width of approximately 52%, while the average range width of Fayetteville is approximately 41%. These findings do not include the Geographic Compensation Differentials (GCD). Using two independent sources, The Salary Calculator and the results of economic research on wages by the Economic Research Institute, MAG found the cost of labor in the peer and comparable communities used in the market survey to be 4.37% and 4.55% higher, respectively. In order to compare the survey results to the market average, MAG first compared the results to the overall market, unadjusted by the GCD. MAG then adjusted the salary structure generated from the survey to be compatible with 100% of the market average, or a reduction of 4.37% (the lesser of the two cost sources). All of the final responding public sector organizations, (other than published data sources), review and revise their plans on an annual basis.

This places the overall pay structure for fire, police and merit positions in alignment with 100% of the market average, adjusted for the Geographic Compensation Differentials. A percentage above the market average can then be determined by the Compensation Committee to be consistent with the Council's desire, as expressed in the adopted compensation philosophy, to pay above the market average.

Adjustments for the 2007 Fiscal Year

To assist the Compensation Committee in determining an appropriate reference point for adjusting the market point relationship, MAG is including a review of the cost of labor changes for state and local government, not seasonally adjusted. Generally speaking, seasonal adjustments are considered when looking at monthly labor fluctuations and are a statistical means of adjusting for the effects of seasonal differences on a monthly basis. Seasonal adjustments are not needed when looking at annual averages. These data are not seasonally adjusted because we are looking at annual averages.

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Data extracted on: September 8, 2006 (4:08:02 PM)

Employment Cost Index

Series Id: CIU3020000000000A
Not Seasonally Adjusted
Compensation: Wages and salaries
Sector: State and local government
Periodicity: 12-month percent change
Industryocc: All workers

Year	Qtr1	Qtr2	Qtr3	Qtr4	Annual
2001	3.5	3.8	3.9	3.8	3.75
2002	3.3	3.2	3.0	3.1	3.15
2003	3.2	3.1	2.4	2.2	2.72
2004	2.1	2.1	2.1	2.1	2.1
2005	2.3	2.3	2.6	3.1	2.57
2006	2.8	3.1			--

The annual average for the immediate past four quarters is +2.9%. Although past cost of labor is not an exact model for predicting future market variations, the overall cost of labor for the past five years has averaged 2.85%. Consequently, aging the data by a factor of 2.9% is consistent with labor market performance over the past four quarters and the past five years.

For purposes of considering the impact of this adjustment on the transition cost to the new proposed plans, MAG has adjusted the pay line to reflect an increase of 2.9% over the differentially adjusted market average. This places the current salary structure at an adjusted 102.9%.

Market vs. Internal Relationships

In general MAG has tried to achieve a balance between the market data and the internal relationships. For most positions, internal relationships are given slightly more consideration than market data. Market data, while compelling, is not controlling. However carefully the jobs are matched, it is very seldom that one finds a "perfect match" in the external market. Therefore, in addition to the market information, each job is analyzed and placed in relationship to every other position using a careful review of over 150 compensable points of comparison.

In addition, once MAG had completed a draft Class Comparison report, meetings were held with key staff in a day long workshop meeting to review the results of the draft report for their department and how their jobs "fit" into the overall organizational hierarchy of work. Additional insight, comments and suggestions that were appropriate to the completion of this report were incorporated following these meetings.

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It was important to have this final organizational review of our proposed recommendations to ensure that the spirit of the compensation philosophy of the City is tightly operationalized in the compensation structure designed to support it. While MAG gave great weight to market forces, and full consideration to recommendations from key City staff, the final assignment to proposed job classes reflected MAG's internal analysis of the jobs.

At the upper levels of the City's compensation structure, the City has used titles that have created some "titling compression" that may have impacted on making exact comparisons to the external market. Specifically, because of organizational preferences, some positions that are called Directors in other organizations are titled Supervisors, Managers, or Superintendents. This makes cross-comparisons more difficult and has resulted in some organizations possibly reporting on lower level positions. Although the jobs were carefully described in the survey document, it is only human nature to review the title first and then determine the "match". As a result, MAG, based on many years of experience in doing compensation and classification plans for cities all across the country, has deviated in some cases from the suggested market placement for higher level positions. Other divergences from the suggested market placement have occurred because of difficulty in recruitment or retention, or to ensure market equity with other substantially equivalent positions. This is not unusual, but merely confirms that while market data is an important element in determining job placement, it is only one factor.

Proposed Structures

The internal placements for all positions are set to the market control line, which is based on the regression of the external market data with the internal organizational value for all benchmark positions. As a result, all positions, regardless of assignment to a pay plan, are in substantially equivalent pay plans. The Compensation Committee concluded that one element of the City's compensation design would be overlapping structures. While the Merit plan has fully overlapping structures, care was taken with the Fire and Police structures to create plans that did not overlap on the entry levels, based on promotion to a higher level position at the earliest possible point.

Merit Plan

The proposed pay structure for the Merit compensation plan is currently set at a range width of approximately 52%. This is consistent with the average for the market, which is approximately 52%. There are 34 pay grades in the proposed plan, down from a total of 65 pay grades in the current merit structure. As a result of the reduction of grades and broader ranges, there is a broader grouping of jobs which provides more flexibility in hiring rates and supports a more comprehensive career performance plan (the next phase of the City's review and revision of its compensation design.)

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Fire and Police Structure

The following tables show graphically the **Step** structures proposed for the Fire and Police positions. These structures incorporate a competitive posture with the external market. Additionally, these structures recognize shorter ranges, truncated at the entry level so that employees who are promoted at the first opportunity in their careers, would not overlap salaries with employees already in the higher range. The structures for Fire and Police each have ten steps, with four steps to the market control point (which is substantially equivalent to the midpoint average of the external market) and an additional six steps to the maximum of the range. The market comparisons for fire and police positions included both longevity and holiday pay. The City should ensure that if this plan is adopted that employees in sworn fire and police positions realize that there is no opportunity for additional compensation once the maximum of the range has been reached beyond that which would be provided when the overall structure is adjusted.

Longevity steps are *included* in this proposed structure. If this structure is adopted, it should be recognized that "topping out" or reaching the top step of the range was the desired goal of fire and police personnel and the driving factor behind creating a 10 year plan. "Topping out" should not, in the future, be viewed as an undesirable situation that requires "fixing" through additional steps, longevity, or other payment beyond the market maximum.

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Fire Structure Table:

Fire		
After 3 years, a Firefighter can be promoted to Driver	232	Firefighter - EMT Certified
	31,037	1
	32,320	2
	33,656	3
	35,047	4
	36,496	5
	38,005	6
	39,576	7
	41,212	8
	42,916	9
	44,690	10
After 1 year as Driver / Operator and 5 years in Fayetteville, a Driver can be promoted to Captain	235	Fire Driver
	37,179	1
	38,589	2
	40,011	3
	41,507	4
	43,059	5
	44,669	6
	46,339	7
	48,072	8
	49,869	9
	51,734	10
After 1 year as Captain and 7 in Fayetteville, a Captain can be promoted to Battalion Chief	238	Fire Captain
	42,639	1
	44,648	2
	46,318	3
	48,050	4
	49,846	5
	51,710	6
	53,644	7
	55,649	8
	57,730	9
	59,889	10
	241	Battalion Chief
	49,823	1
	51,686	2
	53,619	3
	55,624	4
	57,703	5
	59,861	6
	62,099	7
	64,421	8
	66,830	9
	69,329	10

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Police Structure Table:

Police			
After 5 years of service, an officer may be promoted to Police Sergeant	330		Police Officer
		33,306	1
		34,627	2
		36,000	3
		37,428	4
		38,913	5
		40,456	6
		42,061	7
		43,729	8
No requirement specified for Police Corporal		45,464	9
		47,267	10
	332		Police Corporal
		37,481	1
		38,961	2
		40,499	3
		42,097	4
		43,759	5
		45,486	6
After 2 years as a Sergeant and 7 years with Fayetteville, a Sergeant may be promoted to Police Lieutenant		47,282	7
		49,148	8
		51,088	9
		53,105	10
	335		Police Sergeant
		43,389	1
		45,102	2
		46,833	3
		48,733	4
After 3 years as a Lieutenant and 8 years with Fayetteville, a Lieutenant may be promoted to Police Captain		50,657	5
		52,656	6
		54,735	7
		56,895	8
		59,141	9
		61,476	10
	337		Police Lieutenant
		49,725	1
		51,888	2
		53,728	3
		55,849	4
		58,053	5
		60,345	6
		62,727	7
		65,203	8
		67,777	9
	340		Police Captain
		69,877	1
		57,563	2
		59,835	3
		62,197	4
		64,652	5
		67,204	6
		69,857	7
		72,614	8
		75,481	9
		78,460	10

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Implementation Assumptions

The Economic Cost Indicator (the labor market cost for state and local government) for the last four quarters is 2.9%. This was the factor used to advance the pay line for the 2007 calendar year. No flat adjustment is included in the calculation for salaries in the coming year. Rather, a general schedule adjustment is recommended along with an implementation formula that ensures that all employees are fairly placed within the new proposed ranges. The overall base market line has been adjusted to 100% of the market midpoint average, adjusted for the Geographic Compensation Differential between Fayetteville and its peer/competitor organizations.

If there is no cost calculated for an employee, under any of the proposed implementation options, the target salary for the employee is less than the current salary. If this is the case, no further adjustment is recommended.

The market control point becomes the frame of reference for range structure development. The market control point is the trend line or pay line resulting from regressing the average of the ranges of the labor market comparables with the internal value of the benchmarked positions. The ranges are then built around the market control point, or market averages. In the instance of truncated ranges, such as those proposed for Fire and Police personnel, the market control point is a constant, while the range "midpoint" will change when entry level steps are dropped. The market control point is the "true North" in the pay structure and is the control point for movement of employees within the ranges.

Detailed summary reports by department or pay plan are included in Section 5 of this report. Dollar costs are summarized by pay plan in the Review Guide to these reports.

Implementation Costs – Fire and Police

Implementation costs for the Fire and Police pay plans are based on a ten step/ten year plan which moves each sworn employee to the market control point of the proposed range based on approximately four years (or equivalent) in the range, and moves the employee to the maximum of the range within ten years. The migration from the current structure to the proposed structure is based solely on longevity.

Implementation Costs – Merit Employees

Because the City currently has an employee appraisal system which accounts for differences in pay, employees who are in the Merit plan are being recommended for placement using a formula based on percentage of range penetration. Each employee is placed in the proposed range at the same percentage of the market control point as they are currently placed in their present range.

The benefit of this approach is that it recognizes the differences in current pay progression which employees have earned through meritorious performance.

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Future Considerations

The City needs to consider, in Phase III of this effort, a strong performance based program for merit employee progression within the range, based on the foundation of normal progression for satisfactory performance. If the employee's performance exceeds "satisfactory" (which would be desirable), the employee could progress more rapidly through the ranges. The software system, **Classification Manager®**, provided by MAG as a part of this study, provides the City with the tools for implementing and maintaining a progressive compensation plan. The compensation structures developed for the City's consideration provide the foundation and framework for a sound performance based program.

Policies for Implementing the Proposed Plans

The following language is recommended for consideration by the Compensation Committee to the Council with respect to handling changes resulting from the study.

Implementation of the Pay Study

*The pay study conducted by Management Advisory Group, Inc., presents recommendations related to **positions** and **pay ranges**, as differentiated from individual employees and their salaries. The specific one-time adjustments for individual employees will vary based on a number of factors including their current placement in the range, current actual salaries, and the specific implementation formula and strategy adopted by the City of Fayetteville.*

During the implementation of the comprehensive pay study, in which all positions have been evaluated for appropriate pay grade assignment, reclassification requests will not be processed.

Implementing changes in pay grade assignments recommended in the proposed report are outside the regular policies of the City. Any changes in employee salary resulting from the implementation of this study will be done by a formula which will be applied equitably and fairly to all employees. Policies related to reclassification and promotion do not apply to the changes resulting from the implementation of the recommended plans.

Next Steps

Benefits Overview

The City provided a broad overview of questions to be considered with respect to benefits provided. It should be noted that this is not an actuarial review of benefits (the City has a benefits consultant who handles that detailed type of review), but a broad review to simply verify that the City's overall benefits package is substantially comparable to essentially the same labor market included in the labor market survey. The questions that are included in the benefits review were approved in advance by the City.

Compensation Committee Letter
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MAG will complete the benefits review shortly and forward that to the Compensation Committee for review and consideration. This will allow the Compensation Committee to determine if there are any adjustments in benefits that are needed to ensure that the City is offering an overall compensation package that is consistent with the adopted compensation philosophy of striving to provide an "above average" compensation package to City employees. Early results of the benefits survey indicate that the City is fully competitive with the market. If any recommendation results from the finalization of this part of the study, it is anticipated that it would only result in minor "tweaking" to the benefits package.

Employee Review

Employees who feel their job was not given full consideration in the classification process will have an opportunity for review beginning in October and concluding in late November or early December. The review process will include a simple one page review questionnaire completed by the employee. This will be reviewed by the immediate supervisor and the department head with appropriate comment. The review will consider the following three items:

1. Job Placement: the employee feels the position should be placed at a different pay grade level.
2. Job Title: the employee feels the job title is inappropriate and recommends a different title.
3. Employee Placement: the employee feels he or she belongs in a different job title.

Dissatisfaction with the amount of pay or salary adjustment resulting from the City's implementation of MAG's recommendations is not grounds for review. Dissatisfaction with the results of the labor market survey is not grounds for review. (Employees have had an opportunity for input into the external market survey at numerous points along the way. MAG has welcomed the input and included appropriate changes in this final report).

Pay Ordinance for Elected Officials

MAG was asked to specifically review the compensation levels for elected officials (Mayor, City Attorney and City Clerk) and make appropriate recommendations.

The Mayor, City Attorney, District (Municipal) Judge and the City Clerk were included in the market survey and the City Attorney and City Clerk were recommended for placement within the proposed compensation plan. Insufficient data was received for the Mayor's and Judge's position to make a definitive recommendation in the proposed plan based on external market comparisons. MAG will make a recommendation on the pay ordinance for the Mayor along with the provision of the benefits review.

The City Clerk and City Attorney are included in the proposed classification plan.

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After discussion with the District Judge, it was determined that this position should not be included in the proposed compensation plan at this time.

Review of Compensation Policies

Following adoption of a compensation and classification plan, MAG will review the policies regarding structure adjustment; pay rates; new hire offers; step increases; merit increases; promotional increases; position reclassifications and the concept of internal pay compression for alignment with both the structure of the adopted compensation and classification plan and the Council's Compensation Philosophy.

It should be noted that some of the items listed above are included in Phase III – Performance Evaluation Review - of the City's overall review and would be more appropriately included in that part of the study process.

Administration and Maintenance of the New Plan

MAG is providing our **Classification Manager®** software along with appropriate training for the City staff. MAG provides two levels of service permitting the City to select a fully maintained in-house system, if staffing permits. As an option, MAG provides for out-sourcing key elements of system maintenance to provide on-going hands-on support to the City for the implementation and maintenance of the system for a modest monthly fee.

Recommendations for the on-going administration of the plan will also include frequency review of other elements of the program such as job classification review and update of descriptions.

On Going Employee Communications

MAG will prepare a concise PowerPoint presentation that will permit the City to effectively communicate to employees the results of the Council's decision to implement the proposed classification and compensation portion of the plan. This presentation will also provide the employees with steps to request additional review of their positions if appropriate.

Council Meeting October 3, 2006

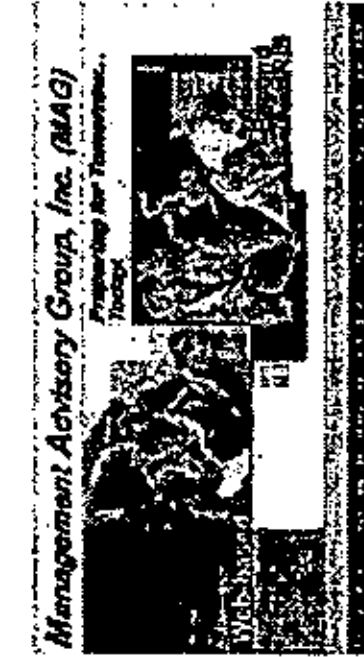
MAG will provide a senior representative at the October 3rd Council Meeting to present the proposed report and to answer any questions concerning implementation options.

A Guide to Reviewing the Compensation and Classification Reports

The City of Fayetteville



September 18, 2006



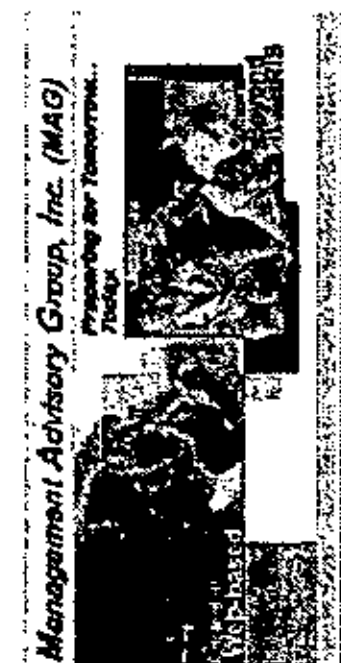
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Overview of Reports...

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- ✓ Salary Survey Summary (Tab 1)
- ✓ Salary Survey Full Report (Tab 2)
- ✓ Proposed Pay Plan (Tab 3)
- ✓ Class Comparison List (Tab 4)
- ✓ Implementation Reports (Tab 5)



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City of Fayetteville, Arkansas - Classification & Compensation Study

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Salary Survey Summary (Section 1)...

This three page report shows the survey averages of the minimum, midpoint, and maximums for all of the surveyed positions. These numbers have not been adjusted to reflect the cost of labor differences and are "raw" numbers.

The City of Fayetteville leads the market at the minimum and midpoint of the average of the market ranges.

The City of Fayetteville is slightly behind the market average at the maximum of the ranges largely because the City, overall, has narrower ranges.



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City of Fayetteville, Arkansas - Classification & Compensation Study

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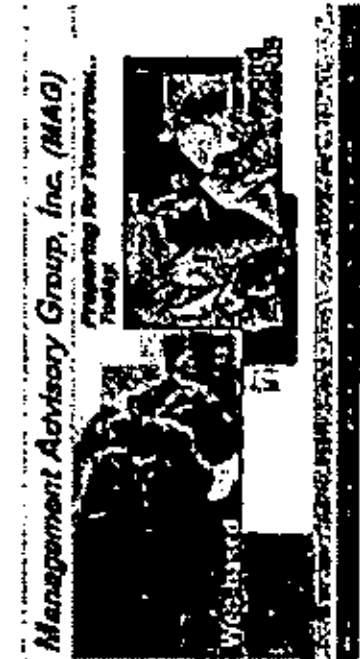
Salary Survey Report (Section 2)...

This report shows the raw score survey results for all of the surveyed positions.

You will find an overall description of most positions and the minimum qualifications required. (New, vacant positions do not have a description).

Each page identifies the survey results for the position studied.

MAG was pleased to receive input from employees. This information was verified and appropriate changes made to the survey data for inclusion in the final reports. The changes included only resulted in miniscule fractional differences in the City's overall market position.



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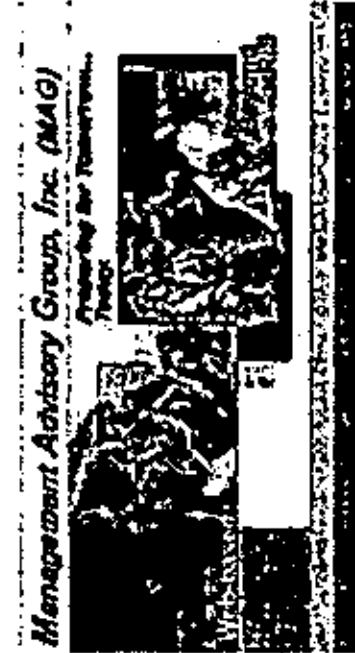
Proposed Pay Plans (Section 3)...

This report shows the recommended pay structure and grade levels for all positions.

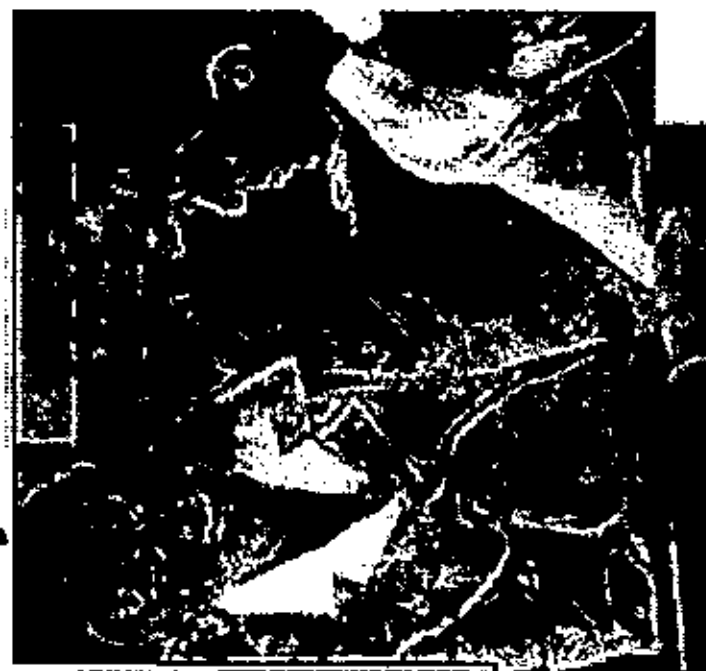
There are three proposed plans; Fire, Police and Merit

Each pay grade indicates the recommended pay range.

The table is created at a "102.9%" level above the market average, adjusted for the cost of labor for the responding organizations. The additional 2.9% is recommended because the proposed pay ranges are established for the 2007 calendar (fiscal) year. The proposed pay plan is therefore advanced accordingly.



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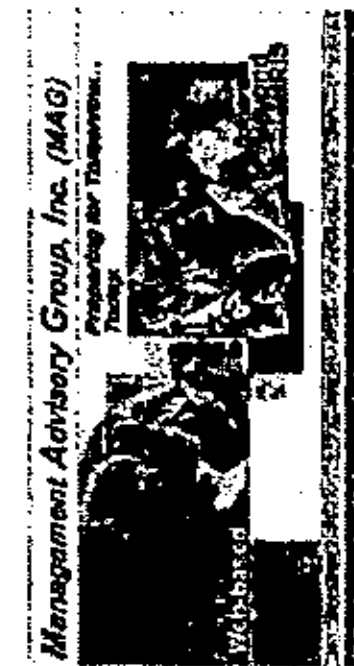
Proposed Pay Plans (Section 3)...

Fire and Police Pay Plans:

Substantially equivalent plans have been developed for the sworn fire and police positions.

The plans have truncated ranges and are competitive with the overall market values for these important positions.

MAG has recommended an aggressive program for moving employees through the ranges that was explored in the transmittal letter of this report.



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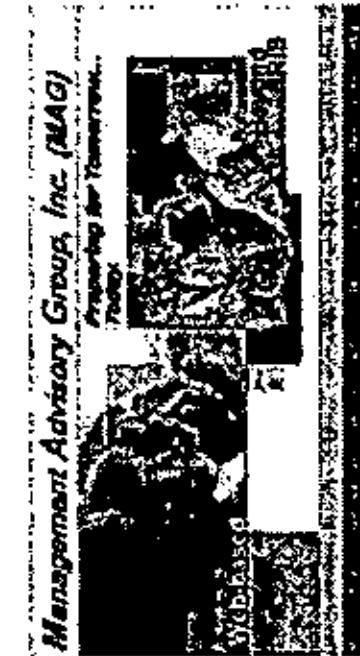
City of Fayetteville, Arkansas - Classification & Compensation Study

Proposed Pay Plan - Sample - Section 3

Code	Proposed Class Title	Min	Mkt	Max
Unified				
10		\$17,801	\$22,698	\$27,592
AGNT	Agent CMANS			
HDMA	Home Delivered Meals Asst			
HOMA	Homemaker Aide			
11		\$18,691	\$23,831	\$28,971
XGRD	Crossing Guard			
12		\$19,626	\$25,023	\$30,420
BDRV	Recycling Bus Driver			
13		\$20,607	\$26,274	\$31,941
BAIL	Bailiff			
KENS	Kennel Staff			
LB01	Laborer I			

The proposed pay plan is a simple format that only includes the proposed classes and pay grades. This is the format that is typically approved by a Board.

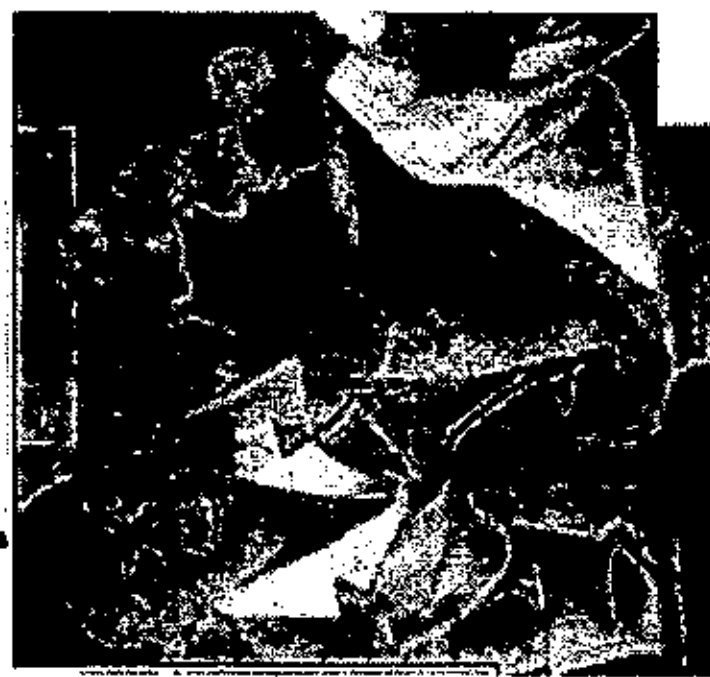
Sample Format



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Class Comparison Lists (Section 4)...

This report allows you to compare the current pay ranges for all pay plans and all positions to the recommended levels.

Shown are the proposed title, original or current title, any working title, and the current and proposed pay ranges for each position. The recommended pay ranges are in bold faced type.

Again, this table is created at a "102.9%" level for the 2007 calendar year.



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City of Fayetteville, Arkansas - Classification & Compensation Study

Reviewing the Class Comparison List - Section 4

Grade	Pay Plan	Annual Range			Code	Grade
		Min	Mkt	Max		
10	Unified	\$17,801	\$22,696	\$27,592		
	Agent CMANB		\$0	\$0	AGNT	
	Home Delivered Media Asst	\$18,870	\$24,060	\$29,249	HDMA	12
	Homemaker Aide	\$17,116	\$21,823	\$26,530	HDMA	10
11	Unified	\$18,691	\$23,831	\$28,971		
	Crossing Guard	\$0	\$0	\$0	XGRD	
	Crossing Guard	\$0	\$0	\$0	XGRD	
12	Unified	\$19,626	\$25,023	\$30,420		
	Recycling Bus Driver	\$0	\$0	\$0	BDRV	
13	Unified	\$20,607	\$26,274	\$31,941		
	Bus Driver	\$0	\$0	\$0	BAIL	
	Bus Driver	\$19,814	\$25,263	\$30,712	KENS	13
	Bus Driver	\$19,814	\$25,263	\$30,712	KENS	13
	Bus Driver	\$18,870	\$24,060	\$29,249	LB01	12

Proposed Pay Range

Original Pay Ranges

Proposed Pay Grade

Proposed Class Title

Original Class Title and Working Title

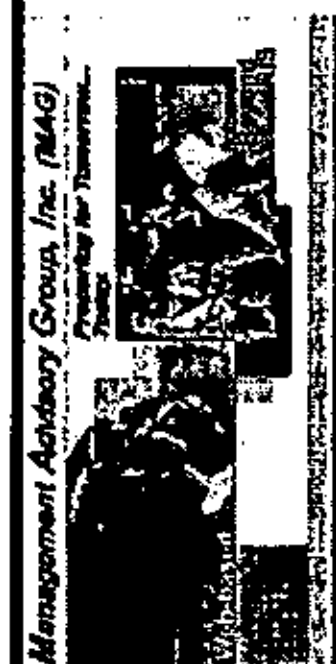
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City of Fayetteville, Arkansas - Classification & Compensation Study

FAQ's on the Class Comparison List

- Some Jobs are listed more than once, why is this?
- *There is only one proposed title, however, all current titles that were consolidated into the proposed title are shown here.*
- Some jobs are placed higher than market and some are lower, how can this happen?
- *MAG uses market as a guideline and endeavors to place job classes in the proposed schedule within plus or minus 5% of market. However, the most important consideration is the internal equity of the overall classification structure.*
- Some jobs are more than (or less than) 5% from the market.
- *Market is only one factor, an analysis of the actual work is the most important consideration in job placement. The job may be more or less than the reported market, which must be considered as well. In addition to market, MAG compares over 150 compensable factors for each job.*
- Why 2.9% adjustment?
- *The Economic Cost Indicator for state and local government as per BLS: 2.9% in the immediate past four quarters.*



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FAQ's on the Class Comparison List

- Some Jobs are have no current pay range value, why is this?
- Some of these jobs are new positions. For a very few, MAG may not have any current values because the jobs were previously "ungraded".
- I was higher in the City's current pay range. Now I am placed with jobs that are not at all like mine. Is this a mistake?
- Remember we are looking at JOBS and not at PEOPLE. Each JOB is reviewed individually and placed in the new proposed pay range. Jobs may share a range without being at all similar.
- I know my job is much harder than those that are in the same pay range, is this a mistake?
- It is always difficult to know all of the responsibilities of another job in another department, or even in the same department. Without having full knowledge of all the job duties and responsibilities of the other position there is often a perception that the other person's job is "easier." Each job is reviewed for 14 different compensable factors and 150 levels of possible consideration.



Implementation Report (Section 5)...

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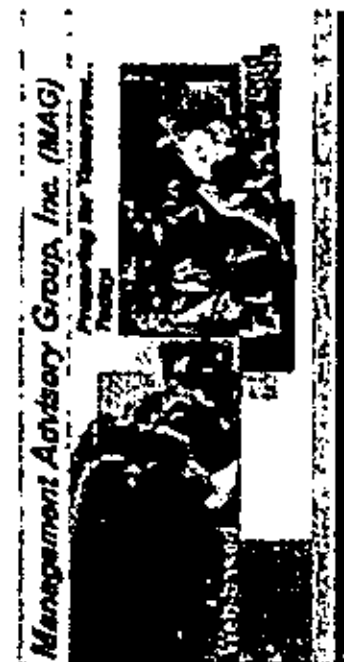
These reports show the fiscal impact of the recommendations for each each department or pay plan.

The Fire and Police plan is based on a 10 step plan, reaching the market control point in four years. To be more consistent with the market, the Fire and Police Plan is approximately 42% in width. (Truncated ranges are shorter since "entry level" steps have been eliminated.)

The Merit plan is based on a 52% range.

MAG is providing implementation cost recommendations for the Committee's consideration for all employees.

If there is no adjustment recommended for an individual employee, then the current salary is at or exceeds the target salary calculation. No further adjustment is needed to bring these employees to a market competitive position.



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Implementation Report (Section 5)...

Merit Employee Plan:

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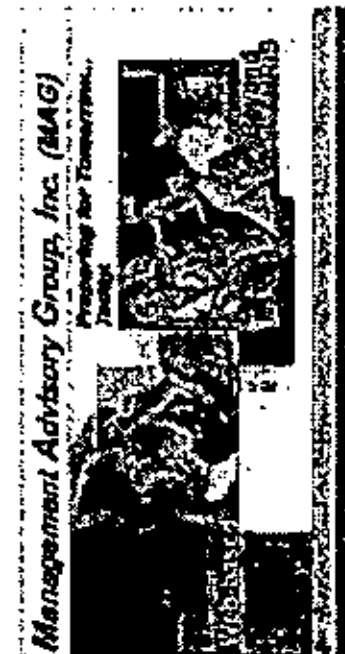


Recommendation: place employees in the new plan at the same overall percentage of range penetration as they are in the current plan.

The differences in the cost impact for merit vs. public safety employees indicates that the City has done an excellent job of salary/market competitiveness for public safety positions, while merit employees have lagged behind.

Cost Impact for:

	COST	% INCREASE
Merit Employees:	\$1,608,594	9.07%



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City of Fayetteville, Arkansas - Classification & Compensation Study

Implementation Report (Section 5)...

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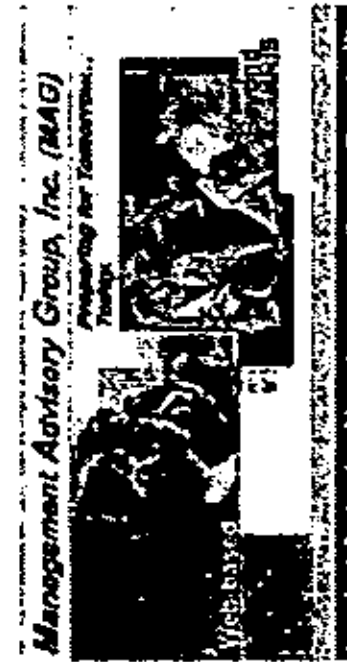


Fire Employee Plan:

Recommendation: Place employees in the new plan based on longevity in the job title (rank).

Cost Impact for:

	Cost	% Increase
Fire Employees:	\$ 284,507	6.85%



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Implementation Report (Section 5)...

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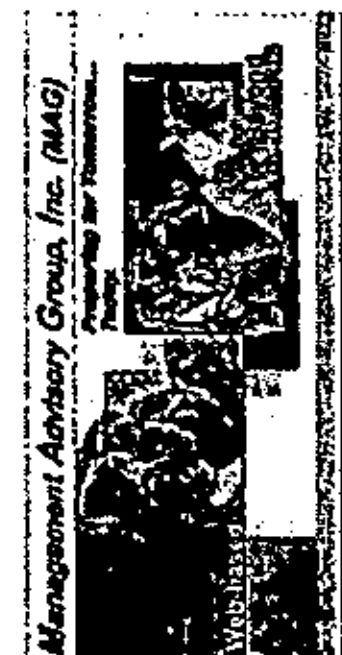


Police Employee Plan:

Recommendation: Place employees in the new plan based on longevity in the job title (rank).

Cost Impact for:

	Cost	% Increase
Police Employees:	\$ 214,395	4.22%



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City of Fayetteville, Arkansas - Classification & Compensation Study

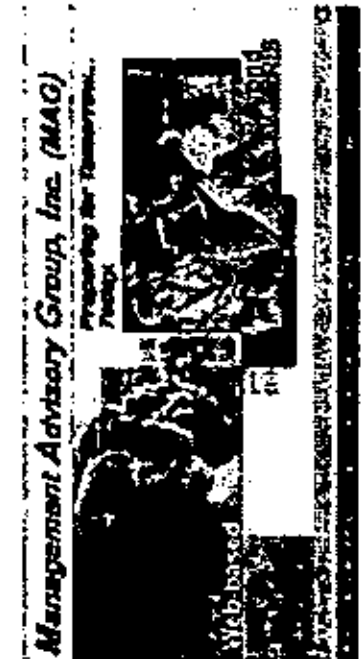
Implementation Report (Section 5)...

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Total Cost for All Plans:

Recommendation:	Cost	% Increase
Merit Employees:	\$ 1,608,594	9.07%
Fire Employees:	\$ 284,507	6.85%
Police Employees:	\$ 214,395	4.22%
Total Cost:	\$ 2,107,496	



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Section 1

Salary Survey Results Summary

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Wednesday, September 20, 2006

9:49:20 AM

Page 1 of 4

Salary Survey Results for City of Fayetteville

Job Class Title	Averages For Each Job Class					City of Fayetteville								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
GROUNDKEEPER	\$19,253	\$23,568	\$27,928				45.1%							
CUSTODIAN	\$19,381	\$23,748	\$28,144				45.2%	\$17,867	-8.5%	\$21,526	-10.3%	\$25,185	-11.7%	41.0%
MAINTENANCE WORKER II	\$18,816	\$24,256	\$29,697				57.8%	\$18,726	-0.5%	\$22,561	-7.5%	\$26,396	-12.5%	41.0%
PARKING ENFORCEMENT OFFICER	\$20,813	\$25,437	\$30,060				44.4%	\$22,681	8.2%	\$27,326	6.9%	\$31,971	6.0%	41.0%
SECRETARY	\$22,376	\$27,618	\$32,989				47.4%	\$23,599	5.2%	\$28,433	2.9%	\$33,266	0.8%	41.0%
MAINTENANCE WORKER III	\$21,489	\$27,658	\$34,042				58.4%	\$20,483	-4.9%	\$24,679	-12.1%	\$28,874	-17.9%	41.0%
CUSTOMER SERVICE REPRESENTATIVE	\$22,494	\$27,748	\$33,001				46.7%	\$20,962	-7.3%	\$25,256	-9.9%	\$29,550	-11.7%	41.0%
ACCOUNTING CLERK	\$22,573	\$28,084	\$33,640				49.0%	\$23,599	4.3%	\$28,433	1.2%	\$33,266	-1.1%	41.0%
METER READER	\$22,905	\$28,328	\$33,751				47.4%	\$20,483	-11.8%	\$24,679	-14.8%	\$28,874	-16.9%	41.0%
MAINTENANCE WORKER IV - WATER LICENSE	\$21,670	\$29,272	\$36,874				70.2%	\$23,540	7.9%	\$28,361	-3.2%	\$33,182	-11.1%	41.0%
DEPUTY COURT CLERK	\$24,219	\$29,372	\$34,526				42.6%	\$23,599	-2.6%	\$28,433	-3.3%	\$33,266	-3.8%	41.0%
SENIOR CUSTOMER SERVICE REPRESENTATIVE	\$23,392	\$29,515	\$35,638				52.4%	\$23,599	0.9%	\$28,433	-3.8%	\$33,266	-7.1%	41.0%
POLICE SUPPORT SPECIALIST	\$24,319	\$29,642	\$35,355				45.4%	\$23,599	-3.0%	\$28,433	-4.3%	\$33,266	-6.3%	41.0%
ANIMAL SERVICES OFFICER	\$24,577	\$29,907	\$35,272				43.5%	\$27,954	12.1%	\$33,679	11.2%	\$39,405	10.5%	41.0%
PURCHASING CLERK	\$23,639	\$30,969	\$38,299				62.0%	\$23,599	-0.2%	\$28,433	-8.9%	\$33,266	-15.1%	41.0%
EQUIPMENT MECHANIC I	\$24,913	\$31,245	\$37,630				51.0%	\$22,681	-9.8%	\$27,326	-14.3%	\$31,971	-17.7%	41.0%
DISPATCHER	\$25,396	\$31,570	\$37,775				48.7%	\$26,176	3.0%	\$31,538	-0.1%	\$36,899	-2.4%	41.0%
BUILDING MAINTENANCE WORKER V	\$25,823	\$31,844	\$37,905				46.8%	\$25,317	-2.0%	\$30,503	-4.4%	\$35,688	-6.2%	41.0%
ACCOUNT CLERK - RECEIVABLE	\$25,617	\$31,972	\$38,327				49.6%	\$26,236	2.4%	\$31,609	-1.1%	\$36,983	-3.6%	41.0%
DRIVER - SOLID WASTE	\$27,428	\$32,508	\$37,639				37.2%	\$26,176	-4.8%	\$31,538	-3.1%	\$36,899	-2.0%	41.0%
ACCOUNT CLERK/PAYROLL	\$26,494	\$33,457	\$40,500				52.9%	\$30,191	12.2%	\$36,375	8.0%	\$42,558	4.8%	41.0%
TRAFFIC TECHNICIAN	\$26,878	\$33,617	\$40,586				51.0%	\$25,317	-6.2%	\$30,503	-10.2%	\$35,688	-13.7%	41.0%
EXECUTIVE SECRETARY	\$27,716	\$34,332	\$40,982				47.9%	\$30,191	8.2%	\$36,375	5.6%	\$42,558	3.7%	41.0%
CODE COMPLIANCE OFFICER	\$28,718	\$35,216	\$41,760				45.4%	\$27,095	-6.0%	\$32,644	-7.9%	\$38,194	-9.3%	41.0%
EQUIPMENT MECHANIC II	\$29,236	\$35,611	\$42,034				43.8%	\$27,954	-4.6%	\$33,679	-5.7%	\$39,405	-6.7%	41.0%
ADMINISTRATIVE ASSISTANT- MAYOR'S OFFICE	\$28,729	\$36,132	\$43,600			\$36,858	51.8%	\$26,236	-9.5%	\$31,609	-14.3%	\$36,983	-17.9%	41.0%
LEAD COURT CLERK	\$28,704	\$36,189	\$43,674				52.2%	\$30,191	4.9%	\$36,375	0.5%	\$42,558	-2.6%	41.0%
BENEFITS COORDINATOR	\$28,887	\$36,637	\$44,440				53.8%	\$26,236	-10.1%	\$31,609	-15.9%	\$36,983	-20.2%	41.0%
INSPECTOR/RESIDENTIAL	\$29,977	\$37,248	\$44,710				49.1%	\$31,050	3.5%	\$37,410	0.4%	\$43,769	-2.1%	41.0%
FIREFIGHTER	\$31,578	\$37,473	\$43,367				37.3%	\$30,802	-2.5%	\$35,529	-5.5%	\$40,255	-7.7%	30.7%
CAD DRAFTER	\$29,826	\$37,553	\$45,332				52.0%	\$30,191	1.2%	\$36,375	-3.2%	\$42,558	-6.5%	41.0%
HORTICULTURIST	\$29,556	\$37,778	\$46,000				55.6%	\$34,792	15.0%	\$41,918	9.9%	\$49,043	6.2%	41.0%
GIS TECHNICIAN	\$30,219	\$37,879	\$45,590				50.9%	\$33,073	8.6%	\$39,848	4.9%	\$46,622	2.2%	41.0%
LEAD DISPATCHER	\$30,938	\$38,025	\$45,303				46.4%	\$32,768	5.6%	\$39,480	3.7%	\$46,191	1.9%	41.0%
OFFICE MANAGER	\$28,631	\$38,208	\$47,972				67.6%	\$30,191	5.2%	\$36,375	-5.0%	\$42,558	-12.7%	41.0%
PW CREW LEADER - WATER LICENSE	\$30,123	\$38,258	\$46,394				54.0%	\$28,813	-4.5%	\$34,714	-10.2%	\$40,616	-14.2%	41.0%
MAINTENANCE CREW LEADER	\$29,908	\$38,599	\$47,290				58.1%	\$31,909	6.3%	\$38,445	-0.4%	\$44,980	-5.1%	41.0%

Salary Survey Results for City of Fayetteville

Job Class Title	Averages For Each Job Class					City of Fayetteville								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
INSPECTOR/COMMERCIAL & RESIDENTIAL	\$32,014	\$39,214	\$46,607				45.6%	\$34,566	7.4%	\$41,645	5.8%	\$48,725	4.3%	41.0%
SURVEYOR	\$31,585	\$40,774	\$50,285				59.2%	\$33,706	6.3%	\$40,610	-0.4%	\$47,514	-5.8%	41.0%
POLICE OFFICER	\$33,979	\$40,983	\$48,146				41.7%	\$33,607	-1.1%	\$40,182	-2.0%	\$46,757	-3.0%	39.1%
PLANNER	\$34,803	\$43,268	\$51,978				49.3%	\$38,695	10.1%	\$46,621	7.2%	\$54,546	4.7%	41.0%
DRIVER/OPERATOR/FIREFIGHTER	\$37,822	\$43,271	\$48,720				28.8%	\$38,614	2.0%	\$42,607	-1.6%	\$46,599	-4.6%	20.7%
Police Corporal	\$36,191	\$43,764	\$51,336				41.8%	\$43,652	17.1%	\$46,042	4.9%	\$48,432	-6.0%	11.0%
FLEET OPERATIONS SUPERVISOR	\$36,804	\$45,128	\$53,451				45.2%	\$34,792	-5.8%	\$41,918	-7.7%	\$49,043	-9.0%	41.0%
SOLID WASTE OPERATIONS SUPERVISOR	\$35,503	\$45,138	\$54,773				54.3%	\$39,554	10.2%	\$47,656	5.3%	\$55,757	1.8%	41.0%
W/S FIELD SUPERINTENDENT	\$38,769	\$47,891	\$57,014				47.1%	\$36,284	-6.8%	\$43,715	-9.6%	\$51,147	-11.5%	41.0%
PROJECT MANAGER	\$37,395	\$48,086	\$59,178				58.3%							
FIRE CAPTAIN	\$43,700	\$49,019	\$54,438			\$52,005	24.6%	\$45,212	3.3%	\$49,388	0.7%	\$53,564	-1.6%	18.5%
CITY CLERK	\$41,798	\$50,434	\$59,070				41.3%	\$38,695	-8.0%	\$46,621	-8.2%	\$54,546	-8.3%	41.0%
FINANCIAL ANALYST	\$39,068	\$50,508	\$61,949				58.6%	\$38,695	-1.0%	\$46,621	-8.3%	\$54,546	-13.6%	41.0%
POLICE SERGEANT	\$45,591	\$52,177	\$58,965				29.3%	\$41,418	-10.1%	\$49,160	-6.1%	\$56,901	-3.6%	37.4%
GIS COORDINATOR/GIS SUPERVISOR	\$41,215	\$52,255	\$63,295				53.6%	\$46,646	11.6%	\$56,199	7.0%	\$65,753	3.7%	41.0%
BILLING AND COLLECTIONS MANAGER	\$42,867	\$52,480	\$62,223				45.2%	\$51,233	16.3%	\$61,726	15.0%	\$72,220	13.8%	41.0%
PARKS MAINT SUPERINTENDENT	\$42,811	\$52,612	\$62,627				46.3%	\$44,068	2.9%	\$53,094	0.9%	\$62,121	-0.8%	41.0%
SYSTEMS ANALYST	\$41,378	\$52,636	\$64,152				55.0%	\$41,272	-0.3%	\$49,726	-5.9%	\$58,179	-10.3%	41.0%
PURCHASING MANAGER	\$42,066	\$53,127	\$64,494				53.3%	\$51,233	17.9%	\$61,726	13.9%	\$72,220	10.7%	41.0%
RECREATION SUPERINTENDENT	\$44,851	\$54,156	\$63,830				42.3%	\$44,068	-1.8%	\$53,094	-2.0%	\$62,121	-2.8%	41.0%
FLEET OPERATIONS SUPERINTENDENT	\$46,980	\$55,125	\$63,270				34.7%	\$51,233	8.3%	\$61,726	10.7%	\$72,220	12.4%	41.0%
DATABASE ADMINISTRATOR	\$45,252	\$55,599	\$66,044				45.9%	\$46,646	3.0%	\$56,199	1.1%	\$65,753	-0.4%	41.0%
NETWORK ENGINEER	\$44,021	\$56,323	\$68,626				55.9%	\$46,646	5.6%	\$56,199	-0.2%	\$65,753	-4.4%	41.0%
HUMAN RESOURCES ADMINISTRATOR	\$44,366	\$56,651	\$68,935				55.4%	\$44,068	-0.7%	\$53,094	-6.7%	\$62,121	-11.0%	41.0%
SR PROGRAMMER/ANALYST	\$44,676	\$58,025	\$71,830				60.8%	\$46,646	4.2%	\$56,199	-3.2%	\$65,753	-9.2%	41.0%
BATTALION CHIEF	\$50,457	\$58,660	\$66,950			\$62,218	32.7%	\$52,454	3.8%	\$57,321	-2.3%	\$62,187	-7.7%	18.6%
DEPUTY CITY PROSECUTOR	\$44,539	\$58,822	\$73,105			\$65,650	64.1%	\$44,068	-1.1%	\$53,094	-10.8%	\$62,121	-17.7%	41.0%
POLICE LIEUTENANT	\$51,577	\$59,292	\$67,301				30.5%	\$46,423	-11.1%	\$54,887	-8.0%	\$63,350	-6.2%	36.5%
TRANSPORTATION SUPERINTENDENT	\$48,007	\$59,335	\$70,663				47.2%	\$51,233	6.3%	\$61,726	3.9%	\$72,220	2.2%	41.0%
STAFF ENGINEER	\$47,245	\$59,717	\$72,481			\$51,154	53.4%	\$53,810	12.2%	\$64,831	7.9%	\$75,853	4.4%	41.0%
ACCOUNTING MANAGER	\$51,358	\$62,506	\$73,794				43.7%	\$59,293	13.4%	\$71,438	12.5%	\$83,582	11.7%	41.0%
POLICE CAPTAIN	\$56,808	\$65,339	\$74,211				30.6%	\$52,474	-8.3%	\$61,867	-5.6%	\$71,261	-4.1%	35.8%
PROSECUTING ATTORNEY	\$48,106	\$67,312	\$86,518			\$82,180	79.8%	\$64,036	24.9%	\$77,152	12.8%	\$90,268	4.2%	41.0%
WATER & SEWER OPERATIONS MANAGER	\$51,995	\$68,826	\$85,656				64.7%	\$59,293	12.3%	\$71,438	3.7%	\$83,582	-2.5%	41.0%
ASSISTANT FIRE CHIEF	\$59,088	\$70,096	\$81,193			\$63,531	37.4%	\$64,148	7.9%	\$77,287	9.3%	\$90,426	10.2%	41.0%
CITY ENGINEER	\$59,467	\$73,153	\$86,943			\$58,543	46.2%	\$66,613	10.7%	\$80,257	8.9%	\$93,901	7.4%	41.0%
HUMAN RESOURCES DIRECTOR	\$63,712	\$76,196	\$88,788			\$56,366	39.4%	\$59,293	-7.5%	\$71,438	-6.7%	\$83,582	-6.2%	41.0%
DIRECTOR OF CURRENT PLANNING	\$63,367	\$76,203	\$89,180			\$60,874	40.7%	\$59,293	-6.9%	\$71,438	-6.7%	\$83,582	-6.7%	41.0%

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Salary Survey Results for City of Fayetteville

Job Class Title	Averages For Each Job Class					City of Fayetteville								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
DEPUTY CHIEF OF POLICE	\$64,564	\$76,288	\$88,154				36.5%	\$65,269	1.1%	\$78,637	3.0%	\$92,005	4.2%	41.0%
PARKS & REC DIRECTOR	\$64,851	\$77,829	\$91,055			\$65,576	40.4%	\$59,283	-9.4%	\$71,438	-8.9%	\$83,582	-8.9%	41.0%
INFORMATION TECHNOLOGIES MANAGER/IT DIRECTOR	\$64,667	\$77,966	\$91,641				41.7%	\$61,870	-4.5%	\$74,543	-4.6%	\$87,215	-5.1%	41.0%
FIRE CHIEF	\$70,269	\$84,941	\$99,743			\$84,554	41.9%	\$70,155	-0.2%	\$84,524	-0.5%	\$98,893	-0.9%	41.0%
FINANCE DIRECTOR	\$69,202	\$85,425	\$101,749			\$80,445	47.0%	\$77,820	11.1%	\$93,759	8.9%	\$109,698	7.2%	41.0%
WATER/WASTEWATER DIRECTOR	\$71,167	\$86,051	\$100,935				41.8%	\$71,701	0.7%	\$86,387	0.4%	\$101,072	0.1%	41.0%
POLICE CHIEF	\$71,326	\$86,310	\$101,717			\$87,632	42.6%	\$70,155	-1.7%	\$84,524	-2.1%	\$98,893	-2.9%	41.0%
CITY ATTORNEY	\$71,442	\$91,263	\$111,083			\$79,033	55.5%	\$72,934	2.0%	\$87,872	-3.9%	\$102,810	-8.0%	41.0%
Survey Averages	\$38,626	\$47,670	\$56,821			\$65,774	48.10%	\$40,009	3.46%	\$47,877	0.43%	\$55,745	-1.93%	39.33%

Section 2

Salary Survey Detail Results

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Salary Survey Results for City of Fayetteville

ACCOUNT CLERK - RECEIVABLE

Descrip The incumbent is responsible for performing all aspects of accounts receivable including collection, pension checks and account balancing. Enters all payroll changes including benefits, new employees, pay changes and checks payroll hours for accuracy after being entered by payroll clerk. Balances various general ledger accounts in accordance with responsibilities. Reviews check and purchase order batches for accuracy.

Quals High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	BILLING & POSTING CLERK	Good	\$17,500	\$25,850	\$34,200	95.4%	☐		
City of Manhattan	Finance Clerk	Good	\$22,859	\$27,321	\$31,782	39.0%	☐		
City of Lee's Summit	Cash Receipts Clerk	Good	\$23,250	\$29,025	\$34,800	49.7%	☐		
City of North Little Rock	Accounting Clerk Senior	Good	\$23,642	\$29,389	\$35,136	48.6%	☐		
City of St. Joseph	Account Technician	Good	\$24,175	\$29,276	\$34,376	42.2%	☐		
City of Columbia	Accounting Assistant	Good	\$24,584	\$28,976	\$33,367	35.7%	☐		
City of Edmond	Fiscal Specialist	Good	\$25,609	\$31,723	\$37,837	47.7%	☐		
City of Little Rock	Accounting Specialist	Good	\$26,962	\$33,703	\$40,443	50.0%	☐		
City of Blue Springs	Account Technician - Accounts Receivable	Good	\$27,530	\$34,413	\$41,295	50.0%	☐		
State of Arkansas	Accounting Services Rep I	Good	\$27,629	\$40,225	\$52,820	91.2%	☐		
NOARK	Accounting Clerk III	Good	\$30,401	\$38,204	\$46,006	51.3%	☐		
City of Florissant	Accounting Clerk	Good	\$33,259	\$35,558	\$37,856	13.8%	☐		
Average			\$25,617	\$31,972	\$38,327	49.6%			

City of Fayetteville

\$26,236 \$31,609 \$36,983 41.0%

\$ Difference \$619 (\$363) (\$1,344)

% Difference 2.4% -1.1% -3.6%

Salary Survey Results for City of Fayetteville

ACCOUNT CLERK/PAYROLL

Describe	The incumbent is responsible for processing the payroll for all City of Fayetteville employees and all procedures directly related to the said process in a timely and accurate manner.									
Quals	Associate's degree (A.A.) from two year college or technical school and two years of related experience and/or training; or equivalent combination of education and experience.									
Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay	
O*NET	PAYROLL & TIMEKEEPING CLERK	Good	\$17,800	\$27,050	\$36,300	103.9%	☐			
City of Joplin	Payroll Clerk	Good	\$19,818	\$23,238	\$26,657	34.5%	☐			
University of Arkansas	Payroll Officer	Good	\$21,446	\$31,232	\$41,017	91.3%	☐			
City of North Little Rock	Payroll Accounting Clerk	Good	\$23,642	\$29,389	\$35,136	48.6%	☐			
State of Arkansas	Payroll Services Specialist	Good	\$25,897	\$37,738	\$49,578	91.4%	☐			
City of St. Joseph	Payroll Technician	Good	\$26,786	\$32,438	\$38,089	42.2%	☐			
City of Stillwater	Payroll Technician	Good	\$26,790	\$32,510	\$38,230	42.7%	☐			
City of Little Rock	Payroll Specialist	Good	\$26,962	\$33,703	\$40,443	50.0%	☐			
City of Blue Springs	Account Technician - Payroll	Good	\$27,530	\$34,413	\$41,295	50.0%	☐			
City of Jonesboro	Payroll and Accounting Specialist	Good	\$29,427	\$36,207	\$44,115	49.9%	☐			
NOARK	Payroll Clerk	Good	\$30,029	\$36,952	\$43,874	46.1%	☐			
City of Manhattan	Payroll Specialist	Good	\$30,472	\$36,473	\$42,474	39.4%	☐			
City of Lee's Summit	Payroll Specialist	Good	\$31,480	\$39,873	\$48,265	53.3%	☐			
City of Saint Charles	Payroll Technician	Good	\$32,843	\$37,182	\$41,521	26.4%	☐			
Average			\$26,494	\$33,457	\$40,500	52.9%				

City of Fayetteville			\$30,191	\$36,375	\$42,558	41.0%
	\$ Difference		\$3,697	\$2,918	\$2,058	
	% Difference		12.2%	8.0%	4.8%	

Salary Survey Results for City of Fayetteville

ACCOUNTING CLERK

Descrip The incumbent is responsible for basic data entry and related practices in the maintenance of financial records. Data input for check requests, journal entries, tracking of cash disbursements, receipting in large sums of money. Handles telephone and reception duties for the Accounting Division. Responsible for basic clerical duties. Assist with for distributing mail for the division.

Quals	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	City of Joplin	Accounting Clerk	Good	\$16,270	\$19,074	\$21,877	34.5%	☐		
	O*NET	BOOKKEEPING, ACCOUNTING AUDITING CLERK	Good	\$17,700	\$26,850	\$36,000	103.4%	☐		
	City of Springfield	Accounting Clerk I	Good	\$18,845	\$22,787	\$26,728	41.8%	☐		
	City of Edmond	Accounting Clerk	Good	\$19,896	\$24,646	\$29,395	47.7%	☐		
	City of Little Rock	Accounting Clerk I	Good	\$20,646	\$24,580	\$28,514	38.1%	☐		
	State of Arkansas	Accounting Technician II	Good	\$21,446	\$31,232	\$41,017	91.3%	☐		
	City of North Little Rock	Accounting Clerk III	Good	\$21,543	\$26,800	\$32,056	48.8%	☐		
	City of St. Joseph	Clerk	Good	\$22,966	\$27,812	\$32,657	42.2%	☐		
	City of Lee's Summit	Accounting Clerk	Good	\$24,713	\$30,993	\$37,273	50.8%	☐		
	City of Manhattan	Finance Technician	Good	\$25,168	\$30,108	\$35,048	39.3%	☐		
	NOARK	Accounting Clerk I	Good	\$26,094	\$31,607	\$37,120	42.3%	☐		
	City of Jonesboro	Place Matching Title Here	Poor	\$26,660	\$33,294	\$40,566	52.2%	☐		
	City of Stillwater	Accounting Technician	Good	\$26,790	\$32,510	\$38,230	42.7%	☐		
	City of Saint Charles	Accounting Clerk	Good	\$27,281	\$30,884	\$34,486	26.4%	☐		
Average				\$22,573	\$28,084	\$33,640	49.0%			

City of Fayetteville				\$23,599	\$28,433	\$33,266	41.0%			
	\$ Difference			\$1,026	\$349	(\$374)				
	% Difference			4.3%	1.2%	-1.1%				

Salary Survey Results for City of Fayetteville

ACCOUNTING MANAGER

Describe The incumbent is responsible for providing management, coordination and supervision of accounting, payroll, pension, investing and debt activities of the City. Responsible for producing the comprehensive annual financial report for the City and overseeing the external audit.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and seven years of related experience and/or training; or equivalent combination of education and experience and a minimum of three years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Accounting Manager	Good	\$37,663	\$45,441	\$53,219	41.3%	☒		
City of Blue Springs	Accounting Manager	Good	\$38,861	\$48,576	\$58,291	50.0%	☒		
City of St. Joseph	Accounting Manager	Good	\$41,108	\$49,781	\$58,454	42.2%	☒		
City of Columbia	Treasurer	Good	\$50,823	\$60,098	\$69,372	36.5%	☒		
City of Edmond	Controller	Good	\$51,104	\$63,304	\$75,504	47.7%	☒		
City of Bentonville	Accounting Manager	Good	\$53,061	\$71,636	\$90,210	70.0%	☐		
City of Springfield	Accounting Manager	Good	\$56,077	\$65,895	\$75,712	35.0%	☐		
City of Jonesboro	Place Matching Title Here	Good	\$58,751	\$73,372	\$89,397	52.2%	☒		
City of Saint Charles	Accounting Manager	Good	\$61,265	\$67,217	\$73,169	19.4%	☒		
NOARK	Accounting Manager	Good	\$64,869	\$79,742	\$94,615	45.9%	☐		
Average			\$51,358	\$62,506	\$73,794	43.7%			

City of Fayetteville

\$ Difference \$59,293 \$71,438 \$83,582 41.0%
% Difference 13.4% 12.5% 11.7%

Salary Survey Results for City of Fayetteville

ADMINISTRATIVE ASSISTANT- MAYOR'S OFFICE

Descrip The incumbent is responsible for providing administrative support and assistance to department directors and Mayor. Extends good public relations with citizens and other organizations. Assists with research for large projects from various sources and develop reports and recommendations. Requires the use of tact, initiative and independent judgment in screening calls, dealing with difficult citizen complaints, requests for assistance, information or service to the public. Provides calendar maintenance, meeting organization, document and report preparation and record keeping. Work requires coordination, administration and monitoring of specialized and confidential activities, projects and tasks with minimal supervision.

Quals Associate's degree (A.A.) from two year college or technical school plus three to five years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Mayor's Administrative Assistant	Good					☐		\$36,858
O'NET	EXEC SECRETARY & ADMIN ASST	Good	\$20,600	\$31,600	\$42,600	106.8%	☐		
University of Arkansas	Administrative Assistant II	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Manhattan	Administrative Assistant	Good	\$25,168	\$30,108	\$35,048	39.3%	☐		
City of Blue Springs	Administrative Secretary	Good	\$25,256	\$31,571	\$37,885	50.0%	☐		
City of Edmond	Staff Assistant to Mayor and Council	Good	\$25,609	\$31,723	\$37,837	47.7%	☐		
State of Arkansas	Administrative Assistant II	Good	\$25,897	\$37,738	\$49,578	91.4%	☐		
City of Lee's Summit	Secretary to Mayor	Good	\$26,755	\$33,665	\$40,575	51.7%	☐		
City of Stillwater	Administrative Assistant	Good	\$26,790	\$32,510	\$38,230	42.7%	☐		
City of Columbia	Administrative Technician	Good	\$26,994	\$31,891	\$36,787	36.3%	☐		
City of Norman	Administrative Technician III	Good	\$27,830	\$32,958	\$38,086	36.9%	☐		
City of Little Rock	Mayoral Assistant	Good	\$29,829	\$37,287	\$44,744	50.0%	☐		
City of Saint Charles	Secretary II	Good	\$30,062	\$34,033	\$38,003	26.4%	☐		
City of St. Joseph	Administrative Assistant to Mayor	Good	\$30,216	\$36,591	\$42,966	42.2%	☐		
City of Springfield	Administrative Assistant to the Director	Good	\$32,760	\$38,792	\$44,824	36.8%	☐		
NOARK	Executive Assistant	Good	\$38,077	\$47,750	\$57,422	50.8%	☐		
City of Jonesboro	Operations Director	Good	\$43,685	\$54,556	\$66,472	52.2%	☒		
Average			\$28,729	\$36,132	\$43,600	51.8%			\$36,858

City of Fayetteville			\$26,236	\$31,609	\$36,983	41.0%	
	\$ Difference	(\$2,493)		(\$4,523)	(\$6,617)		
	% Difference	-9.5%		-14.3%	-17.9%		

Salary Survey Results for City of Fayetteville

ANIMAL SERVICES OFFICER

Describe The incumbent is responsible for enforcing the City ordinances pertaining to animals, protecting both animals and the general public. Educates the public in animal welfare and finds suitable homes for homeless animals, performs euthanasia as necessary.

Quals High school diploma or GED and prefer 7-11 months of animal handling experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	ANIMAL CONTROL WORKER	Good	\$12,800	\$21,550	\$30,300	136.7%	☐		
City of Springfield	Animal Control Officer	Good	\$21,133	\$25,512	\$29,890	41.4%	☐		
City of Little Rock	Animal Services Officer	Good	\$21,810	\$26,379	\$30,947	41.9%	☐		
City of College Station	Animal Control Officer	Good	\$21,965	\$25,782	\$29,598	34.8%	☐		
City of Manhattan	Animal Control Officer	Good	\$22,859	\$27,321	\$31,782	39.0%	☐		
City of Edmond	Animal Welfare Officer	Good	\$23,380	\$28,961	\$34,542	47.7%	☐		
City of Columbia	Animal Control Officer	Good	\$23,464	\$27,621	\$31,778	35.4%	☐		
City of Stillwater	Animal Control Officer	Good	\$23,816	\$28,891	\$33,966	42.6%	☐		
City of Joplin	Animal Warden II	Good	\$24,149	\$28,313	\$32,477	34.5%	☐		
City of Jonesboro	Animal Control Officer	Good	\$24,152	\$30,163	\$36,751	52.2%	☐		
City of North Little Rock	Animal Control Officer	Good	\$24,561	\$30,631	\$36,700	49.4%	☐		
City of Blue Springs	Animal Control Officer	Good	\$25,256	\$31,571	\$37,885	50.0%	☐		
City of St. Joseph	Animal Control Officer	Good	\$26,985	\$32,678	\$38,371	42.2%	☐		
City of Lee's Summit	Animal Control Officer	Good	\$29,002	\$36,614	\$44,225	52.5%	☐		
City of Norman	Animal Welfare Officer	Good	\$30,579	\$36,214	\$41,849	36.9%	☐		
City of Saint Charles	Humane Officer	Good	\$37,328	\$40,309	\$43,289	16.0%	☐		
Average			\$24,577	\$29,907	\$35,272	43.5%			

City of Fayetteville

\$ Difference \$27,954 \$33,679 \$39,405 41.0%
% Difference 12.1% 11.2% 10.5%

Salary Survey Results for City of Fayetteville

ASSISTANT FIRE CHIEF

Descrip The incumbent is responsible for the initiation, implementation, coordination and supervision of fire suppression, emergency medical services, rescue, safety and pre-incident planning for the protection of life and property from fires and other disasters. This position involves administrative work in the direction of the activities of the department.

Quals High school diploma or general education degree (GED) plus completion of at least ten (10) years of continuous service with the Fayetteville Fire Department immediately preceding the date of the written promotional examination and has successfully attained and held the rank of Battalion Chief with the Fayetteville Fire Department for two (2) years immediately preceding the date of the written promotional examination, (six years of general experience and four years of management experience). Fire Management, Incident Command, Inspection/Investigation, Firefighter and EMT-A Certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Assistant Chief - Fire	Identical					☒		\$63,531
City of Joplin	Deputy Fire Chief	Good	\$41,575	\$50,159	\$58,743	41.3%	☒		
City of Bentonville	Assistant Fire Chief	Good	\$48,006	\$61,516	\$75,026	56.3%	☐		
City of Jonesboro	Assistant Fire Chief	Good	\$48,220	\$60,220	\$73,372	52.2%	☒		
City of Manhattan	Asst. Director of Fire-Emergency/Tech Services	Identical	\$51,771	\$61,995	\$72,218	39.5%	☒		
City of Columbia	Assistant Fire Chief	Identical	\$53,360	\$63,099	\$72,837	36.5%	☒		
City of Springfield	Assistant Fire Chief	Good	\$57,408	\$65,447	\$73,486	28.0%	☐		
City of Edmond	Assistant Fire Chief	Identical	\$58,716	\$72,734	\$86,751	47.7%	☒		
City of Little Rock	Assistant Fire Chief	Identical	\$64,600	\$80,750	\$96,900	50.0%	☒		
City of Stillwater	Assistant Fire Chief	Identical	\$65,478	\$67,475	\$69,472	6.1%	☒		
City of Lee's Summit	Assistant Fire Chief 2	Good	\$66,071	\$77,969	\$89,866	36.0%	☒		
City of Norman	Deputy Fire Chief	Good	\$66,872	\$79,195	\$91,518	36.9%	☒		
City of College Station	Assistant Fire Chief	Identical	\$68,595	\$85,696	\$102,796	49.9%	☒		
City of Saint Charles	Deputy Fire Chief	Good	\$77,466	\$84,995	\$92,523	19.4%	☒		
Average			\$59,088	\$70,096	\$81,193	37.4%			\$63,531

City of Fayetteville

\$ Difference \$64,148 \$77,287 \$90,426 41.0%
% Difference 7.9% 9.3% 10.2%

Salary Survey Results for City of Fayetteville

BATTALION CHIEF

Describe The incumbent is responsible for supervising all emergency and non-emergency operations (calls) in a 24 hour period. Responsible for maintaining readiness and staffing for fire department personnel and enforcement of City and Department policies and procedures. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals High school diploma or general education degree (GED) plus completion of at least seven (7) years of continuous service with the Fayetteville Fire Department immediately preceding the date of the written promotional examination and has successfully attained and held the rank of Fire Captain with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination, (six years of general experience and one year of management experience). Firefighter I & II and EMT-A.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Battalion Chief	Identical					☐		\$62,218
City of Joplin	District Fire Chief	Good	\$37,663	\$45,440	\$53,217	41.3%	☐		
City of Manhattan	Fire Battalion Chief	Good	\$41,584	\$51,004	\$60,424	45.3%	☒		
City of Bentonville	Battalion Chief	Good	\$42,218	\$53,346	\$64,474	52.7%	☐		
City of Jonesboro	Battalion Chief	Fair	\$43,685	\$54,556	\$66,472	52.2%	☒		
City of Springfield	Battalion Chief	Good	\$47,486	\$54,080	\$60,674	27.8%	☐		
City of Columbia	Fire Division Chief	Good	\$48,406	\$57,235	\$66,063	36.5%	☒		
City of St. Joseph	Battalion Chief	Identical	\$51,897	\$57,823	\$63,748	22.8%	☐		
City of Lee's Summit	Battalion Chief	Good	\$55,020	\$68,311	\$81,602	48.3%	☐		
City of College Station	Battalion Chief	No Ma	\$55,378	\$67,838	\$80,298	45.0%	☐		
City of Little Rock	Battalion Chief	Good	\$58,132	\$65,138	\$72,144	24.1%	☐		
City of Stillwater	Battalion Chief	Good	\$58,829	\$60,621	\$62,412	6.1%	☐		
City of Saint Charles	Fire Captain	Good	\$65,187	\$68,528	\$71,869	10.3%	☐		
Average			\$50,457	\$58,660	\$66,950	32.7%			\$62,218

City of Fayetteville

\$ Difference \$52,454 \$57,321 \$62,187 18.6%
% Difference \$1,997 (\$1,339) (\$4,763) -7.7%

Salary Survey Results for City of Fayetteville

BENEFITS COORDINATOR

Describe

The incumbent is responsible for maintaining enrollment and premium records for all group insurance products. Calculates and submit requests to process premium payments in a timely manner. Responsible for group products which also includes employee customer service for benefit changes, coverage questions and claim problems. This position tracks COBRA qualifying events and ensures compliance with necessary notification procedures. Input required data into electronic enrollment systems for benefits enrollments and changes. Research and resolve benefit deduction problems. Review benefit plan enrollment and change paperwork; submit same to plan providers. Code deduction and benefit amounts related to enrollment, coverage changes or adjustments for entry into the payroll system. Follow established accounts receivable procedures for payment of COBRA/retiree insurance premiums. Provide census data as needed to evaluate group plans.

Quals

High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Personnel Assistant	Good	\$23,642	\$29,389	\$35,136	48.6%	☐		
State of Arkansas	Personnel Officer II	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
O*NET	COMP, BENEFITS & JOB ANALYSIS	Good	\$24,400	\$40,850	\$57,300	134.8%	☐		
City of Jonesboro	Human Resources Technician	Good	\$26,660	\$33,294	\$40,566	52.2%	☐		
City of Little Rock	Human Resources Generalist	Good	\$26,962	\$33,703	\$40,443	50.0%	☐		
City of Columbia	Human Resources Technician	Good	\$26,994	\$31,891	\$36,787	36.3%	☐		
City of Saint Charles	Human Resources Clerk	Good	\$27,281	\$30,884	\$34,486	26.4%	☐		
City of Blue Springs	Human Resources Assistant	Good	\$27,530	\$34,413	\$41,295	50.0%	☐		
City of Lee's Summit	Human Resources Assistant	Good	\$31,480	\$39,873	\$48,265	53.3%	☐		
City of Manhattan	Human Resource Technician (Employment/Benefits)	Fair	\$31,990	\$38,272	\$44,554	39.3%	☐		
NOARK	Benefits / Insurance Clerk	Good	\$36,902	\$45,945	\$54,987	49.0%	☐		
City of Norman	Benefits Specialist	Good	\$38,667	\$45,792	\$52,917	36.9%	☐		
Average			\$28,887	\$36,637	\$44,440	53.8%			

City of Fayetteville

\$26,236 \$31,609 \$36,983 41.0%
\$ Difference (\$2,651) (\$5,028) (\$7,457)
% Difference -10.1% -15.9% -20.2%

Salary Survey Results for City of Fayetteville

BILLING AND COLLECTIONS MANAGER

Describe The incumbent is responsible for the management and coordination of the Billing and Collections Division which involves review of water and sewer rates to comply with bond indentures, management of three year operations reports, rate studies, oversight of contracts for services with outside City governments or water districts and notifications required by ordinance, state statute/regulation or federal statute/regulation.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	City Collector	Poor	\$32,482	\$40,566	\$49,425	52.2%	☒		
City of Blue Springs	Revenue Collections Manager	Fair	\$38,861	\$48,576	\$58,291	50.0%	☐		
City of Bentonville	Billing and Collections Manager	Good	\$42,120	\$56,867	\$71,614	70.0%	☐		
City of Columbia	Manager - Rates/Fiscal Planning	Good	\$46,091	\$54,505	\$62,918	36.5%	☒		
City of Saint Charles	Collections Supervisor	Good	\$46,542	\$51,065	\$55,588	19.4%	☒		
City of Edmond	Utility Customer Services Manager	Good	\$51,104	\$63,304	\$75,504	47.7%	☒		
Average			\$42,867	\$52,480	\$62,223	45.2%			

City of Fayetteville

\$ Difference \$51,233 \$61,726 \$72,220 41.0%
% Difference 16.3% 15.0% 13.8%

Salary Survey Results for City of Fayetteville

BUILDING MAINTENANCE WORKER V

Descrip The incumbent is responsible for providing labor and expertise to maintain and operate City's buildings and facilities, including but is not limited to the repair, installation, periodic and preventative maintenance, and inspection and management of equipment throughout the building.

Quals High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	MAINTENANCE & REPAIR WORKER	Good	\$16,300	\$29,400	\$42,500	160.7%	☐		
City of North Little Rock	Building Maintenance Technician	Good	\$22,567	\$28,573	\$34,578	53.2%	☐		
City of St. Joseph	Building Maintenance Technician	Good	\$22,975	\$27,823	\$32,670	42.2%	☐		
City of Stillwater	Building Maintenance Worker	Good	\$23,816	\$28,891	\$33,966	42.6%	☐		
City of Manhattan	Maintenance Worker II	Good	\$24,003	\$28,694	\$33,384	39.1%	☐		
State of Arkansas	Skilled Trades Worker	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Jonesboro	Building Maintenance Technician	Good	\$24,152	\$30,163	\$36,751	52.2%	☐		
City of Little Rock	Building Maintenance Mechanic	Good	\$25,233	\$30,677	\$36,121	43.1%	☐		
City of Joplin	Building Maintenance Mechanic	Good	\$25,372	\$29,746	\$34,120	34.5%	☐		
City of Edmond	Facility Maintenance Technician	Good	\$25,609	\$31,723	\$37,837	47.7%	☐		
City of Norman	Maintenance Worker II	Good	\$26,961	\$31,930	\$36,898	36.9%	☐		
City of Blue Springs	Maintenance Worker	Good	\$27,530	\$34,413	\$41,295	50.0%	☐		
City of Lee's Summit	Maintenance Worker I	Good	\$28,371	\$30,847	\$33,322	17.5%	☐		
City of College Station	Facilities Maintenance Technician	Good	\$29,058	\$34,892	\$40,726	40.2%	☐		
City of Saint Charles	Building Maintenance Mechanic	Good	\$41,264	\$44,559	\$47,854	16.0%	☐		
Average			\$25,823	\$31,844	\$37,905	46.8%			

City of Fayetteville

\$ Difference \$25,317 \$30,503 \$35,688 41.0%
% Difference (\$506) (\$1,341) (\$2,217) -6.2%

Salary Survey Results for City of Fayetteville

CAD DRAFTER

Descip

The Incumbent is responsible for implementing and maintaining digital GIS location maps of water/sewer systems and related database. The incumbent is also involved in the drafting and preparation of construction plans for water/sewer, streets and drainage improvements, exhibits, misc. maps and other documents as required.

Quals

Associate's degree (A.A.) from two year college or technical school and two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	ARCHITECTURAL & CIVIL DRAFTERS	Good	\$22,800	\$38,050	\$53,300	133.8%	☐		
State of Arkansas	Engineering Technician	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Manhattan	Engineering Technician II	Good	\$27,726	\$33,145	\$38,563	39.1%	☐		
City of Joplin	Engineering Technician	Good	\$28,005	\$32,835	\$37,665	34.5%	☐		
City of Little Rock	Engineering Specialist	Good	\$28,162	\$35,203	\$42,243	50.0%	☐		
City of St. Joseph	Engineering Technician	Good	\$28,195	\$34,144	\$40,092	42.2%	☐		
City of Lee's Summit	GIS Technician	Good	\$29,002	\$36,614	\$44,225	52.5%	☐		
City of Stillwater	CADD Technician	Good	\$29,286	\$35,537	\$41,787	42.7%	☐		
City of Columbia	Engineering Aide II	Good	\$29,725	\$35,145	\$40,564	36.5%	☐		
City of Edmond	CAD Technician	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
City of Jonesboro	Cartographer	Good	\$32,482	\$40,566	\$49,425	52.2%	☐		
City of Blue Springs	Engineering Technician	Good	\$32,708	\$40,886	\$49,063	50.0%	☐		
NOARK	Drafter	Good	\$33,240	\$43,563	\$53,886	62.1%	☐		
City of Norman	Engineering Technician I	Good	\$35,010	\$41,462	\$47,913	36.9%	☐		
City of Springfield	CAD Operations Coordinator	Good	\$35,547	\$41,954	\$48,360	36.0%	☐		
Average			\$29,826	\$37,553	\$45,332	52.0%			

City of Fayetteville

\$ Difference \$30,191 \$36,375 \$42,558
% Difference 1.2% -3.2% -6.5%

Salary Survey Results for City of Fayetteville

CITY ATTORNEY

Descrip

The incumbent supervises the City Attorney's Department including the City Attorney Division and the City Prosecutor Division. The City Attorney is the principal legal officer of the City, advises the Mayor and all senior City Staff, the City Council and Planning Commission. The City Attorney serves as the primary litigator for the City with help form the Assistant City Attorney and insurance defense counsel.

Quals

Juris Doctorate and nine years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Licensed to practice law within the State of Arkansas, Admission to the Bar of Arkansas and Admission to practice before the Federal Courts in Arkansas. Licensed to practice law within the State of Arkansas, Admission to the Bar of Arkansas and Admission to practice before the Federal Courts in Arkansas.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	City Attorney	Good					☐		\$79,899
City of Joplin	City Attorney	Good					☒		\$75,019
City of North Little Rock	City Attorney	Good					☒		\$82,180
O*NET	LAWYER	Good	\$36,900	\$91,250	\$145,600	294.6%	☐		
City of Bentonville	Staff Attorney	Good	\$57,304	\$77,355	\$97,406	70.0%	☐		
City of Manhattan	City Attorney	Good	\$66,377	\$74,212	\$82,046	23.6%	☒		
City of Springfield	City Attorney	Good	\$71,926	\$82,222	\$92,518	28.6%	☐		
City of Columbia	City Counselor	Good	\$78,838	\$93,227	\$107,615	36.5%	☒		
City of Norman	City Attorney	Identic	\$80,177	\$94,952	\$109,727	36.9%	☒		
City of Little Rock	City Attorney	Identic	\$89,307	\$111,634	\$133,961	50.0%	☒		
City of Saint Charles	City Attorney	Good	\$90,708	\$105,249	\$119,790	32.1%	☒		
Average			\$71,442	\$91,263	\$111,083	55.5%			\$79,033

City of Fayetteville

\$ Difference \$87,872 \$102,810 41.0%
% Difference 2.0% -3.9% -8.0%

Salary Survey Results for City of Fayetteville

CITY CLERK

Descrip

This is an elected position whose general duties are prescribed by applicable sections of the Arkansas Code & the City of Fayetteville Code or Ordinances. This position maintains compliance with City, County, State and Federal laws and must be able to read and interpret laws. The incumbent is responsible for the supervision of City documents and the archive of City documents.

Quals

Associate's degree (A.A.) from two year college or technical school and four years of related experience and/or training; or equivalent combination of education and experience and a minimum of six years of management experience. Should possess or obtain certification as a Certified Municipal clerk. Certification takes a minimum of three years and is equivalent to two years of college. Must be a registered voter and reside within city limits of the City of Fayetteville.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	City Clerk and Legislative Assistant	Good					☒		\$55,557
City of Jonesboro	City Clerk	Good					☐		\$52,019
City of Joplin	City Clerk	Good					☐		\$43,830
City of North Little Rock	City Clerk	Identic					☒		\$56,613
O*NET	COURT, MUNICIPAL & LICENSE CLERK	Good	\$14,800	\$23,150	\$31,500	112.8%	☐		
City of Blue Springs	Executive Secretary/City Clerk	Good	\$27,530	\$34,413	\$41,295	50.0%	☐		
City of Little Rock	City Clerk	Identic	\$33,836	\$42,295	\$50,754	50.0%	☒		
City of Lee's Summit	City Clerk	Identic	\$37,232	\$47,468	\$57,704	55.0%	☐		
City of Columbia	City Clerk	Good	\$39,817	\$47,085	\$54,352	36.5%	☒		
City of Manhattan	City Treasurer	Good	\$42,640	\$51,085	\$59,530	39.6%	☒		
City of Springfield	City Clerk	Good	\$45,906	\$52,708	\$59,509	29.6%	☐		
City of Edmond	City Clerk/Director of Government Relations	Good	\$51,104	\$63,304	\$75,504	47.7%	☒		
City of Saint Charles	City Clerk	Good	\$61,265	\$67,217	\$73,169	19.4%	☒		
City of Norman	City Clerk	Identic	\$63,852	\$75,619	\$87,386	36.9%	☒		
Average			\$41,798	\$50,434	\$59,070	41.3%			\$52,005

City of Fayetteville

S Difference \$38,695 \$46,621 \$54,546
% Difference (\$3,103) (\$3,813) (\$4,524)
-8.0% -8.2% -8.3%

Salary Survey Results for City of Fayetteville

CITY ENGINEER

Descrip

The incumbent is responsible for supervising and managing the City Engineering Division. The division provides engineering services for the review, design, inspection, and construction management of public infrastructure improvements including public streets, water, sewer, drainage, multi-use trails and sidewalks. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and eight years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Professional Engineers License in the state of Arkansas. Valid Drivers License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Chief City Engineer	Good					☒		\$58,543
O*NET	CIVIL ENGINEER	Good	\$39,500	\$62,550	\$85,600	116.7%	☐		
City of St. Joseph	City Engineer	Good	\$49,962	\$60,503	\$71,044	42.2%	☒		
City of Joplin	Engineering Manager	Good	\$50,652	\$61,048	\$71,444	41.0%	☒		
City of Bentonville	City Engineer	Good	\$53,061	\$71,636	\$90,210	70.0%	☐		
City of Stillwater	City Engineer	Good	\$54,517	\$66,144	\$77,771	42.7%	☒		
City of Blue Springs	City Engineer	Good	\$54,856	\$68,570	\$82,283	50.0%	☒		
City of Springfield	Principal Engineer	Good	\$56,077	\$65,895	\$75,712	35.0%	☐		
City of Manhattan	City Engineer	Good	\$56,971	\$68,266	\$79,560	39.6%	☒		
City of Florissant	City Engineer	Good	\$59,968	\$63,909	\$67,850	13.1%	☒		
City of Little Rock	Civil Engineering Manager	Good	\$63,026	\$78,783	\$94,539	50.0%	☒		
City of Jonesboro	Public Works Director/City Engineer		\$64,850	\$80,989	\$98,678	52.2%	☒		
City of Lee's Summit	City Engineer	Identical	\$66,767	\$84,480	\$102,192	53.1%	☐		
City of Norman	City Engineer	Good	\$73,558	\$87,114	\$100,669	36.9%	☒		
NOARK	Civil Engineer III	Good	\$73,893	\$95,847	\$117,800	59.4%	☐		
City of Saint Charles	City Engineer	Good	\$74,347	\$81,570	\$88,792	19.4%	☒		
Average			\$59,467	\$73,153	\$86,943	46.2%			\$58,543

City of Fayetteville

\$ Difference \$66,613 \$80,257 \$93,901
% Difference 10.7% 8.9% 7.4%

Salary Survey Results for City of Fayetteville

CODE COMPLIANCE OFFICER

Descrip The incumbent is responsible for performing a variety of duties involved in the enforcement of municipal codes, ordinances and regulations.

Quals High school diploma or GED and 12-18 months of related experience and/or training; or equivalent combination of education and experience. Certification from International Code Council in one or more of the following: Property Maintenance & Housing Inspector, Zoning & Planning. Must possess a valid Arkansas Drivers License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Code Enforcement Inspector	Good	\$21,877	\$25,651	\$29,424	34.5%	☐		
City of North Little Rock	Code Enforcement Officer	Good	\$24,561	\$30,631	\$36,700	49.4%	☐		
City of Little Rock	Code Enforcement Officer	Good	\$24,738	\$30,923	\$37,107	50.0%	☐		
O*NET	CONSTRUCTION & BUILDING INSP.	Good	\$25,000	\$36,450	\$47,900	91.6%	☐		
City of Blue Springs	Codes Inspector	Good	\$25,256	\$31,571	\$37,885	50.0%	☐		
City of Jonesboro	Code Enforcement Officer	Good	\$26,660	\$33,294	\$40,566	52.2%	☐		
City of St. Joseph	Housing Code Coordinator	Good	\$26,786	\$32,438	\$38,089	42.2%	☐		
City of College Station	Code Enforcement Officer	Good	\$27,706	\$34,664	\$41,621	50.2%	☐		
City of Manhattan	Code Services Officer I	Good	\$27,726	\$33,145	\$38,563	39.1%	☐		
City of Norman	Code Compliance Inspector	Good	\$30,579	\$36,034	\$41,489	35.7%	☐		
City of Edmond	Code Inspector	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
City of Lee's Summit	Neighborhood Services Officer - Codes	Good	\$31,480	\$39,873	\$48,265	53.3%	☐		
City of Springfield	Code Compliance Investigator	Good	\$38,938	\$45,854	\$52,770	35.5%	☐		
City of Florissant	Code Enforcement Officer	Good	\$39,374	\$43,638	\$47,902	21.7%	☐		
Average			\$28,718	\$35,216	\$41,760	45.4%			

City of Fayetteville

\$ Difference (\$1,623) \$32,644 \$38,194 41.0%
 % Difference -6.0% -7.9% -9.3%

Salary Survey Results for City of Fayetteville

CUSTODIAN

Descrip	The incumbent is responsible for maintaining a clean and healthful environment for employees and citizens of the City. Incumbent cleans floors, wash walls and glass, and removes garbage.									
Quals	High school diploma or GED and 19-23 months of related experience and/or training; or equivalent combination of education and experience.									
Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay	
O*NET	JANITOR	Good	\$12,100	\$17,650	\$23,200	91.7%				
State of Arkansas	Custodial Worker I	Good	\$13,399	\$18,979	\$24,559	83.3%				
University of Arkansas	Custodial Worker	Good	\$13,399	\$18,979	\$24,559	83.3%				
City of Springfield	Custodian	Good	\$17,202	\$20,395	\$23,587	37.1%				
City of Little Rock	Laborer	Good	\$17,243	\$20,364	\$23,484	36.2%				
NOARK	Janitor / Custodian	Good	\$18,360	\$21,787	\$25,214	37.3%				
City of Columbia	Custodian	Identic	\$18,622	\$21,823	\$25,024	34.4%				
City of North Little Rock	Custodian	Identic	\$18,888	\$23,361	\$27,834	47.4%				
City of Manhattan	Custodian	Identic	\$18,928	\$22,599	\$26,270	38.8%				
City of Stillwater	Custodian	Good	\$19,365	\$23,484	\$27,602	42.5%				
City of Jonesboro	Building Service Worker	Good	\$19,823	\$24,756	\$30,163	52.2%				
City of Edmond	Custodian	Identic	\$19,896	\$24,646	\$29,395	47.7%				
City of St. Joseph	Custodian	Identic	\$22,975	\$27,823	\$32,670	42.2%				
City of Lee's Summit	Custodian	Good	\$24,713	\$30,993	\$37,273	50.8%				
City of Norman	Custodial Coordinator	Fair	\$26,961	\$31,930	\$36,898	36.9%				
City of Florissant	Custodian I	Identic	\$28,226	\$30,400	\$32,573	15.4%				
Average			\$19,381	\$23,748	\$28,144	45.2%				

City of Fayetteville

\$ Difference (\$1,514) \$25,185 41.0%
% Difference -8.5% -10.3% -11.7%

Salary Survey Results for City of Fayetteville

CUSTOMER SERVICE REPRESENTATIVE

Descriptor

The incumbent is responsible for answering phones, assists caller with questions and direct caller to proper department if unable to answer their questions. Receive deposits and process, set up new service, transfer water service to new addresses or disconnect service. Take impact fees for new construction and perform filing functions.

Quals

High school diploma or GED, and related experience and/or training preferred. experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	CUSTOMER SERVICE REPRESENTATIVE	Good	\$16,600	\$27,700	\$38,800	133.7%	☐		
City of Little Rock	Accounting Clerk I	Good	\$20,646	\$24,580	\$28,514	38.1%	☐		
City of Manhattan	Customer Service Representative I	Good	\$20,800	\$24,835	\$28,870	38.8%	☐		
City of Blue Springs	Customer Service Clerk	Good	\$21,258	\$26,573	\$31,887	50.0%	☐		
City of Columbia	Customer Representative	Good	\$21,391	\$25,121	\$28,850	34.9%	☐		
City of Edmond	Customer Service Representative I	Good	\$21,492	\$26,623	\$31,753	47.7%	☐		
City of North Little Rock	Customer Service Clerk	Good	\$22,924	\$27,871	\$32,818	43.2%	☐		
City of St. Joseph	Customer Services Representative	Good	\$22,966	\$27,812	\$32,657	42.2%	☐		
City of Stillwater	Customer Service Representative	Good	\$23,816	\$28,891	\$33,966	42.6%	☐		
City of Norman	Customer Service Representative I	Good	\$23,996	\$28,418	\$32,840	36.9%	☐		
City of Lee's Summit	Customer Service Representative	Good	\$26,755	\$33,665	\$40,575	51.7%	☐		
City of Saint Charles	Utility Billing Technician	Good	\$27,281	\$30,884	\$34,486	26.4%	☐		
Average			\$22,494	\$27,748	\$33,001	46.7%			

City of Fayetteville

\$ Difference \$20,962 \$25,256 \$29,550 41.0%
% Difference (\$1,532) (\$2,492) (\$3,451) -11.7%

Salary Survey Results for City of Fayetteville

DATABASE ADMINISTRATOR

Descrip The incumbent performs a variety of highly complex professional work in the analysis, design, implementation, maintenance, problem resolution, and technical optimization of system databases and database management software in client-server, and Internet/Intranet environments, and perform other technical tasks relative to the administration of City databases. The incumbent provides direct support for the design, customization, development, and implementation of database application software from multiple sources, both in-house and vendor-provided. Responsible for development, administration, maintenance and security of the City's data.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	DATABASE ADMINISTRATOR	Good	\$30,800	\$52,700	\$74,600	142.2%	☐		
City of Springfield	Database Administrator	Good	\$35,547	\$41,954	\$48,360	36.0%	☐		
City of St. Joseph	Network Administrator	Good	\$37,549	\$45,471	\$53,393	42.2%	☐		
City of Blue Springs	Database Manager	Good	\$38,861	\$48,576	\$58,291	50.0%	☒		
City of Stillwater	IT Network Administrator	Good	\$43,035	\$52,198	\$61,360	42.6%	☐		
City of Joplin	Systems Administrator	Good	\$43,682	\$52,700	\$61,717	41.3%	☒		
City of North Little Rock	Information Systems Specialist Senior	Good	\$43,687	\$49,040	\$54,393	24.5%	☐		
City of Manhattan	Information Systems Manager	Good	\$44,762	\$53,602	\$62,441	39.5%	☒		
City of Columbia	Database Administrator	Good	\$46,091	\$54,505	\$62,918	36.5%	☒		
City of Lee's Summit	Network Manager	Good	\$48,356	\$62,254	\$76,151	57.5%	☐		
City of Little Rock	Information Technology Operations Manager	Good	\$48,833	\$61,042	\$73,250	50.0%	☒		
City of Jonesboro	Director of Info Systems	Fair	\$53,226	\$66,472	\$80,989	52.2%	☒		
NOARK	Database Administrator	Good	\$73,847	\$82,279	\$90,711	22.8%	☐		
Average			\$45,252	\$55,599	\$66,044	45.9%			

City of Fayetteville

\$ Difference \$46,646 \$56,199 \$65,753 41.0%
% Difference 3.0% 1.1% -0.4%

Salary Survey Results for City of Fayetteville

DEPUTY CHIEF OF POLICE

Describe The incumbent in this position is responsible for the department's operations group which includes all patrol and detective officers or the department's administration group which includes all the department's administrative functions, records management, communications and animal services. The purpose of the Deputy Chief's position is to manage all services for the City's police department and to assist the Police Chief with comprehensive administration and direction of all police services, operations and activities. Responsible for providing sound leadership and direction to personnel under the incumbent's authority and may also assist in the preparation, coordination and administration of the department's budget. Work is performed with considerable independence in accordance with accepted police practices and regulations under the director of the Police Chief. Assumes the duties of the Chief of Police in his absence and perform related functions in that capacity.

Quals High School graduation or passed the General Education Development (GED) with at least ten (10) years continuous experience as a Fayetteville Police Officer immediately preceding the date of the promotional exam, five (5) years of which have been in the capacity of a Lieutenant and/or Captain immediately preceding the date of the promotional exam, (minimum of five years of general experience and seven years of management experience). Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License; basic law enforcement certificate and must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Assistant Police Chief	Good	\$43,682	\$52,700	\$61,717	41.3%	☒		
City of Jonesboro	Assistant Chief of Police	Good	\$53,226	\$66,472	\$80,989	52.2%	☒		
City of Edmond	Police Major	Good	\$58,716	\$72,734	\$86,751	47.7%	☒		
City of Lee's Summit	Police Major 2	Good	\$66,071	\$77,969	\$89,866	36.0%	☒		
City of Norman	Police Major	Good	\$66,872	\$79,195	\$91,518	36.9%	☒		
City of College Station	Assistant Police Chief	Identic	\$68,595	\$85,696	\$102,796	49.9%	☒		
City of Little Rock	Assistant Police Chief	Identic	\$68,699	\$85,852	\$103,004	49.9%	☒		
City of Saint Charles	Major	Good	\$77,466	\$84,995	\$92,523	19.4%	☒		
City of Florissant	Major	Good	\$77,750	\$80,985	\$84,219	8.3%	☒		
Average			\$64,564	\$76,288	\$88,154	36.5%			

City of Fayetteville

\$ Difference	\$65,269	\$78,637	\$92,005	41.0%
% Difference	\$705	\$2,349	\$3,851	4.2%

Salary Survey Results for City of Fayetteville

DEPUTY CITY PROSECUTOR

Descrip The incumbent is responsible for seeking resolutions of all state law misdemeanor violations and city ordinances violations through mediation, plea bargain negotiations, and/or trial advocacy. Conducts investigations through issuance of Prosecutor subpoenas.

Quals Juris Doctorate and related experience preferred. Arkansas Bar License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Assistant City Attorney	Good					☒		\$65,650
City of Joplin	Assistant City Attorney (Prosecutor)	Good	\$34,120	\$40,005	\$45,889	34.5%	☒		
City of Springfield	Assistant City Attorney I	Good	\$35,547	\$41,954	\$48,360	36.0%	☐		
O'NET	LAWYER	Good	\$36,900	\$91,250	\$145,600	294.6%	☐		
City of Little Rock	Assistant City Attorney	Good	\$37,840	\$47,300	\$56,760	50.0%	☒		
State of Arkansas	Attorney	Fair	\$37,840	\$55,091	\$72,342	91.2%	☒		
City of Manhattan	City Prosecutor	Good	\$42,640	\$51,085	\$59,530	39.6%	☒		
City of St. Joseph	Assistant City Attorney	Good	\$45,002	\$54,497	\$63,991	42.2%	☒		
City of Norman	Assistant City Attorney I	Good	\$48,259	\$57,152	\$66,045	36.9%	☒		
City of Lee's Summit	Assistant City Prosecutor	Good	\$52,895	\$68,317	\$83,739	58.3%	☒		
City of Saint Charles	Assistant City Attorney	Good	\$74,347	\$81,570	\$88,792	19.4%	☒		
Average			\$44,539	\$58,822	\$73,105	64.1%			\$65,650

City of Fayetteville

\$ Difference \$44,068 \$53,094 \$62,121
% Difference -1.1% -10.8% -17.7%

Salary Survey Results for City of Fayetteville

DEPUTY COURT CLERK

Describe The incumbent is responsible for providing clerical work that involves a responsibility for money, accuracy in data entry, filing, scheduling trial dates, maintaining records, preparing orders and arraignment reports, handling extensive public contact in a pleasant manner.

Quals High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Notary Public.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Court Clerk	Good	\$19,818	\$23,238	\$26,657	34.5%	☐		
City of Blue Springs	Deputy Court Clerk	Good	\$21,258	\$26,573	\$31,887	50.0%	☐		
NOARK	General Clerk I	Good	\$22,763	\$28,492	\$34,220	50.3%	☐		
City of Manhattan	Court Clerk II	Good	\$22,859	\$27,321	\$31,782	39.0%	☐		
City of St. Joseph	Court Services Representative	Good	\$22,966	\$27,812	\$32,657	42.2%	☐		
City of Little Rock	Court Clerk	Good	\$23,538	\$29,423	\$35,307	50.0%	☐		
City of Stillwater	Court Records Clerk	Good	\$23,816	\$28,891	\$33,966	42.6%	☐		
City of Edmond	Judicial Assistant	Good	\$25,609	\$31,723	\$37,837	47.7%	☐		
City of Lee's Summit	Deputy Court Clerk	Good	\$26,754	\$33,665	\$40,575	51.7%	☐		
City of Norman	Deputy Court Clerk I	Good	\$26,961	\$31,930	\$36,898	36.9%	☐		
City of Saint Charles	Municipal Court Clerk	Good	\$30,062	\$34,033	\$38,003	26.4%	☐		
Average			\$24,219	\$29,372	\$34,526	42.6%			

City of Fayetteville

\$ Difference	\$23,599	\$28,433	\$33,266	41.0%
% Difference	(\$620)	(\$939)	(\$1,260)	-3.8%

Salary Survey Results for City of Fayetteville

DIRECTOR OF CURRENT PLANNING

Describe The incumbent is responsible for administering and advising city officials on planning/zoning & development matters. Responsible for daily operations of current planning division, supervises professional planners and support personnel. Manage the activities of various Boards and Committees of the City.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; including three years of management experience. AICP Certificate preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Director - Community Planning	Good					☒		\$60,874
City of Joplin	Planning/Community Development Manager	Good	\$43,682	\$52,700	\$61,717	41.3%	☒		
City of Saint Charles	Planning Manager	Good	\$58,318	\$63,986	\$69,653	19.4%	☒		
City of Edmond	Director of Planning and Zoning	Good	\$58,716	\$72,734	\$86,751	47.7%	☒		
City of Jonesboro	Director of Planning	Good	\$58,751	\$73,372	\$89,397	52.2%	☐		
City of Manhattan	Director of Community Development	Good	\$59,821	\$71,667	\$83,512	39.6%	☒		
City of Norman	Current Planning Manager	Good	\$66,872	\$79,195	\$91,518	36.9%	☒		
City of Stillwater	Development Services Director	Good	\$69,686	\$79,717	\$89,748	28.8%	☒		
City of Lee's Summit	Director of Planning	Good	\$70,709	\$90,351	\$109,992	55.6%	☒		
City of Columbia	Director of Planning and Development	Good	\$72,508	\$85,056	\$97,604	34.6%	☒		
City of Little Rock	Director of Planning	Good	\$74,606	\$93,258	\$111,909	50.0%	☒		
Average			\$63,367	\$76,203	\$89,180	40.7%			\$60,874

City of Fayetteville

\$ Difference (\$4,074) \$71,438 \$83,582 41.0%
% Difference -6.9% -6.7% -6.7%

Salary Survey Results for City of Fayetteville

DISPATCHER

Describe

The incumbent is responsible for operating a communications console and related equipment to dispatch police, fire personnel and after hour city on-call staff in response to request for assistance in emergency situations in accordance with established departmental procedures and policies. Responsibilities include monitoring public safety radio frequencies and responding appropriately to 911 emergency calls. Dispatchers are expected to exercise judgment and to develop an understanding of law enforcement/police protection services as well as fire protection services and the geographic layout of the city. This position is responsible for performing job duties in an accurate manner in order to protect the life and property of the citizens of the City.

Quals

High school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience. ACIC Level I and II and NIMS Certification's.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	POLICE, FIRE & AMBULANCE DISPATCHER	Good	\$15,100	\$22,050	\$29,000	92.1%	☐		
University of Arkansas	Dispatch Operator	Good	\$17,736	\$25,853	\$33,969	91.5%	☐		
State of Arkansas	Telecommunications Operator	Good	\$20,140	\$29,345	\$38,549	91.4%	☐		
City of Little Rock	Dispatcher	Good	\$20,646	\$24,580	\$28,514	38.1%	☐		
City of Manhattan	Communications Specialist	Good	\$22,859	\$27,321	\$31,782	39.0%	☐		
City of Joplin	Public Safety Communications Operator	Good	\$22,986	\$26,951	\$30,915	34.5%	☐		
City of Stillwater	Police Dispatcher I	Good	\$24,523	\$29,755	\$34,986	42.7%	☐		
City of North Little Rock	Public Safety Dispatcher	Identic	\$24,561	\$31,426	\$38,290	55.9%	☐		
City of Columbia	Communications Operator I	Good	\$24,584	\$28,976	\$33,367	35.7%	☐		
City of Springfield	911 Telecommunicator	Good	\$25,251	\$29,911	\$34,570	36.9%	☐		
City of Jonesboro	Communications Operator	Good	\$25,375	\$31,690	\$38,611	52.2%	☐		
City of St. Joseph	Communications Operator	Identic	\$25,446	\$30,815	\$36,184	42.2%	☐		
City of Edmond	Communication Specialist I	Good	\$25,609	\$31,723	\$37,837	47.7%	☐		
City of College Station	Communications Operator	Good	\$26,648	\$31,951	\$37,253	39.8%	☐		
City of Blue Springs	Dispatcher	Identic	\$27,530	\$34,413	\$41,295	50.0%	☐		
City of Norman	Communications Officer	Good	\$28,578	\$33,846	\$39,113	36.9%	☐		
City of Lee's Summit	Communications Specialist	Good	\$31,480	\$39,873	\$48,265	53.3%	☐		
City of Florissant	Dispatcher	Good	\$35,942	\$39,458	\$42,973	19.6%	☐		
NOARK	Transport Dispatcher	Good	\$37,530	\$49,896	\$62,261	65.9%	☐		
Average			\$25,396	\$31,570	\$37,775	48.7%			

City of Fayetteville

\$26,176 \$31,538 \$36,899 41.0%
\$ Difference \$780 (\$32) (\$876)
% Difference 3.0% -0.1% -2.4%

Salary Survey Results for City of Fayetteville

DRIVER - SOLID WASTE

Descrip The incumbent is responsible for operating department vehicles in the day to day collection of garbage, refuse, recyclables and solid waste on assigned city routes.

Quals High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Commercial Driver's License, Class B.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Little Rock	Solid Waste Equipment Operator III	Good	\$21,810	\$26,379	\$30,947	41.9%	☐		
City of North Little Rock	Truck Driver/Collector	Good	\$23,513	\$29,872	\$36,231	54.1%	☐		
City of College Station	Equipment Operator	Good	\$24,523	\$28,881	\$33,238	35.5%	☐		
City of Stillwater	Sanitation Equipment Operator	Good	\$24,523	\$29,755	\$34,986	42.7%	☐		
City of Joplin	Heavy Equipment Operator	Good	\$25,372	\$29,746	\$34,120	34.5%	☐		
City of Jonesboro	Sanitation Equipment Operator II	Good	\$25,375	\$31,690	\$38,611	52.2%	☐		
City of St. Joseph	Equipment Operator I	Good	\$25,669	\$31,085	\$36,500	42.2%	☐		
City of Columbia	Equipment Operator III	Good	\$26,994	\$31,891	\$36,787	36.3%	☐		
City of Edmond	Heavy Equipment Operator	Good	\$28,247	\$34,991	\$41,734	47.7%	☐		
City of Norman	Heavy Equipment Operator		\$30,579	\$36,214	\$41,849	36.9%	☐		
NOARK	Local CDL Driver	Good	\$31,208	\$34,977	\$38,745	24.2%	☐		
City of Saint Charles	Equipment Operator	Good	\$41,324	\$44,624	\$47,923	16.0%	☐		
Average			\$27,428	\$32,508	\$37,639	37.2%			

City of Fayetteville

\$ Difference \$26,176 \$31,538 \$36,899 41.0%
% Difference (\$1,252) (\$970) (\$740) -2.0%
-4.8% -3.1%

Salary Survey Results for City of Fayetteville

DRIVER/OPERATOR/FIREFIGHTER

Describe The incumbent is responsible for driving and operating emergency and other equipment in a safe and effective manner. Maintains all equipment in good working order. Ensures all safety rules and regulations are followed. Fills in as company officer in the absence of the Captain.

Quals High school diploma or general education degree (GED) plus completion of three (3) years of continuous service at the rank of Fire Fighter, with the Fayetteville Fire Department, preceding the date of the written promotional examination. Firefighter I, Firefighter II, EMT-A and completion of Driver/Operator exam and practical.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Fire Driver/Engineer	Good	\$28,006	\$32,835	\$37,663	34.5%	☐		
City of Jonesboro	Driver Engineer	Good	\$32,842	\$41,134	\$49,425	50.5%	☐		
City of Springfield	Fire Equipment Operator	Good	\$33,363	\$38,002	\$42,640	27.8%	☐		
City of Columbia	Fire Engineer	Good	\$34,399	\$40,675	\$46,950	36.5%	☐		
City of Manhattan	Driver	Good	\$34,769	\$37,929	\$41,088	18.2%	☐		
City of Lee's Summit	Engineer	Good	\$38,748	\$45,041	\$51,334	32.5%	☐		
City of College Station	Apparatus Operator	Good	\$44,117	\$51,179	\$58,240	32.0%	☐		
City of Little Rock	Fire Apparatus Engineer	Good	\$45,892	\$46,699	\$47,505	3.5%	☐		
City of Saint Charles	Firefighter/Engineer	Good	\$48,266	\$55,950	\$63,634	31.8%	☐		
Average			\$37,822	\$43,271	\$48,720	28.8%			

City of Fayetteville

\$ Difference	\$38,614	\$42,607	\$46,599	20.7%
% Difference	\$792	(\$665)	(\$2,121)	-4.6%

Salary Survey Results for City of Fayetteville

EQUIPMENT MECHANIC I

Descrip

This position is an advanced apprentice level mechanic position requiring some training and experience on a variety of automotive, utility, and construction equipment. The position requires performance of a variety of maintenance and minor repair service on a routine preventive and corrective basis for City vehicles and equipment.

Quals

High school diploma or GED and one year of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Class D Operator's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Equipment Mechanic	Good	\$21,446	\$31,232	\$41,017	91.3%	☐		
City of North Little Rock	Service Bay Worker	Good	\$21,649	\$27,331	\$33,013	52.5%	☐		
O*NET	MOBILE HEAVY EQUIPMENT MECH	Fair	\$21,800	\$32,900	\$44,000	101.8%	☐		
City of Joplin	Automotive Service Worker	Good	\$21,877	\$25,651	\$29,424	34.5%	☐		
City of St. Joseph	Auto Service Technician	Good	\$22,975	\$27,823	\$32,670	42.2%	☐		
NOARK	Mechanic I	Good	\$23,625	\$29,594	\$35,562	50.5%	☐		
City of Little Rock	Automotive Technician I	Good	\$25,192	\$30,551	\$35,909	42.5%	☐		
City of Jonesboro	Mechanic I	Good	\$26,660	\$33,294	\$40,566	52.2%	☐		
City of Springfield	Plant Maintenance Mechanic I	Good	\$27,310	\$31,876	\$36,442	33.4%	☐		
City of Stillwater	Fleet Maintenance Mechanic	Good	\$27,602	\$33,488	\$39,374	42.6%	☐		
City of Edmond	Mechanic I	Good	\$28,247	\$34,991	\$41,734	47.7%	☐		
City of Norman	Mechanic I	Good	\$30,579	\$36,214	\$41,849	36.9%	☐		
Average			\$24,913	\$31,245	\$37,630	51.0%			

City of Fayetteville

\$ Difference (\$2,232) \$27,326 \$31,971 41.0%
% Difference -9.8% -14.3% -17.7%

Salary Survey Results for City of Fayetteville

EQUIPMENT MECHANIC II

Describe

The position is a journeyman level mechanic position requiring training and experience in a variety of automotive, utility, and construction equipment. The position requires performance of diagnostic procedures, regular maintenance and major repair and rebuild.

Quals

High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Class B Commercial Driver's License and maintain licensure for the duration of employment in this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Auto/Diesel Mechanic	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of Joplin	Automotive Mechanic	Good	\$25,372	\$29,746	\$34,120	34.5%	☐		
City of St. Joseph	Auto Mechanic	Good	\$26,985	\$32,678	\$38,371	42.2%	☐		
NOARK	Mechanic II	Good	\$27,546	\$34,714	\$41,882	52.0%	☐		
City of Little Rock	Automotive Technician II	Good	\$27,756	\$33,745	\$39,733	43.2%	☐		
City of Jonesboro	Mechanic II	Good	\$28,009	\$34,980	\$42,619	52.2%	☐		
City of Springfield	Plant Maintenance Mechanic II	Good	\$28,579	\$33,343	\$38,106	33.3%	☐		
City of Lee's Summit	Mechanic	Good	\$28,891	\$36,171	\$43,451	50.4%	☐		
City of Stillwater	Fleet Maintenance Lead Mechanic	Good	\$29,286	\$35,537	\$41,787	42.7%	☐		
City of Columbia	Vehicle Mechanic II	Good	\$29,725	\$35,145	\$40,564	36.5%	☐		
City of Blue Springs	Mechanic	Good	\$30,007	\$37,510	\$45,012	50.0%	☐		
City of Edmond	Mechanic II	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
City of Norman	Mechanic II	Good	\$32,719	\$38,749	\$44,779	36.9%	☐		
City of Saint Charles	Garage Worker	Good	\$38,930	\$42,039	\$45,147	16.0%	☐		
Average			\$29,236	\$35,611	\$42,034	43.8%			

City of Fayetteville

\$ Difference (\$1,282) \$33,679 \$39,405 41.0%
% Difference -4.6% -5.7% -6.7%

Salary Survey Results for City of Fayetteville

EXECUTIVE SECRETARY

Descrip The incumbent performs administrative, professional and communication work in the management of the day-to-day operations and activities of the Mayor and his office. Promotes good public relations with citizens and other governmental and private sector entities. Schedules and coordinates the activities of the Mayor and his office and is responsible for the specialized and confidential administrative tasks related to the office of the Mayor. Oversees and administers functions of the Mayor's office staff and ensures that the Mayor is kept fully informed on all matters requiring attention. Work requires the use of considerable tact and independent judgment.

Quals	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	University of Arkansas	Secretary II	Good	\$18,903	\$27,545	\$36,187	91.4%	☐		
	O*NET	EXECUTIVE SEC & ADMIN ASST	Good	\$20,600	\$31,600	\$42,600	106.8%	☐		
	City of Little Rock	Secretary - Executive	Good	\$23,538	\$29,423	\$35,307	50.0%	☐		
	City of North Little Rock	Executive Secretary	Good	\$23,642	\$29,389	\$35,136	48.6%	☐		
	City of Springfield	Executive Secretary	Good	\$25,251	\$29,911	\$34,570	36.9%	☐		
	City of Joplin	Executive Assistant/Secretary to the City Manager	Good	\$25,372	\$29,746	\$34,120	34.5%	☐		
	City of St. Joseph	Executive Secretary	Good	\$25,446	\$30,815	\$36,184	42.2%	☐		
	City of Jonesboro	Mayor's Secretary	Good	\$26,660	\$33,294	\$40,566	52.2%	☐		
	City of Blue Springs	Executive Secretary/City Clerk	Good	\$27,530	\$34,413	\$41,295	50.0%	☐		
	NOARK	Administrative Assistant	Good	\$27,724	\$34,567	\$41,409	49.4%	☐		
	City of Lee's Summit	Administrative Secretary	Good	\$29,002	\$36,614	\$44,225	52.5%	☐		
	State of Arkansas	Executive Secretary	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
	City of Columbia	Secretary to City Manager	Good	\$29,725	\$35,145	\$40,564	36.5%	☐		
	City of Stillwater	City Manager's Executive Assistant	Good	\$31,075	\$37,700	\$44,325	42.6%	☐		
	City of Edmond	Administrative Assistant	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
	City of Norman	Administrative Technician IV	Good	\$31,565	\$37,382	\$43,199	36.9%	☐		
	City of Manhattan	Executive Secretary	Good	\$31,990	\$38,272	\$44,554	39.3%	☐		
	City of Florissant	Administrative Assistant	Good	\$32,198	\$34,455	\$36,712	14.0%	☐		
	City of Saint Charles	Executive Secretary	Good	\$35,624	\$40,330	\$45,036	26.4%	☐		
Average				\$27,716	\$34,332	\$40,982	47.9%			

City of Fayetteville				\$30,191	\$36,375	\$42,558	41.0%
	\$ Difference			\$2,475	\$2,043	\$1,576	
	% Difference			8.2%	5.6%	3.7%	

Salary Survey Results for City of Fayetteville

FINANCE DIRECTOR

Describe The incumbent is responsible and accountable for compliance with all applicable federal and state laws and regulations, local ordinance, bond indentures, and industry standards published by authoritative bodies (GASB, FASB, IRS and others) that govern financial and procurement matters. These responsibilities are administered through direct management of the City of Fayetteville accounting, budgeting, debt administration, treasury, procurement, capital planning, information technology, centralized utility billing & collection and administrative management of trust pension assets under control of independent pension boards of trustees.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and nine years of related experience and/or training; or equivalent combination of education and experience including five years of management experience. The following is preferred: CPA, CPFO, CGFM, CFA, CIA or CPM.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Director of Finance	Identical					☒		\$76,336
City of North Little Rock	Director - Finance and Budget	Good					☒		\$84,554
City of Joplin	Finance Director	Good	\$53,219	\$64,119	\$75,019	41.0%	☒		
City of Bentonville	Director of Finance / Administrator	Good	\$57,304	\$77,355	\$97,406	70.0%	☐		
City of Jonesboro	Finance Director	Good	\$58,751	\$73,372	\$89,397	52.2%	☒		
City of Manhattan	Director of Finance	Good	\$62,774	\$75,223	\$87,672	39.7%	☒		
City of Blue Springs	Director of Finance	Identical	\$65,174	\$81,468	\$97,761	50.0%	☒		
City of Edmond	Director of Finance	Identical	\$67,914	\$84,127	\$100,340	47.7%	☒		
City of Stillwater	Finance Director	Good	\$69,686	\$79,717	\$89,748	28.8%	☒		
City of Lee's Summit	Finance Director	Identical	\$70,709	\$90,351	\$109,992	55.6%	☒		
City of Springfield	Director of Finance	Good	\$71,926	\$82,222	\$92,518	28.6%	☐		
NOARK	Financial Administrator	Good	\$72,859	\$113,390	\$153,920	111.3%	☐		
City of Norman	Director of Finance	Good	\$75,075	\$88,910	\$102,744	36.9%	☒		
City of Little Rock	Director of Finance	Identical	\$77,758	\$97,198	\$116,637	50.0%	☒		
City of Columbia	Director of Finance	Identical	\$78,838	\$93,227	\$107,615	36.5%	☒		
City of Saint Charles	Finance Director	Identical	\$86,837	\$95,275	\$103,712	19.4%	☒		
Average			\$69,202	\$85,425	\$101,749	47.0%			\$80,445

City of Fayetteville									
	\$ Difference	\$8,618	\$93,759	\$109,698					
	% Difference	11.1%	8.9%	7.2%					

Salary Survey Results for City of Fayetteville

FINANCIAL ANALYST

Descrip The incumbent is responsible for providing financial analysis for the Water and Sewer Department to ensure the accuracy of billing and collections procedures. Accounts Payable for departmental purchases for billing and collections for water & sewer. Assists with rate studies, prepares initial budget for three departments, meets with department heads for final budget approval. Monitors budgets throughout the FY.

Quals Bachelor's degree (B.A. or B.S.) in Accounting or Finance from four year college or university two years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Financial Analyst II	Fair	\$31,339	\$45,674	\$60,009	91.5%	☒		
City of Edmond	Financial Services Coordinator	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
O'NET	FINANCIAL ANALYST	Good	\$32,400	\$66,700	\$101,000	211.7%	☐		
City of Blue Springs	Revenue Collections Supervisor	Good	\$32,708	\$40,886	\$49,063	50.0%	☐		
City of Little Rock	Budget Analyst	Good	\$33,836	\$42,295	\$50,754	50.0%	☐		
City of North Little Rock	Finance Officer - Electric	Good	\$34,579	\$44,315	\$54,051	56.3%	☒		
City of Springfield	Financial Analyst	Good	\$35,547	\$41,954	\$48,360	36.0%	☐		
City of Lee's Summit	Financial Analyst	Good	\$37,232	\$47,468	\$57,704	55.0%	☐		
City of Columbia	Senior Rate Analyst	Good	\$37,925	\$44,844	\$51,763	36.5%	☒		
City of St. Joseph	Revenue Manager	Good	\$41,108	\$49,781	\$58,454	42.2%	☒		
City of Saint Charles	Finance Specialist	Good	\$43,596	\$47,833	\$52,070	19.4%	☒		
City of Norman	Budget Analyst	Good	\$44,684	\$52,919	\$61,153	36.9%	☒		
NOARK	Financial Analyst	Good	\$71,554	\$93,076	\$114,597	60.2%	☐		
Average			\$39,068	\$50,508	\$61,949	58.6%			

City of Fayetteville			\$38,695	\$46,621	\$54,546	41.0%
	\$ Difference	(\$373)		(\$3,887)	(\$7,403)	
	% Difference	-1.0%		-8.3%	-13.6%	

Salary Survey Results for City of Fayetteville

FIRE CAPTAIN

Describe The incumbent is responsible for providing supervision over engine or truck company personnel and operations in emergency and non-emergency occurrences during a 24 hour shift. Supervise personnel and activities during emergency and non-emergency situations. The Captain develops personnel through training, education and on the job training. This position is responsible for performing job duties in an accurate manner in order to protect the life and property of the citizens of the City.

Quals High school diploma or general education degree (GED) plus completion of five (5) years of continuous service with the Fayetteville Fire Department and has successfully attained and held the rank of Driver/Operator with the Fayetteville Fire Department for one (1) continuous year immediately preceding the date of the written promotional examination. Firefighter I & II and EMT-A.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Fire Captain	Good	\$34,121	\$40,005	\$45,889	34.5%	☐		
City of Jonesboro	Fire Captain	Good	\$37,669	\$47,044	\$57,318	52.2%	☐		
City of Springfield	Fire Captain	Good	\$38,355	\$43,691	\$49,026	27.8%	☐		
City of St. Joseph	Fire Captain	Identical	\$43,417	\$47,145	\$50,873	17.2%	☐		
City of Columbia	Fire Battalion Chief	Good	\$43,898	\$51,910	\$59,921	36.5%	☒		
City of Lee's Summit	Fire Captain	Good	\$46,054	\$55,188	\$64,321	39.7%	☐		
City of North Little Rock	Fire Captain	Good	\$46,955	\$49,632	\$52,309	11.4%	☐		
City of Little Rock	Fire Captain	Good	\$50,029	\$52,134	\$54,238	8.4%	☐		
City of Stillwater	Fire Captain	Good	\$52,801	\$54,422	\$56,043	6.1%	☐		
Average			\$43,700	\$49,019	\$54,438	24.6%			

City of Fayetteville

\$ Difference \$45,212 \$49,388 \$53,564 18.5%
% Difference 3.3% 0.7% -1.6%

Salary Survey Results for City of Fayetteville

FIRE CHIEF

Describe

The incumbent is responsible for the total administrative management, operation and organization for the Fire and Emergency Service department for the City of Fayetteville. Ensures that codes are enforced, firefighters are trained and that the community emergency response needs are provided for. The incumbent manages a 100+ employee fire department in an efficient and effective manner for the safety of the City. In conjunction with the two assistant chief officers, the incumbent supervising and coordinating the activities of the fire department including employee training and development, fire suppression, rescue, EMS, investigations, equipment, HAZMAT response, development and maintenance of a disaster response plan and for compliance with departmental policies and procedures. In addition, the incumbent, in conjunction with the administration officer, develops the department's annual operating budget, capital requirements, purchasing, internal control and long range planning, goals and objectives. Assignments also include the planning, supervision and execution of a comprehensive citywide fire prevention program. This position is responsible to perform job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and eleven plus years of related experience and/or training; or equivalent combination of education and experience and a minimum of nine years of management experience. Firefighter, Fire Management, Fire Executive Management and Incident Command Certificates.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Fire Chief	Identical					☒		\$84,554
City of Bentonville	Fire Chief	Good	\$55,661	\$71,012	\$86,362	55.2%	☐		
City of Joplin	Fire Chief	Identical	\$55,915	\$67,342	\$78,768	40.9%	☒		
City of Manhattan	Director of Fire Services	Identical	\$62,774	\$75,223	\$87,672	39.7%	☒		
City of Jonesboro	Fire Chief	Good	\$64,850	\$80,989	\$98,678	52.2%	☒		
City of Edmond	Fire Chief	Identical	\$67,914	\$84,127	\$100,340	47.7%	☒		
City of Stillwater	Fire Chief	Identical	\$69,686	\$79,717	\$89,748	28.8%	☒		
City of Springfield	Fire Chief	Good	\$71,926	\$82,222	\$92,518	28.6%	☐		
City of Norman	Fire Chief	Identical	\$75,075	\$88,910	\$102,744	36.9%	☒		
City of Lee's Summit	Fire Chief	Identical	\$75,849	\$96,577	\$117,305	54.7%	☒		
City of Little Rock	Fire Chief	Identical	\$77,758	\$97,198	\$116,637	50.0%	☒		
City of College Station	Fire Chief	Identical	\$78,979	\$100,708	\$122,437	55.0%	☒		
City of Saint Charles	Fire Chief	Identical	\$86,837	\$95,275	\$103,712	19.4%	☒		
Average			\$70,269	\$84,941	\$99,743	41.9%			\$84,554

City of Fayetteville

\$ Difference	\$70,155	\$84,524	\$98,893	41.0%
% Difference	(\$114)	(\$417)	(\$850)	-0.9%

Salary Survey Results for City of Fayetteville

FIREFIGHTER

Describe

The purpose of this position is to have available on a 24 hour basis a person specifically trained to respond to emergency situations involving fire, medical emergencies, hazardous materials or special rescues, and to provide support for fire prevention efforts.

Quals

High school diploma or general education degree (GED) plus must possess an Arkansas EMT certificate. Firefighter I, Firefighter II, EMT-A, Class D Drivers License, CPR, and technical rescue training certificates.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Firefighter/EMT	Identical	\$26,655	\$31,253	\$35,850	34.5%	☐		
City of North Little Rock	Firefighter	Identical	\$27,870	\$34,610	\$41,351	48.4%	☐		
City of Jonesboro	Firefighter	Good	\$28,009	\$35,314	\$42,619	52.2%	☐		
City of Stillwater	Firefighter I	Good	\$28,320	\$30,168	\$32,016	13.1%	☐		
City of Manhattan	Firefighter	Good	\$29,149	\$31,144	\$33,139	13.7%	☐		
City of St. Joseph	Firefighter	Identical	\$29,157	\$35,309	\$41,461	42.2%	☐		
City of Little Rock	Firefighter	Identical	\$29,608	\$36,616	\$43,624	47.3%	☐		
City of Columbia	Firefighter	Good	\$29,725	\$35,145	\$40,564	36.5%	☐		
City of Bentonville	Firefighter	Good	\$30,436	\$37,716	\$44,997	47.8%	☐		
City of Springfield	Firefighter	Good	\$31,075	\$35,381	\$39,686	27.7%	☐		
City of College Station	Firefighter	Good	\$34,857	\$44,772	\$54,687	56.9%	☐		
City of Lee's Summit	Firefighter	Identical	\$35,611	\$41,676	\$47,740	34.1%	☐		
City of Norman	Firefighter	Good	\$35,657	\$42,229	\$48,800	36.9%	☐		
City of Saint Charles	Firefighter	Identical	\$45,968	\$53,286	\$60,604	31.8%	☐		
Average			\$31,578	\$37,473	\$43,367	37.3%			

City of Fayetteville

\$ Difference (\$776) \$35,529 \$40,255 30.7%
% Difference -2.5% -5.5% -7.7%

Salary Survey Results for City of Fayetteville

FLEET OPERATIONS SUPERINTENDENT

Descrip The Incumbent is responsible for overall management of the entire consolidated municipal vehicle fleet. This position is the head for the department and is responsible for all personnel and supervision. Responsible for department budget.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience and a minimum of four years of management experience. Must possess a Class B Commercial Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Vehicle Maintenance Supervisor	Good	\$37,665	\$45,442	\$53,219	41.3%	☒		
City of Springfield	Fleet Administrator	Good	\$38,938	\$45,854	\$52,770	35.5%	☐		
City of Stillwater	Fleet Maintenance Superintendent	Good	\$41,787	\$50,679	\$59,571	42.6%	☐		
City of Little Rock	Fleet Maintenance Manager	Good	\$44,394	\$55,493	\$66,591	50.0%	☒		
City of Florissant	Equipment Maintenance Supervisor	Good	\$45,781	\$47,476	\$49,171	7.4%	☐		
City of Edmond	Fleet Maintenance Superintendent	Good	\$51,104	\$63,304	\$75,504	47.7%	☒		
City of Saint Charles	Shop Supervisor	Good	\$55,374	\$60,756	\$66,137	19.4%	☒		
City of Norman	Public Works Superintendent	Good	\$60,793	\$71,996	\$83,199	36.9%	☒		
Average			\$46,980	\$55,125	\$63,270	34.7%			

City of Fayetteville

\$ Difference \$51,233 \$61,726 \$72,220 41.0%
% Difference 8.3% 10.7% 12.4%

Salary Survey Results for City of Fayetteville

FLEET OPERATIONS SUPERVISOR

Description

The incumbent is responsible to supervise personnel, maintains communication with outside vendors, and act as liaison with other divisions concerning outside repairs and repairs in our facility. Ensure Fleet Superintendent is informed of all necessary department activities. Reports to the Fleet Operations Superintendent.

Quals

Associate's degree (A.A.) from two year college or technical school and three years of related experience and/or training; or equivalent combination of education and experience including two years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Vehicle General Foreman	Good	\$31,087	\$39,563	\$48,039	54.5%	☐		
City of St. Joseph	Chief Master Mechanic	Good	\$32,732	\$39,638	\$46,544	42.2%	☐		
City of Columbia	Vehicle Maintenance Supervisor I	Good	\$34,399	\$40,675	\$46,950	36.5%	☐		
City of College Station	Shop Foreman	Good	\$34,819	\$41,808	\$48,797	40.1%	☐		
City of Edmond	Shop Supervisor	Good	\$35,083	\$43,458	\$51,833	47.7%	☐		
City of Lee's Summit	Maintenance Shop Supervisor - Fleet	Good	\$37,232	\$47,468	\$57,704	55.0%	☐		
City of Little Rock	Fleet Maintenance Manager	Good	\$44,394	\$55,493	\$66,591	50.0%	☐		
City of Norman	Public Works Supervisor	Good	\$44,684	\$52,919	\$61,153	36.9%	☒		
Average			\$36,804	\$45,128	\$53,451	45.2%			

City of Fayetteville

\$ Difference \$34,792 \$41,918 \$49,043 41.0%
% Difference (\$2,012) (\$3,210) (\$4,408) -9.0%
% Difference -5.8% -7.7%

Salary Survey Results for City of Fayetteville

GIS COORDINATOR/GIS SUPERVISOR

Descrip	The incumbent is responsible for supervising the coordination, development, implementation, operation and maintenance of the City's GIS. Acts as the City's representative to external agencies regarding department GIS. Consults with department heads and designated staff from all City departments regarding department GIS needs and requirements and ensures development and maintenance of the city's base maps and associated layers. Reports to IT Manager. Supervises and directs the work of employees and hires GIS Technology employees.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience with one year of management experience preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	CARTOGRAPHERS	Good	\$22,700	\$44,300	\$65,900	190.3%	☐		
City of Manhattan	GIS Coordinator	Good	\$36,941	\$44,200	\$51,459	39.3%	☒		
City of Little Rock	GIS Analyst, Senior	Good	\$37,220	\$46,525	\$55,830	50.0%	☐		
City of Lee's Summit	Senior GIS Analyst	Good	\$40,570	\$51,892	\$63,214	55.8%	☐		
City of Stillwater	GIS Administrator	Good	\$43,035	\$52,198	\$61,360	42.6%	☐		
City of Springfield	GIS Coordinator	Good	\$43,680	\$51,459	\$59,238	35.6%	☐		
City of Edmond	GIS Database Specialist	Good	\$44,779	\$55,469	\$66,158	47.7%	☐		
City of Norman	GIS Services Manager	Good	\$60,793	\$71,996	\$83,199	36.9%	☒		
Average			\$41,215	\$52,255	\$63,295	53.6%			

City of Fayetteville

\$ Difference	\$46,646	\$56,199	\$65,753	41.0%
% Difference	11.6%	7.0%	3.7%	

Salary Survey Results for City of Fayetteville

GIS TECHNICIAN

Descrp The incumbent is responsible to assist with the development and maintenance of the Geographic Information System (GIS) for the City. Responsibilities include assisting in the development and maintenance of the GIS, which includes data conversions, data entry, geographic records research, map composition, creating and updating geographic data sets including pavement center-line data, address location system and land records system.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	GIS Technician	Good	\$21,133	\$25,512	\$29,890	41.4%	☐		
O*NET	CARTOGRAPHERS	Fair	\$22,700	\$44,300	\$65,900	190.3%	☐		
City of North Little Rock	GIS Specialist	Good	\$26,399	\$33,157	\$39,914	51.2%	☐		
City of Manhattan	GIS Technician	Good	\$27,726	\$33,145	\$38,563	39.1%	☐		
City of Lee's Summit	GIS Technician	Good	\$29,002	\$36,614	\$44,225	52.5%	☐		
City of College Station	GIS Technician	Good	\$29,058	\$35,714	\$42,370	45.8%	☐		
City of Stillwater	GIS Technician	Good	\$29,286	\$35,537	\$41,787	42.7%	☐		
City of Joplin	GIS Data Base Operator	Good	\$29,424	\$34,498	\$39,572	34.5%	☐		
City of Blue Springs	Technician - GIS	Good	\$30,007	\$37,510	\$45,012	50.0%	☐		
City of Jonesboro	GIS	Good	\$32,482	\$40,566	\$49,425	52.2%	☐		
City of Little Rock	GIS Analyst	Good	\$32,812	\$41,015	\$49,218	50.0%	☒		
City of St. Joseph	Senior Engineering Technician	Good	\$33,887	\$41,037	\$48,187	42.2%	☐		
City of Edmond	GIS Analyst	Good	\$35,083	\$43,458	\$51,833	47.7%	☐		
City of Saint Charles	GIS Assistant	Good	\$35,624	\$40,330	\$45,036	26.4%	☐		
City of Norman	GIS Analyst I	Good	\$38,667	\$45,792	\$52,917	36.9%	☐		
Average			\$30,219	\$37,879	\$45,590	50.9%			

City of Fayetteville

\$ Difference \$33,073 \$39,848 \$46,622 41.0%
% Difference \$2,854 \$1,969 \$1,032 2.2%

Salary Survey Results for City of Fayetteville

GROUNDKEEPER

Describe

This job consists of physical labor and semi-skilled work including operation of small trucks and equipment in construction, maintenance, and repair work of City public works and park facilities. Work involves performance of physical tasks requiring some skills or special knowledge acquired through experience. Work may also include operation of specialized power equipment as a regular part of assigned duties. Other heavier equipment may be occasionally operated on a training, relief, or temporary basis. Work is usually performed under close supervision.

Quals

1-6 months of related experience and/or training; Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	LANDSCAPING & GROUNDKEEPING								
City of Little Rock	Laborer	Good	\$12,700	\$19,100	\$25,500	100.8%	☐		
City of Edmond	Maintenance Worker I	Good	\$17,243	\$20,364	\$23,484	36.2%	☐		
City of Stillwater	Maintenance Worker I	Good	\$17,415	\$21,573	\$25,730	47.7%	☐		
City of College Station	Groundsworker	Good	\$18,262	\$22,131	\$26,000	42.4%	☐		
City of North Little Rock	Parks Maintenance Worker	Good	\$19,427	\$22,818	\$26,208	34.9%	☐		
City of Joplin	Laborer I	Good	\$19,807	\$24,850	\$29,893	50.9%	☐		
City of Manhattan	Maintenance Worker I	Good	\$19,818	\$23,238	\$26,657	34.5%	☐		
City of Jonesboro	Parks Maintenance Worker	Good	\$19,843	\$23,723	\$27,602	39.1%	☐		
City of St. Joseph	Laborer	Good	\$20,826	\$26,009	\$31,690	52.2%	☐		
City of Columbia	Groundskeeper I	Good	\$22,975	\$27,823	\$32,670	42.2%	☐		
Average			\$19,253	\$23,568	\$27,928	45.1%			

City of Fayetteville

\$ Difference
% Difference

Salary Survey Results for City of Fayetteville

HORTICULTURIST

Descrip

The incumbent is responsible for overseeing all horticultural tasks including garden design, installation, maintenance, planning and ordering supplies, as well as greenhouse operations. Coordinate and organize volunteers and adopt-a-park groups.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience and/or training; or equivalent combination of education and experience including one year of management experience. Must possess a valid Arkansas Driver's License. Arkansas State Pesticide Applicators License, International Society of Arboriculture Certification preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	FARM, RANCH, AGRICULTURAL MANAGER	Good	\$24,700	\$45,800	\$66,900	170.9%	☐		
City of Manhattan	Horticulturist	Good	\$26,395	\$31,575	\$36,754	39.2%	☐		
City of College Station	Horticulture Crew Leader	Fair	\$26,645	\$31,949	\$37,253	39.8%	☐		
City of St. Joseph	Horticulturist	Identical	\$29,900	\$36,209	\$42,517	42.2%	☐		
City of Blue Springs	Landscape Technician	Good	\$30,007	\$37,510	\$45,012	50.0%	☐		
City of Columbia	Horticulturist	Good	\$31,192	\$36,888	\$42,584	36.5%	☐		
City of Norman	Forester	Good	\$33,773	\$39,998	\$46,222	36.9%	☐		
City of Little Rock	Horticulturist	Good	\$33,836	\$42,295	\$50,754	50.0%	☒		
Average			\$29,556	\$37,778	\$46,000	55.6%			

City of Fayetteville

\$ Difference \$34,792 \$41,918 \$49,043 41.0%
% Difference 15.0% 9.9% 6.2%

Salary Survey Results for City of Fayetteville

HUMAN RESOURCES ADMINISTRATOR

Descrip The incumbent is responsible for administering recruitment and staffing of all City positions. Provides guidance to both employees and supervisors regarding policy and legal issues related to Human Resources. Maintains the job classification system and compensation data. Reports to HR Director.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and two years of related experience and/or training; or equivalent combination of education and experience and a minimum of 7-11 months of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Assistant Personnel Director	Good	\$31,087	\$39,563	\$48,039	54.5%	☒		
City of Stillwater	Human Resources Generalist	Good	\$38,230	\$46,374	\$54,517	42.6%	☐		
City of Manhattan	Human Resources Specialist	Good	\$38,771	\$46,405	\$54,038	39.4%	☒		
O'NET	HR MANAGER	Good	\$39,800	\$70,950	\$102,100	156.5%	☐		
City of Springfield	Risk Management Administrator	Good	\$43,680	\$51,459	\$59,238	35.6%	☐		
City of Little Rock	Employee Services Manager	Good	\$44,394	\$55,493	\$66,591	50.0%	☒		
City of Edmond	Employment and Benefits Manager	Good	\$44,779	\$55,469	\$66,158	47.7%	☒		
City of Bentonville	Human Resources Manager	Good	\$45,490	\$61,412	\$77,334	70.0%	☐		
City of Saint Charles	Senior Human Resources Specialist	Good	\$55,374	\$60,756	\$66,137	19.4%	☒		
NOARK	Human Resources Manager	Good	\$62,053	\$78,627	\$95,201	53.4%	☐		
Average			\$44,366	\$56,651	\$68,935	55.4%			

City of Fayetteville

\$ Difference \$44,068 \$53,094 \$62,121 41.0%
% Difference (\$298) (\$3,557) (\$6,814) -11.0%

Salary Survey Results for City of Fayetteville

HUMAN RESOURCES DIRECTOR

Describe	The incumbent is responsible for planning, organizes and directs the Human Resource program to ensure compliance with all applicable federal, state and local regulations. Ensures the City's Human Resources policies, practices and programs support the City's overall goals and mission. Reports to Operations Director.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and seven years of related experience and/or training; or equivalent combination of education and experience and a minimum of four years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Director of Human Resources	Good					☒		\$56,118
City of North Little Rock	Director - Personnel	Good					☒		\$56,613
City of Joplin	Human Resources Director	Good	\$48,212	\$58,128	\$68,043	41.1%	☒		
City of Blue Springs	Director of Human Resources	Good	\$54,856	\$68,570	\$82,283	50.0%	☒		
City of Edmond	Director of Human Resources	Good	\$58,716	\$72,734	\$86,751	47.7%	☒		
City of Jonesboro	Human Resources Director	Good	\$58,751	\$73,372	\$89,397	52.2%	☒		
City of Manhattan	Director of Human Resources	Good	\$59,821	\$71,667	\$83,512	39.6%	☒		
City of Stillwater	Human Resources Director	Good	\$60,184	\$68,631	\$77,077	28.1%	☒		
City of Springfield	Director of Human Resources	Good	\$64,376	\$73,643	\$82,909	28.8%	☐		
City of Columbia	Director of Human Resources	Good	\$64,856	\$76,694	\$88,531	36.5%	☒		
City of Lee's Summit	Human Resources Manager	Good	\$66,767	\$84,480	\$102,192	53.1%	☒		
NOARK	Human Resources Director	Good	\$69,403	\$81,199	\$92,994	34.0%	☐		
City of Norman	Director of Human Resources	Good	\$70,238	\$83,181	\$96,124	36.9%	☒		
City of Little Rock	Director of Human Resources	Identical	\$74,606	\$93,258	\$111,909	50.0%	☒		
City of Saint Charles	Human Resources Director	Good	\$77,466	\$84,995	\$92,523	19.4%	☒		
Average			\$63,712	\$76,196	\$88,788	39.4%			\$56,366

City of Fayetteville

\$ Difference	\$59,293	\$71,438	\$83,582	
% Difference	(\$4,419)	(\$4,758)	(\$5,206)	
	-7.5%	-6.7%	-6.2%	

Salary Survey Results for City of Fayetteville

INFORMATION TECHNOLOGIES MANAGER/IT DIRECTOR

Describe

The IT Manager provides oversight for IT functions consistent with best practices for cities of comparable size and complexity. The IT Manager is responsible to provide administrative and technical management in developing, organizing, also managing the City's information technology infrastructure. This position is the head of the Information Technology Division within the Finance Department. Reports to the Finance Department. Responsible for budget.

Quals

Bachelor's degree (B.A. or B.S.) and seven years of related experience and/or training; or equivalent combination of education and experience including four years of management experience. Supervises 18-20 personnel.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Director of Information Systems	Good	\$50,652	\$61,048	\$71,444	41.0%	☒		
City of Jonesboro	Info Systems Director	Good	\$53,226	\$64,850	\$80,989	52.2%	☒		
City of Blue Springs	Manager - Information Services	Good	\$59,792	\$74,741	\$89,689	50.0%	☒		
City of Stillwater	Information Services Director	Good	\$60,184	\$68,631	\$77,077	28.1%	☒		
City of Saint Charles	Information Technology Director	Good	\$64,209	\$70,447	\$76,685	19.4%	☒		
City of Columbia	Director of Information Services	Good	\$64,856	\$76,694	\$88,531	36.5%	☒		
City of Lee's Summit	Chief Technology Officer	Good	\$66,767	\$84,480	\$102,192	53.1%	☒		
City of Norman	Information Systems Manager	Good	\$66,872	\$79,195	\$91,518	36.9%	☒		
City of Edmond	Director of Management Information Services	Good	\$67,914	\$84,127	\$100,340	47.7%	☒		
City of Springfield	Director of Information Technology	Good	\$71,926	\$82,222	\$92,518	28.6%	☐		
City of Little Rock	Director of Information Technology	Good	\$74,606	\$93,258	\$111,909	50.0%	☒		
NOARK	Operations Manager (IS)	Good	\$74,998	\$95,898	\$116,797	55.7%	☐		
Average			\$64,667	\$77,966	\$91,641	41.7%			

City of Fayetteville

\$ Difference (\$2,797) \$87,215 (\$4,426)
% Difference -4.5% -4.6% -5.1%

Salary Survey Results for City of Fayetteville

INSPECTOR/COMMERCIAL & RESIDENTIAL

Describe	The position is highly technical and is responsible for inspecting residential and commercial buildings for conformance to building, energy, accessibility, electrical, mechanical, natural gas, and plumbing code requirements. Position reviews permit applications, drawings, and specifications for code and ordinance violations; confirms compliance through inspections; approves remedies and authorizes permits to be issued.
Quals	High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Drivers License. Ability to obtain ICC certification as a Combination Inspector within three years of employment; Arkansas State Plumbing inspector license within one year and Arkansas State Mechanical inspector license within one year of employment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Little Rock	Inspector (Plumbing, Building, Electrical, Gas, Mechanical)	Good	\$24,738	\$30,923	\$37,107	50.0%	☐		
ONET	CONSTRUCTION & BUILDING INSPECTOR	Good	\$25,000	\$36,450	\$47,900	91.6%	☐		
State of Arkansas	Construction Inspector	Good	\$25,897	\$37,738	\$49,578	91.4%	☐		
City of North Little Rock	Chief Inspector (building, electrical, plumbing & gas)	Good	\$26,399	\$33,157	\$39,914	51.2%	☐		
City of St. Joseph	Inspector (Electrical, Building, Plumbing, Mechanical)	Good	\$28,195	\$34,144	\$40,092	42.2%	☐		
City of Jonesboro	Inspector		\$29,427	\$35,854	\$44,777	52.2%	☐		
City of Springfield	Housing and Zoning Inspector	Good	\$30,410	\$35,932	\$41,454	36.3%	☐		
City of Columbia	Senior Building Inspector	Good	\$32,758	\$38,735	\$44,712	36.5%	☐		
City of Lee's Summit	Building Inspector	Good	\$34,213	\$43,477	\$52,740	54.2%	☐		
City of Edmond	Building Inspector	Good	\$35,083	\$43,458	\$51,833	47.7%	☐		
City of Saint Charles	Housing Inspector	Good	\$41,187	\$46,629	\$52,070	26.4%	☐		
City of Norman	Building Inspector	Good	\$41,374	\$48,999	\$56,623	36.9%	☐		
City of Florissant	Building, Street, and Housing Inspector	Good	\$41,496	\$44,294	\$47,091	13.5%	☐		
Average			\$32,014	\$39,214	\$46,607	45.6%			

City of Fayetteville			\$34,566	\$41,645	\$48,725	41.0%			
	\$ Difference		\$2,552	\$2,431	\$2,118				
	% Difference		7.4%	5.8%	4.3%				

Salary Survey Results for City of Fayetteville

INSPECTOR/RESIDENTIAL

Descrip This technical position is responsible for inspecting residential dwelling units for conformance to building, energy, accessibility, mechanical, electrical, natural gas, and plumbing code requirements. Position requires competence in enforcement of State Laws, City Ordinances, and adopted Codes, by recognizing unsafe and unhealthy violations and approving remedies recognized by the codes.

Quals High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Drivers License. Ability to obtain ICC Residential Combination Inspector certification within three years of employment; and Arkansas State Plumbing and Mechanical Inspector licenses within one year of employment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	CONSTRUCTION & BUILDING INSPECTOR	Fair	\$25,000	\$36,450	\$47,900	91.6%	☐		
State of Arkansas	Construction Inspector	Good	\$25,897	\$37,738	\$49,578	91.4%	☐		
City of North Little Rock	Chief Building Inspector	Good	\$26,399	\$33,157	\$39,914	51.2%	☐		
City of Manhattan	Housing Inspector	Good	\$27,726	\$33,145	\$38,563	39.1%	☐		
City of Joplin	Building Inspector	Good	\$29,424	\$34,498	\$39,572	34.5%	☐		
City of Jonesboro	Inspector	Good	\$29,427	\$35,854	\$44,777	52.2%	☐		
City of Columbia	Building Inspector	Good	\$29,725	\$35,145	\$40,564	36.5%	☐		
City of Blue Springs	Building Inspector	Good	\$30,007	\$37,510	\$45,012	50.0%	☐		
City of Stillwater	Building Inspector	Good	\$30,160	\$36,598	\$43,035	42.7%	☐		
City of Lee's Summit	Inspector	Good	\$31,480	\$39,873	\$48,265	53.3%	☐		
City of College Station	Combination Inspector	Good	\$31,616	\$37,991	\$44,366	40.3%	☐		
City of Springfield	Residential Construction and Zoning Inspector	Good	\$32,760	\$38,792	\$44,824	36.8%	☐		
City of Nonnan	Construction Inspector	Good	\$40,084	\$47,471	\$54,857	36.9%	☐		
Average			\$29,977	\$37,248	\$44,710	49.1%			

City of Fayetteville

\$ Difference \$31,050 \$37,410 \$43,769 41.0%
% Difference 3.5% 0.4% -2.1%

Salary Survey Results for City of Fayetteville

LEAD COURT CLERK

Descrip Assists in courtroom during arraignments and sentencing and occasionally fills in when Chief Clerk is not available. Prepares paperwork for court arraignments, data entry (final dispositions, payments, etc.) maintains time sheets for division, solving problems, and any duties necessary to keep court operating smoothly. Reports to Chief Clerk.

Quals	High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Notary Public.								
Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of St. Joseph	Senior Court Services Representative	Good	\$25,446	\$30,815	\$36,184	42.2%	☐		
City of Blue Springs	Municipal Court Administrator	Good	\$27,530	\$34,413	\$41,295	50.0%	☐		
State of Arkansas	Court Reporter	Fair	\$27,629	\$40,225	\$52,820	91.2%	☐		
City of Stillwater	Deputy Court Clerk	Good	\$28,434	\$34,497	\$40,560	42.6%	☐		
City of Little Rock	Chief Court Clerk	Good	\$29,829	\$37,287	\$44,744	50.0%	☒		
City of Norman	Deputy Court Clerk II	Good	\$30,579	\$36,214	\$41,849	36.9%	☐		
City of Lee's Summit	Court Services Officer	Good	\$31,480	\$39,873	\$48,265	53.3%	☐		
Average			\$28,704	\$36,189	\$43,674	52.2%			

City of Fayetteville

\$ Difference \$30,191 \$36,375 \$42,558 41.0%
% Difference \$1,487 \$186 (\$1,116) -2.6%

Salary Survey Results for City of Fayetteville

LEAD DISPATCHER

Describe

The incumbent must be able to make decisions and work independently on multiple tasks assigned. Provides direct supervision for a shift of five dispatchers. Must have a good understanding of the technical aspect of the dispatch center and be able to troubleshoot equipment problems arising during the shift. Deals directly with police and fire supervisors and addresses issues with these supervisors as necessary. Major responsibilities include scheduling, involvement in the hiring process, evaluations, disciplinary action for employees and some purchasing responsibilities along with other assigned duties.

Quals

High school diploma or GED and three years of related experience and/or training; or equivalent combination of education and experience and a minimum of 1-6 months of management experience. The incumbent must be licensed to operate the ACIC Level II, NIMS Certified Training Officer.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Telecommunications Supervisor	Good	\$24,131	\$35,340	\$46,548	92.9%	☐		
City of St. Joseph	Communications Coordinator	Good	\$26,786	\$32,438	\$38,089	42.2%	☐		
City of Little Rock	Communications Shift Supervisor	Good	\$26,962	\$33,703	\$40,443	50.0%	☐		
City of Stillwater	Police Dispatcher II	Good	\$27,602	\$33,488	\$39,374	42.6%	☐		
City of Joplin	Public Safety Communications Supervisor	Good	\$29,424	\$34,498	\$39,572	34.5%	☒		
City of Jonesboro	Shift Leader	Good	\$29,427	\$35,854	\$44,777	52.2%	☐		
City of Springfield	Senior 911 Telecommunicator	Good	\$30,410	\$35,932	\$41,454	36.3%	☐		
City of Edmond	Communications Shift Leader	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
City of Blue Springs	Dispatcher Supervisor	Good	\$32,708	\$40,886	\$49,063	50.0%	☐		
City of Lee's Summit	Lead Communications Specialist	Good	\$34,213	\$43,477	\$52,740	54.2%	☐		
City of Columbia	Communications Supervisor	Good	\$34,399	\$40,675	\$46,950	36.5%	☐		
City of Norman	Communications Supervisor	Good	\$36,138	\$42,798	\$49,457	36.9%	☐		
City of College Station	Communications Supervisor	Fair	\$38,626	\$46,374	\$54,122	40.1%	☐		
Average			\$30,938	\$38,025	\$45,303	46.4%			

City of Fayetteville

\$ Difference	\$32,768	\$39,480	\$46,191	41.0%
% Difference	\$1,830	\$1,455	\$888	1.9%

Salary Survey Results for City of Fayetteville

MAINTENANCE CREW LEADER

Descrp The incumbent is responsible for ensuring the city buildings are maintained in an efficient and safe manner. Works with custodian and maintenance workers to ensure all mechanical aspects of the building are in good working condition. Orders supplies and parts as needed.

Quals High school diploma or GED and four years of related experience and/or training; or equivalent combination of education and experience and a minimum of 12-18 months of management experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	IST LINE SUPERVISOR/MGR MECH. INSTALLER	Fair	\$25,200	\$45,500	\$65,800	161.1%	☐		
City of Little Rock	Park Maintenance and Development Foreman	Good	\$26,962	\$33,703	\$40,443	50.0%	☐		
City of St. Joseph	Maintenance Technician	Good	\$28,405	\$34,398	\$40,391	42.2%	☐		
City of North Little Rock	Maintenance Specialist	Good	\$28,741	\$36,372	\$44,002	53.1%	☐		
City of College Station	Crew Leader	Good	\$29,058	\$34,892	\$40,726	40.2%	☐		
State of Arkansas	Maintenance Systems Supervisor	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
City of Stillwater	Senior Maintenance Worker	Good	\$30,160	\$36,598	\$43,035	42.7%	☐		
City of Manhattan	Maintenance Crew Leader I	Good	\$30,472	\$36,473	\$42,474	39.4%	☐		
City of Edmond	Facility Maintenance Technician II	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
City of Lee's Summit	Lead Building Maintenance Worker	Good	\$34,213	\$43,477	\$52,740	54.2%	☐		
City of Norman	Crew Chief	Good	\$35,010	\$41,462	\$47,913	36.9%	☐		
Average			\$29,908	\$38,599	\$47,290	58.1%			

City of Fayetteville

\$ Difference \$31,909 \$38,445 \$44,980 41.0%
% Difference 6.3% -0.4% -5.1%

Salary Survey Results for City of Fayetteville

MAINTENANCE WORKER II

Descrip This position is responsible for semi-skilled physical labor and operation of light duty equipment in the maintenance and repair of City park facilities. May operate weed eaters, riding mowers, bush hog, and pickup trucks.

Quals High school diploma or GED and 7-11 months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	GROUND, MAINTENANCE WORKER	Fair	\$12,300	\$30,500	\$48,700	295.9%	☐		
State of Arkansas	Maintenance Worker II	Good	\$13,399	\$18,979	\$24,559	83.3%	☐		
University of Arkansas	Maintenance Worker I	Good	\$13,399	\$19,244	\$25,089	87.2%	☐		
City of Stillwater	Maintenance Worker I	Good	\$18,262	\$22,131	\$26,000	42.4%	☐		
City of College Station	Public Service Worker	Good	\$19,427	\$22,807	\$26,187	34.8%	☐		
City of Little Rock	Parks Maintenance Worker	Good	\$19,525	\$23,171	\$26,816	37.3%	☐		
City of Joplin	Laborer I	Good	\$19,818	\$23,238	\$26,657	34.5%	☐		
City of Manhattan	Maintenance Worker I	Good	\$19,843	\$23,723	\$27,602	39.1%	☐		
City of Columbia	Maintenance Assistant I	Good	\$20,421	\$23,954	\$27,487	34.6%	☐		
City of Springfield	Maintenance Worker	Good	\$20,821	\$24,420	\$28,018	34.6%	☐		
City of Norman	Maintenance Worker I	Good	\$22,638	\$26,811	\$30,983	36.9%	☐		
NOARK	Maintenance II	Good	\$25,943	\$32,102	\$38,261	47.5%	☐		
Average			\$18,816	\$24,256	\$29,697	57.8%			

City of Fayetteville

\$ Difference \$18,726 \$22,561 \$26,396 41.0%
% Difference -0.5% -7.5% -12.5%

Salary Survey Results for City of Fayetteville

MAINTENANCE WORKER III

Descrip The incumbent is responsible for performing street repairs and improvements, including preparation of streets prior to overlay of new asphalt. Use of heavy equipment to mill, load and unload, and roll asphalt. Drives Dump Truck.

Quals High school diploma or GED and 12-18 months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License- Class B CDL.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	Grounds Maintenance Worker	Fair	\$12,300	\$30,500	\$48,700	295.9%	☐		
University of Arkansas	Maintenance Worker II	Good	\$13,399	\$19,455	\$25,511	90.4%	☐		
City of North Little Rock	Maintenance Worker	Good	\$19,802	\$24,848	\$29,893	51.0%	☐		
City of Little Rock	Skilled Laborer	Good	\$20,646	\$24,898	\$29,149	41.2%	☐		
City of Joplin	Laborer II	Good	\$20,829	\$24,417	\$28,005	34.5%	☐		
City of Springfield	Lead Maintenance Worker	Good	\$21,923	\$25,657	\$29,390	34.1%	☐		
City of Columbia	Maintenance Assistant II	Good	\$22,402	\$26,336	\$30,270	35.1%	☐		
City of Stillwater	Maintenance Worker II	Good	\$22,464	\$27,238	\$32,011	42.5%	☐		
City of Jonesboro	Equipment Operator II	Good	\$25,375	\$30,917	\$38,611	52.2%	☐		
NOARK	Maintenance III	Good	\$35,752	\$42,316	\$48,879	36.7%	☐		
Average			\$21,489	\$27,658	\$34,042	58.4%			

City of Fayetteville

\$ Difference \$20,483 \$24,679 \$28,874 41.0%
% Difference (\$1,006) (\$2,979) (\$5,168) -17.9%

Salary Survey Results for City of Fayetteville

MAINTENANCE WORKER IV - WATER LICENSE

Descip The incumbent is responsible for operating equipment, assists others in finishing tasks, and drive dump trucks in a safe manner. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City. Operates backhoe and similar heavy equipment.

Quals High school diploma or GED and two years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Commercial Driver's License. Area assignment may require tanker endorsement, Confined Space, Trench Safety, Trench Shoring, Arkansas Grade III Water Distribution License. Arkansas Highway Work Zone Traffic Safety, Arkansas Class I Wastewater License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	Grounds, Maintenance Worker	Fair	\$12,300	\$30,500	\$48,700	295.9%	☐		
City of St. Joseph	Laborer	Good	\$22,975	\$27,823	\$32,670	42.2%	☐		
City of Columbia	Utility Maintenance Mechanic I	Good	\$23,464	\$27,621	\$31,778	35.4%	☐		
City of Manhattan	Water Service Worker II	Good	\$24,003	\$28,694	\$33,384	39.1%	☐		
City of Edmond	Maintenance Worker II	Good	\$25,609	\$31,723	\$37,837	47.7%	☐		
Average			\$21,670	\$29,272	\$36,874	70.2%			

City of Fayetteville

\$ Difference	\$23,540	\$28,361	\$33,182	41.0%
% Difference	\$1,870	(\$911)	(\$3,692)	-11.1%

Salary Survey Results for City of Fayetteville

METER READER

Descrip The incumbent is responsible for reading water meters in a timely, accurate and efficient manner. Job involves operation of a motor vehicle and hand held computer. Assists with turn-ons and turnoffs and performs minor meter maintenance as needed.

Quals High school diploma or GED and 1-6 months of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	METER READER, UTILITIES	Good	\$13,200	\$25,600	\$38,000	187.9%	☐		
City of Little Rock	Meter Reader	Good	\$20,646	\$24,898	\$29,149	41.2%	☐		
City of Manhattan	Meter Reader	Good	\$20,800	\$24,835	\$28,870	38.8%	☐		
City of Blue Springs	Meter Reader	Identic	\$21,258	\$26,573	\$31,887	50.0%	☐		
City of Columbia	Meter Reader	Identic	\$22,402	\$26,336	\$30,270	35.1%	☐		
City of Stillwater	Meter Reader	Identic	\$22,464	\$27,238	\$32,011	42.5%	☐		
City of Norman	Meter Reader	Identic	\$22,638	\$26,811	\$30,983	36.9%	☐		
City of Edmond	Meter Reader	Identic	\$23,380	\$28,961	\$34,542	47.7%	☐		
City of Lee's Summit	Meter Reader	Good	\$24,713	\$30,993	\$37,273	50.8%	☐		
City of North Little Rock	Meter Reader (Electric)	Fair	\$26,642	\$32,854	\$39,065	46.6%	☐		
City of Saint Charles	Meter Reader	Good	\$33,807	\$36,507	\$39,206	16.0%	☐		
Average			\$22,905	\$28,328	\$33,751	47.4%			

City of Fayetteville

\$ Difference (\$2,422) \$28,874 (\$4,877) 41.0%
% Difference -11.8% -14.8% -16.9%

Salary Survey Results for City of Fayetteville

NETWORK ENGINEER

Descrip

The incumbent is responsible for performing technical and analytical work in the development of Information Technology systems to meet the information needs of all City Divisions. Design, implement, maintain and troubleshoot all network infrastructures to further help departments more efficiently utilize information technology resources. Reports to the IT Manager.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience. Novell Certified Network Administrator, Cisco Certified Network Administrator, Microsoft Certified Professional. Valid Arkansas Drivers' License is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	SOFTWARE COMPUTER ENGINEER	Good	\$35,300	\$65,000	\$94,700	168.3%	☐		
State of Arkansas	Computer Applications Manager	Good	\$40,277	\$58,653	\$77,029	91.2%	☒		
City of Lee's Summit	Network Administrator	Good	\$40,570	\$51,892	\$63,214	55.8%	☐		
City of St. Joseph	Network Services Manager	Good	\$41,108	\$49,781	\$58,454	42.2%	☒		
City of Little Rock	Network Analyst	Good	\$41,624	\$52,030	\$62,436	50.0%	☒		
City of Blue Springs	Network Manager	Good	\$42,359	\$52,949	\$63,538	50.0%	☐		
City of North Little Rock	Data Processing Manager	Good	\$43,444	\$56,322	\$69,199	59.3%	☒		
City of College Station	Network Systems Analyst	Good	\$43,514	\$53,280	\$63,045	44.9%	☐		
City of Norman	Network Administrator	Good	\$44,684	\$52,919	\$61,153	36.9%	☒		
City of Manhattan	Information Systems Manager	Good	\$44,762	\$53,602	\$62,442	39.5%	☒		
City of Edmond	Computer/Network Specialist	Good	\$44,779	\$55,469	\$66,158	47.7%	☐		
NOARK	Network Engineer	Good	\$51,532	\$66,322	\$81,111	57.4%	☐		
City of Saint Charles	Management Information Coordinator	Good	\$58,318	\$63,986	\$69,653	19.4%	☒		
Average			\$44,021	\$56,323	\$68,626	55.9%			

City of Fayetteville

\$ Difference \$46,646 \$56,199 \$65,753 41.0%
% Difference 5.6% -0.2% -4.4%

Salary Survey Results for City of Fayetteville

OFFICE MANAGER

Descrip The incumbent is responsible for providing clerical, administrative and secretarial support by assisting the department manager and other personnel by planning and organizing the day to day operations of the office. Supervises, plans and directs the work of office clerical staff. Organizes the day to day operation of the office. Participates in hiring and displaying two clerical staff.

Quals High school diploma or GED plus specialized training and two years of related experience and/or training; or equivalent combination of education and experience and a minimum of 12-18 months of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Receptionist	Good	\$15,651	\$22,783	\$29,915	91.1%	☐		
City of Little Rock	Office Assistant III	Good	\$20,799	\$25,999	\$31,199	50.0%	☐		
City of Jonesboro	Office Manager	Good	\$26,660	\$32,482	\$40,566	52.2%	☐		
State of Arkansas	Office Manager	Good	\$27,629	\$40,225	\$52,820	91.2%	☒		
City of Stillwater	Electric Office Manager	Good	\$28,434	\$34,497	\$40,560	42.6%	☐		
City of St. Joseph	Administrative Aide	Good	\$30,584	\$37,037	\$43,489	42.2%	☐		
City of North Little Rock	Office Manager (Police Dept.)	Good	\$31,087	\$39,563	\$48,039	54.5%	☐		
City of Edmond	Administrative Supervisor	Good	\$31,373	\$38,863	\$46,353	47.7%	☐		
City of Lee's Summit	Administrative Specialist	Good	\$31,480	\$39,873	\$48,265	53.3%	☐		
City of Norman	Administrative Technician IV	Good	\$31,565	\$37,382	\$43,199	36.9%	☐		
O'NET	ADMIN SERVICES MANAGER	Good	\$33,500	\$64,900	\$96,300	187.5%	☐		
NOARK	Office Manager	Good	\$34,816	\$44,889	\$54,961	57.9%	☐		
Average			\$28,631	\$38,208	\$47,972	67.6%			

City of Fayetteville

\$ Difference \$30,191 \$36,375 \$42,558 41.0%
% Difference \$1,560 (\$1,833) (\$5,414)
 5.2% -5.0% -12.7%

Salary Survey Results for City of Fayetteville

PARKING ENFORCEMENT OFFICER

Describe	The incumbent is responsible for issuing parking citations. May perform work or maintenance on parking meters. May assist with cleaning parking areas.									
Quals	High school diploma or GED and 12-18 months of related experience and/or training; or equivalent combination of education and experience.									
Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay	
State of Arkansas	Parking Control Officer	Good	\$14,698	\$21,391	\$28,083	91.1%	☐			
City of Little Rock	Parking Enforcement Technician	Good	\$19,247	\$24,059	\$28,871	50.0%	☐			
City of Joplin	Parking Monitor	Good	\$19,818	\$23,238	\$26,657	34.5%	☐			
City of Stillwater	Parking Control Officer	Good	\$19,947	\$24,191	\$28,434	42.5%	☐			
City of Manhattan	Parking Control Officer	Good	\$20,800	\$24,835	\$28,870	38.8%	☐			
City of St. Joseph	Parking Control Technician	Good	\$20,872	\$25,276	\$29,679	42.2%	☐			
City of Columbia	Parking Enforcement Officer	Identical	\$21,391	\$25,121	\$28,850	34.9%	☐			
City of College Station	Parking Enforcement Officer	Good	\$21,965	\$25,782	\$29,598	34.8%	☐			
City of Norman	Parking Service Officer	Good	\$22,638	\$26,811	\$30,983	36.9%	☐			
City of Lee's Summit	Parking Control Officer	Good	\$26,755	\$33,665	\$40,575	51.7%	☐			
Average			\$20,813	\$25,437	\$30,060	44.4%				

City of Fayetteville

\$ Difference	\$22,681	\$27,326	\$31,971	41.0%
% Difference	\$1,868	\$1,889	\$1,911	6.0%
	8.2%	6.9%	6.0%	

Salary Survey Results for City of Fayetteville

PARKS & REC DIRECTOR

Descrp The incumbent is responsible for overseeing a comprehensive parks and recreation program that meets the needs of the citizens. Executive position in charge of the Parks and Recreation Department.

Quals Bachelors Degree (B.A. or B.S.) or university program certificate and five years of related experience and/or training; or equivalent combination of education and experience including four years of management experience. Must possess a valid Arkansas Driver's License. Certified Parks and Recreation Professional as designated by National Recreation and Parks Association preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Director of Parks and Recreation	Good					☒		\$61,755
City of North Little Rock	Director - Parks and Recreation	Good					☒		\$69,396
City of Bentonville	Parks Director	Good	\$49,130	\$66,321	\$83,512	70.0%	☐		
City of Joplin	Parks and Recreation Director	Good	\$55,915	\$67,342	\$78,768	40.9%	☒		
City of Edmond	Director of Parks and Recreation	Identical	\$58,716	\$72,734	\$86,751	47.7%	☒		
City of Jonesboro	Director of Parks	Good	\$58,751	\$72,583	\$89,397	52.2%	☒		
City of Stillwater	Parks, Events, and Recreation Director	Good	\$62,295	\$70,742	\$79,189	27.1%	☒		
City of Manhattan	Director of Parks and Recreation	Good	\$62,774	\$75,223	\$87,672	39.7%	☒		
City of Blue Springs	Director of Parks and Recreation	Good	\$65,174	\$81,468	\$97,761	50.0%	☒		
City of Columbia	Director of Parks and Recreation	Good	\$68,097	\$80,531	\$92,964	36.5%	☒		
City of Norman	Director of Parks and Recreation	Good	\$70,238	\$83,181	\$96,124	36.9%	☒		
City of Springfield	Director of Parks and Recreation	Good	\$71,926	\$82,222	\$92,518	28.6%	☐		
City of Little Rock	Director of Parks and Recreation	Good	\$74,606	\$93,258	\$111,909	50.0%	☒		
City of Saint Charles	Parks Director	Good	\$80,591	\$88,344	\$96,096	19.2%	☒		
Average			\$64,851	\$77,829	\$91,055	40.4%			\$65,576

City of Fayetteville

\$ Difference \$59,283 \$71,438 \$83,582
% Difference -9.4% -8.9% -8.9%

Salary Survey Results for City of Fayetteville

PARKS MAINT SUPERINTENDENT

Descrip	The incumbent is responsible for the planning and administration of a maintenance program for the Parks and Recreation Division. The work includes management of programs for turf grass, urban forestry, horticulture, public lands, swimming pool, park facilities, and capital improvements. This position plans, schedules and supervises maintenance employees. Reports to the Director of Parks and Recreation.
Quals	Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience of two years of management experience. National Playground Safety Inspectors Certification preferred. Certified Pool Operator preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	1st Line Supervisor, Lawn & Groundskeeping	Good	\$22,800	\$36,600	\$50,400	121.1%	☐		
City of North Little Rock	Parks Maintenance Superintendent	Good	\$34,579	\$44,315	\$54,051	56.3%	☒		
City of Joplin	Parks Maintenance Supervisor	Good	\$37,663	\$45,440	\$53,217	41.3%	☒		
City of Joesboro	Parks Maintenance Superintendent	Good	\$37,669	\$45,896	\$57,318	52.2%	☐		
State of Arkansas	Park Superintendent V	Good	\$37,840	\$55,091	\$72,342	91.2%	☒		
City of Blue Springs	Parks Maintenance Superintendent	Good	\$38,861	\$48,576	\$58,291	50.0%	☐		
City of St. Joseph	Superintendent of Parks	Good	\$41,108	\$49,781	\$58,454	42.2%	☒		
City of Columbia	Parks Superintendent	Good	\$41,810	\$49,440	\$57,069	36.5%	☒		
City of Little Rock	Parks Maintenance Manager	Good	\$44,394	\$55,493	\$66,591	50.0%	☒		
City of Manhattan	Parks Superintendent	Good	\$44,762	\$53,602	\$62,442	39.5%	☒		
City of Edmond	Parks Superintendent	Good	\$44,779	\$55,469	\$66,158	47.7%	☐		
City of Lee's Summit	Superintendent of Parks	Good	\$48,356	\$62,254	\$76,151	57.5%	☒		
City of Florissant	Parks Superintendent	Good	\$52,936	\$56,639	\$60,341	14.0%	☒		
City of Norman	Parks and Recreation Superintendent	Good	\$56,290	\$66,664	\$77,037	36.9%	☒		
City of Saint Charles	Parks Maintenance Foreman		\$58,318	\$63,928	\$69,538	19.2%	☐		
Average			\$42,811	\$52,612	\$62,627	46.3%			

City of Fayetteville

\$ Difference \$44,068 \$53,094 \$62,121 41.0%
% Difference \$1,257 \$482 (\$506)
% Difference 2.9% 0.9% -0.8%

Salary Survey Results for City of Fayetteville

PLANNER

Descrp

The incumbent is responsible for reviewing development and zoning applications for compliance with City ordinances and policies. Presents staff recommendations to City government. Facilitates appropriate development in accordance with City regulations and answer the public's questions as needed.

Quals

Bachelor's degree (B.A. or B.S.) in a related field from four year college or university and 12-18 months of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	Urban and Regional Planner	Good	\$20,800	\$39,950	\$59,100	184.1%	☐		
City of Springfield	Assistant City Planner	Good	\$25,251	\$29,911	\$34,570	36.9%	☐		
City of North Little Rock	City Planner	Good	\$32,802	\$41,922	\$51,041	55.6%	☒		
City of Little Rock	Planner II	Good	\$33,836	\$42,295	\$50,754	50.0%	☒		
City of Edmond	Planner		\$35,083	\$43,458	\$51,833	47.7%	☐		
City of Blue Springs	Planner	Good	\$35,652	\$44,566	\$53,479	50.0%	☐		
City of Joplin	Municipal Planner	Good	\$35,849	\$43,251	\$50,652	41.3%	☒		
City of Columbia	Planner	Good	\$36,115	\$42,708	\$49,300	36.5%	☒		
City of Manhattan	Planner II	Good	\$36,941	\$44,200	\$51,459	39.3%	☒		
City of Lee's Summit	Planner	Good	\$37,232	\$47,468	\$57,704	55.0%	☐		
City of Jonesboro	Sr. Planner	Good	\$37,669	\$45,896	\$57,318	52.2%	☐		
City of Norman	Planner I	Good	\$38,667	\$45,792	\$52,917	36.9%	☐		
City of Saint Charles	Planner	Good	\$46,542	\$51,065	\$55,588	19.4%	☒		
Average			\$34,803	\$43,268	\$51,978	49.3%			

City of Fayetteville

\$ Difference \$38,695 \$46,621 \$54,546 41.0%
% Difference 10.1% 7.2% 4.7%

Salary Survey Results for City of Fayetteville

POLICE CAPTAIN

Descrip Under the direction of the Deputy Chief, the incumbent is responsible for the daily operational functions of the Fayetteville Police Department. Provides day to day operations oversight to various divisions including vehicle, bicycle and motor patrols, detective, narcotics, firearms, and K-9. Law enforcement procedures, state and federal laws, civil service rules and regulations and department policy and procedures govern this position. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.

Quals High School graduation or passed the General Education Development (GED) with at least eight (8) years continuous experience as a Fayetteville Police Officer, three (3) years of which have been in the capacity of a Lieutenant immediately preceding the date of the promotional exam and two (2) years of continuous experience as a Sergeant, (minimum of five years of general experience and five years of management experience). Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License and hold a current certified police officer certification. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Manhattan	Place Matching Title Here	No Ma							
City of Jonesboro	Police Captain	Good	\$48,220	\$58,751	\$73,372	52.2%	☒		
City of Springfield	Police Captain	Good	\$49,899	\$59,582	\$69,264	38.8%	☐		
City of Blue Springs	Captain	Good	\$50,326	\$62,908	\$75,489	50.0%	☒		
City of Columbia	Police Captain	Good	\$50,342	\$59,523	\$68,704	36.5%	☒		
City of St. Joseph	Police Commander	Good	\$51,269	\$58,697	\$66,125	29.0%	☐		
City of Norman	Place Matching Title Here	Good	\$53,143	\$62,937	\$72,730	36.9%	☐		
City of Little Rock	Police Captain	Good	\$54,778	\$68,473	\$82,167	50.0%	☒		
City of Lee's Summit	Police Captain	Good	\$55,020	\$66,705	\$78,389	42.5%	☐		
City of Stillwater	Police Captain	Good	\$61,402	\$64,865	\$68,328	11.3%	☐		
City of North Little Rock	Police Captain	Good	\$63,059	\$67,340	\$71,620	13.6%	☒		
City of Florissant	Police Captain	Good	\$69,888	\$72,717	\$75,546	8.1%	☒		
City of Saint Charles	Police Captain	Good	\$74,347	\$81,570	\$88,792	19.4%	☒		
Average			\$56,808	\$65,339	\$74,211	30.6%			

City of Fayetteville

\$ Difference \$52,474 \$61,867 \$71,261 35.8%
% Difference (\$4,334) (\$3,472) (\$2,950) -4.1%

Salary Survey Results for City of Fayetteville

POLICE CHIEF

Describe

The incumbent is responsible for planning, organizing and directing activities of the Fayetteville Police Department to ensure effective enforcement of laws and ordinances. The Police Chief performs the functions and duties specified and set forth by City ordinance and civil service rules and regulations, as well as conduct responsibilities pursuant to state statutes and other related work as required under the general direction of the Mayor and City Council. Law enforcement procedures, state and federal laws and department policy and procedures govern this position.

Quals

Bachelor's degree (B.A. or B.S.) in Criminal Justice, Political Science, Public Administration or Management and eleven (11) plus years of related general experience and/or training; or equivalent combination of education and experience and a minimum of nine (9) years of management experience. Advanced law enforcement management or executive development schooling such as the University of Arkansas Criminal Justice Institute, FBI National Academy, Police Executive Research Forum, Senior Management Institute, or similar school is desirable. Must possess a valid Arkansas Driver's License; State certification as a commissioned law enforcement officer in the State of Arkansas is required; must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Florissant	Chief of Police	Identic					☒		\$90,709
City of North Little Rock	Police Chief	Identic					☒		\$84,554
City of Bentonville	Police Chief	Good	\$57,075	\$74,204	\$91,333	60.0%	☐		
City of Joplin	Police Chief	Identic	\$58,743	\$70,724	\$82,705	40.8%	☒		
City of Jonesboro	Police Chief	Good	\$64,850	\$79,014	\$98,678	52.2%	☒		
City of Edmond	Police Chief	Identic	\$67,914	\$84,127	\$100,340	47.7%	☒		
City of Stillwater	Police Chief	Identic	\$69,686	\$79,717	\$89,748	28.8%	☒		
City of Blue Springs	Chief of Police	Identic	\$71,039	\$88,799	\$106,559	50.0%	☒		
City of Columbia	Police Chief	Identic	\$71,508	\$84,556	\$97,604	36.5%	☒		
City of Springfield	Police Chief	Good	\$71,926	\$82,222	\$92,518	28.6%	☐		
City of Norman	Police Chief	Identic	\$75,075	\$88,910	\$102,744	36.9%	☒		
City of Lee's Summit	Chief of Police	Identic	\$75,849	\$96,577	\$117,305	54.7%	☒		
City of Little Rock	Chief of Police	Identic	\$77,758	\$97,198	\$116,637	50.0%	☒		
City of College Station	Police Chief	Identic	\$78,979	\$100,708	\$122,437	55.0%	☒		
City of Saint Charles	Police Chief	Identic	\$86,837	\$95,275	\$103,712	19.4%	☒		
Average			\$71,326	\$86,310	\$101,717	42.6%			\$87,632

City of Fayetteville

\$ Difference (\$1,171) \$98,893 41.0%
(\$2,824)
% Difference -1.7% -2.1% -2.9%

Salary Survey Results for City of Fayetteville

POLICE CORPORAL

Describe

This position is responsible for field level supervision of patrol officers as well as to provide traffic enforcement and enforcement of all state and city laws. Some of the critical functions of this position include enforcing laws, protecting person(s) and property, investigating criminal activity and preparing reports. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the general enforcement of laws and ordinances.

Quals

High school graduation of passed the General Education Development (GED) with at least three (3) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the date of the promotional exam. Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's license and an Intermediate Police Officer Certificate. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment to be used with this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Corporal	Good	\$30,915	\$36,245	\$41,575	34.5%	☐		
City of Springfield	Police Corporal	Good	\$34,341	\$40,768	\$47,195	37.4%	☐		
City of St. Joseph	Corporal	Good	\$35,023	\$41,227	\$47,430	35.4%	☐		
City of Bentonville	Police Corporal	Good	\$35,795	\$44,032	\$52,269	46.0%	☐		
City of Blue Springs	Corporal	Good	\$38,861	\$48,576	\$58,291	50.0%	☐		
City of Lee's Summit	Master Police Officer	Good	\$42,213	\$51,736	\$61,258	45.1%	☐		
Average			\$36,191	\$43,764	\$51,336	41.8%			

City of Fayetteville

\$ Difference	\$43,652	\$46,042	\$48,432	11.0%
% Difference	\$7,461	\$2,278	(\$2,904)	-6.0%
	17.1%	4.9%		

Salary Survey Results for City of Fayetteville

POLICE LIEUTENANT

Describe

The incumbent is responsible for the supervision and direction of a designated patrol shift for the Fayetteville Police department. Supervises and directs patrol officers, schedules, equipment, conducts investigations and handles public communications. Ensures cost effective scheduling of personnel to areas requiring services and maintains basic police services to the City. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances. May be assigned to lead specialized units involving uniformed and/or non-uniformed personnel.

Quals

High School graduation or passed the General Education Development (GED) with at least seven (7) years continuous experience as a Fayetteville Police Officer, two (2) years of which have been in the capacity of a Sergeant immediately preceding the date of the promotional exam, (minimum of five years of general experience and two years of management experience). Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License and a Certified Law Enforcement Officer Certification. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Joplin	Police Lieutenant	Good	\$39,572	\$47,744	\$55,915	41.3%	☒		
City of Jonesboro	Police Lieutenant	Good	\$39,756	\$48,220	\$60,220	51.5%	☐		
City of Springfield	Police Lieutenant	Good	\$44,844	\$53,477	\$62,109	38.5%	☐		
City of Bentonville	Police Lieutenant	Good	\$44,870	\$57,724	\$70,578	57.3%	☐		
City of St. Joseph	Police Captain	Good	\$47,226	\$54,068	\$60,910	29.0%	☐		
City of Little Rock	Police Lieutenant	Good	\$47,394	\$59,243	\$71,091	50.0%	☐		
City of Lee's Summit	Police Sergeant 2	Good	\$50,306	\$58,922	\$67,538	34.3%	☐		
City of North Little Rock	Police Lieutenant	Good	\$54,148	\$57,850	\$61,552	13.7%	☐		
City of College Station	Police Lieutenant	Good	\$57,179	\$70,044	\$82,909	45.0%	☐		
City of Stillwater	Police Lieutenant	Good	\$59,405	\$60,996	\$62,587	5.4%	☐		
City of Florissant	Police Lieutenant	Good	\$63,003	\$65,073	\$67,142	6.6%	☐		
City of Saint Charles	Police Lieutenant	Good	\$71,225	\$78,146	\$85,066	19.4%	☒		
Average			\$51,577	\$59,292	\$67,301	30.5%			

City of Fayetteville

	\$46,423	\$54,887	\$63,350	36.5%
\$ Difference	(\$5,154)	(\$4,406)	(\$3,951)	
% Difference	-11.1%	-8.0%	-6.2%	

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Salary Survey Results for City of Fayetteville

POLICE OFFICER

Descrip

The Patrol Officer is responsible for the protection of life and property, prevention of crimes, apprehension of criminals and the general enforcement of laws and ordinances. Duties normally consist of routine patrol, preliminary investigation and traffic regulation. Provides a safe environment for citizens and visitors and to answer calls for service ranging from friendly assists to highly stressful and dangerous incidents.

Quals

High school plus specialized training and/or additional college course or technical school; seven to eleven months related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License and an Intermediate Police Officer Certificate. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System), the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center). Must obtain various other certificates to handle specialized equipment to be used with this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Police Officer	Good	\$28,009	\$34,127	\$42,619	52.2%	☐		
City of North Little Rock	Police Officer	Identical	\$29,123	\$37,391	\$45,659	56.8%	☐		
City of Joplin	Police Officer	Identical	\$29,424	\$34,498	\$39,572	34.5%	☐		
City of Bentonville	Police Officer I	Good	\$29,594	\$36,395	\$43,197	46.0%	☐		
City of Stillwater	Police Officer	Identical	\$30,389	\$37,232	\$44,075	45.0%	☐		
City of St. Joseph	Police Officer	Identical	\$31,314	\$37,921	\$44,527	42.2%	☐		
City of Springfield	Police Officer	Good	\$31,554	\$37,170	\$42,786	35.6%	☐		
City of Little Rock	Police Officer	Identical	\$32,136	\$40,024	\$47,912	49.1%	☐		
City of Columbia	Police Officer	Identical	\$32,758	\$38,735	\$44,712	36.5%	☐		
City of Norman	Police Officer	Identical	\$34,515	\$40,876	\$47,237	36.9%	☐		
City of Lee's Summit	Police Officer I	Good	\$35,611	\$41,676	\$47,740	34.1%	☐		
City of Blue Springs	Police Officer I	Good	\$35,652	\$44,566	\$53,479	50.0%	☐		
City of College Station	Police Officer	Identical	\$36,629	\$47,424	\$58,219	58.9%	☐		
City of Saint Charles	Police Officer	Identical	\$45,968	\$55,597	\$65,226	41.9%	☐		
City of Florissant	Police Officer	Good	\$47,008	\$51,116	\$55,224	17.5%	☐		
Average			\$33,979	\$40,983	\$48,146	41.7%			

City of Fayetteville

\$ Difference (\$372) (\$801) (\$1,389)
% Difference -1.1% -2.0% -3.0%

Salary Survey Results for City of Fayetteville

POLICE SERGEANT

Descrip

The primary purpose of this position is to supervise a designated shift of patrol officers. Ensures adequate staffing, identifies training needs, assist with budget requests and needs, monitors officers' activity and prepares performance evaluations. Coordinates response on patrol level and may supervise special assignments or units as directed by the Lieutenant or superior officers. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens and visitors of the City of Fayetteville. This position is responsible for the protection of life and property, prevention of crime, apprehension of criminals and the enforcement of laws and ordinances.

Quals

High School graduation or passed the General Education Development (GED) with at least five (5) years continuous experience as a police officer with the Fayetteville Police Department, immediately preceding the date of the promotional exam. Successful completion of a basic course in law enforcement at an accredited college, university or state recognized law enforcement academy. Must possess a valid Arkansas Driver's License and hold a basic law enforcement certificate. Must possess or obtain a license to operate the AFIS (Automated Fingerprint Identification System) and to access the ACIC (Arkansas Crime Information Center) and the NCIC (National Crime Information Center).

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Jonesboro	Police Sergeant	Good	\$35,854	\$43,685	\$54,556	52.2%	☐		
City of Joplin	Police Sergeant	Good	\$37,663	\$45,440	\$53,217	41.3%	☐		
City of Bentonville	Police Sergeant	Good	\$39,364	\$48,422	\$57,481	46.0%	☐		
City of St. Joseph	Police Sergeant	Identic	\$39,406	\$45,116	\$50,825	29.0%	☐		
City of Springfield	Police Sergeant	Good	\$40,685	\$48,485	\$56,285	38.3%	☐		
City of Columbia	Police Sergeant	Identic	\$41,810	\$49,440	\$57,069	36.5%	☐		
City of Blue Springs	Sergeant	Good	\$42,359	\$52,949	\$63,538	50.0%	☐		
City of Stillwater	Police Sergeant	Good	\$42,786	\$50,045	\$57,304	33.9%	☐		
City of Norman	Police Sergeant	Good	\$45,421	\$53,792	\$62,162	36.9%	☐		
City of Lee's Summit	Police Sergeant I	Good	\$46,054	\$55,188	\$64,321	39.7%	☐		
City of North Little Rock	Police Sergeant	Good	\$47,629	\$50,194	\$52,758	10.8%	☐		
City of Little Rock	Police Sergeant	Good	\$50,349	\$52,096	\$53,842	6.9%	☐		
City of College Station	Police Sergeant	Good	\$52,603	\$60,497	\$68,390	30.0%	☐		
City of Florissant	Police Sergeant	Good	\$56,701	\$58,781	\$60,861	7.3%	☐		
City of Saint Charles	Police Sergeant	Good	\$65,187	\$68,528	\$71,868	10.2%	☐		
Average			\$45,591	\$52,177	\$58,965	29.3%			

City of Fayetteville

\$ Difference \$41,418 \$49,160 \$56,901 37.4%
% Difference (\$4,173) (\$3,017) (\$2,064) -3.6%

Salary Survey Results for City of Fayetteville

POLICE SUPPORT SPECIALIST

Descrip The incumbent receives and transcribes reports of crimes from public; data entry of accidents, arrests, tickets and warrants. Works closely with the District Court and Prosecutor's office; preparing court report and keeping officers up to date on trial dates; taking deposit to bank and entering receipts for money taken on fines and bonds; and maintain some court records.

Quals High school diploma or GED and 1 to 6 months of related experience and/or training; or equivalent combination of education and experience. NCIC Level II certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Police Services Representative	Good	\$21,133	\$25,512	\$29,890	41.4%	☐		
City of Jonesboro	Records Technician	Fair	\$22,989	\$28,009	\$34,980	52.2%	☐		
City of Bentonville	Telecommunicator	Good	\$25,064	\$30,171	\$35,277	40.7%	☐		
City of St. Joseph	Police Report Specialist	Fair	\$25,446	\$30,815	\$36,184	42.2%	☐		
City of Little Rock	Police Liaison	Good	\$26,962	\$33,703	\$40,443	50.0%	☐		
Average			\$24,319	\$29,642	\$35,355	45.4%			

City of Fayetteville

\$ Difference	\$23,599	\$28,433	\$33,266	41.0%
% Difference	(\$720) -3.0%	(\$1,209) -4.3%	(\$2,089) -6.3%	

Salary Survey Results for City of Fayetteville

PROJECT MANAGER

The incumbent is responsible for providing oversight for the gaps in the overall administration of projects; cross-departmental processes; long-term facility and infrastructure improvements and development; and implementing city-wide initiatives. Provides technical advisory services city-wide for implementing projects management development and project progress reporting.

Quals	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	City of St. Joseph	Construction Activities Manager	Good	\$29,679	\$35,941	\$42,203	42.2%	☐		
	City of Manhattan	Program Coordinator	Good	\$31,990	\$38,272	\$44,554	39.3%	☒		
	City of North Little Rock	Project Coordinator	Good	\$32,802	\$41,922	\$51,041	55.6%	☐		
	City of Little Rock	Program Monitor	Good	\$33,836	\$42,295	\$50,754	50.0%	☒		
	O*NET	Construction Manager	Good	\$36,100	\$61,150	\$86,200	138.8%	☐		
	City of Norman	Program Coordinator	Good	\$36,138	\$42,798	\$49,457	36.9%	☐		
	City of Jonesboro	Mayor's Project Administrator	Good	\$37,669	\$45,896	\$57,318	52.2%	☒		
	NOARK	Project Manager	Good	\$60,944	\$76,419	\$91,893	50.8%	☐		
	Average			\$37,395	\$48,086	\$59,178	58.3%			

City of Fayetteville

\$ Difference
% Difference

Salary Survey Results for City of Fayetteville

PROSECUTING ATTORNEY

Descrip The incumbent is responsible to prosecuting misdemeanors, hot check and traffic violation cases in District and Circuit courts. Manages office of City Prosecutor. Advise various law enforcement agencies on legal questions. Conducts investigations by issuance of subpoenas.

Quals Juris Doctoral degree (J.D.) or equivalent and seven years of related experience and/or training; or equivalent combination of education and experience including three years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	City Attorney	Good					☒		\$82,180
O*NET	LAWYER	Good	\$36,900	\$91,250	\$145,600	294.6%	☐		
City of Manhattan	City Prosecutor	Good	\$42,640	\$51,085	\$59,530	39.6%	☒		
City of St. Joseph	City Prosecutor	Good	\$45,002	\$54,497	\$63,991	42.2%	☒		
City of Springfield	Assistant City Attorney IV	Good	\$46,987	\$55,349	\$63,710	35.6%	☐		
City of Bentonville	Attorney	Good	\$53,061	\$71,636	\$90,210	70.0%	☐		
City of Little Rock	Deputy City Attorney	Good	\$64,044	\$80,055	\$96,066	50.0%	☒		
Average			\$48,106	\$67,312	\$86,518	79.8%			\$82,180

City of Fayetteville

\$ Difference \$64,036 \$77,152 \$90,268 41.0%
% Difference 15.930 9.840 3.750 4.2%

Salary Survey Results for City of Fayetteville

PURCHASING CLERK

Describe	The incumbent is responsible for the issuance of all purchase orders for the City and making changes to existing PO's as requested. This position properly maintains listing for City property and insures all buildings, mobile equipment and vehicles based on intended use. Is responsible for reporting accidents/damage/theft to the proper party and following up accordingly until the matter is resolved.
Quals	High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience. Certified Professional Public Buyer is desired; if incumbent does not have this certification, they must take classes to acquire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Purchasing Assistant	Good	\$16,676	\$24,282	\$31,888	91.2%	☐		
O*NET	Procurement Clerk	Good	\$18,700	\$30,600	\$42,500	127.3%	☐		
City of Manhattan	Finance Clerk	Good	\$22,859	\$27,321	\$31,782	39.0%	☐		
City of Little Rock	Purchasing Assistant	Good	\$23,538	\$29,423	\$35,307	50.0%	☐		
City of Columbia	Stores Clerk	Good	\$24,584	\$28,976	\$33,367	35.7%	☐		
City of Lee's Summit	Assistant Procurement Officer	Good	\$24,713	\$30,993	\$37,273	50.8%	☐		
University of Arkansas	Buyer	Good	\$27,629	\$40,225	\$52,820	91.2%	☐		
City of Springfield	Buyer	Good	\$30,410	\$35,932	\$41,454	36.3%	☐		
Average			\$23,639	\$30,969	\$38,299	62.0%			

City of Fayetteville

\$ Difference	\$23,599 (\$40)	\$28,433 (\$2,536)	\$33,266 (\$5,033)
% Difference	-0.2%	-8.9%	-15.1%
			41.0%

Salary Survey Results for City of Fayetteville

PURCHASING MANAGER

Descrip

The incumbent is responsible for planning, organizing, negotiating, directing and managing a wide variety of procurement and administrative activities related to the purchasing and contracting of services, materials equipment and construction projects on a competitive basis while maintaining compliance with all federal, state and local procurement laws. Administers property, casualty and liability insurance including analyzing for areas of risk.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience and including four years of management experience. Certified Public Purchasing Officer or Public Certified Purchasing Manager preferred. CPPO and CPM Certification is acquired by extensive training and testing over a five year period.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Buyer Supervisor	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
City of St. Joseph	Purchasing Agent	Fair	\$37,549	\$45,471	\$53,393	42.2%	☒		
City of Edmond	Purchasing Manager	Good	\$39,501	\$48,931	\$58,361	47.7%	☐		
City of Jonesboro	Purchasing Agent	Good	\$39,576	\$48,220	\$60,220	52.2%	☒		
City of Springfield	Purchasing Agent	Good	\$43,680	\$51,459	\$59,238	35.6%	☐		
O*NET	Purchasing Manager	Good	\$43,800	\$70,550	\$97,300	122.1%	☐		
NOARK	Purchasing Agent / Buyer	Good	\$43,930	\$53,649	\$63,368	44.2%	☐		
City of Little Rock	Purchasing Agent	Good	\$44,394	\$55,493	\$66,591	50.0%	☒		
City of Columbia	Purchasing Agent	Good	\$46,091	\$54,505	\$62,918	36.5%	☒		
City of Saint Charles	Purchasing Coordinator	Good	\$46,452	\$51,020	\$55,588	19.7%	☒		
City of Lee's Summit	Manager of Purchasing	Good	\$48,356	\$62,254	\$76,151	57.5%	☒		
Average			\$42,066	\$53,127	\$64,494	53.3%			

City of Fayetteville

\$ Difference \$51,233 \$61,726 \$72,220 41.0%
% Difference 17.9% 13.9% 10.7%

Salary Survey Results for City of Fayetteville

PW CREW LEADER - WATER LICENSE

Descrp The incumbent is responsible for evaluating the condition of the sewer collection system. Makes decisions on repairs needed, replacements, or types of rehab to be used. Generates a flow of work needed on the collection system to eliminate sewer overflows. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City of Fayetteville.

Quals	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
	O*NET	1ST LINE SUPERVISOR/MGR OF MECH. INSTALLERS	Fair	\$25,200	\$45,500	\$65,800	161.1%	☐		
	City of North Little Rock	Crew Leader	Good	\$25,457	\$31,874	\$38,290	50.4%	☐		
	City of Manhattan	Water Service Crew Leader	Good	\$29,016	\$34,747	\$40,477	39.5%	☐		
	City of College Station	Crew Leader	Good	\$29,058	\$34,892	\$40,726	40.2%	☐		
	City of Joplin	Chief Wastewater Plant Mechanic	Good	\$29,424	\$34,498	\$39,572	34.5%	☐		
	City of St. Joseph	Senior Work Leader	Good	\$32,732	\$39,638	\$46,544	42.2%	☐		
	City of Norman	Crew Chief	Good	\$35,010	\$41,462	\$47,913	36.9%	☐		
	City of Edmond	Utility Maintenance Supervisor - Water/Wastewater	Good	\$35,083	\$43,458	\$51,833	47.7%	☐		
Average				\$30,123	\$38,258	\$46,394	54.0%			

City of Fayetteville

\$ Difference \$28,813 \$34,714 \$40,616 41.0%
(\$1,310) (\$3,544) (\$5,778)
% Difference -4.5% -10.2% -14.2%

Salary Survey Results for City of Fayetteville

RECREATION SUPERINTENDENT

Descrip

The incumbent is responsible for planning, developing, promoting, supervising and evaluating a comprehensive recreation program for the Parks and Recreation Division. This position works with special interest organizations that provide professional assistance to the Citizens and is responsible for the marketing and promotions of the department.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience and including two years of management experience. Must possess a valid Arkansas Driver's License, Certified Parks & Recreation Professional, CPR Certified.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	Recreation Superintendent	Good	\$34,579	\$44,315	\$54,051	56.3%	☒		
City of Joplin	Recreation and Events Manager	Good	\$37,663	\$45,440	\$53,217	41.3%	☒		
City of Blue Springs	Recreation Superintendent	Good	\$38,861	\$48,576	\$58,291	50.0%	☐		
City of Jonesboro	Assistant Parks Director	Good	\$43,685	\$53,226	\$66,472	52.2%	☒		
City of Little Rock	Recreation Manager	Good	\$44,394	\$55,493	\$66,591	50.0%	☒		
City of Manhattan	Recreation Superintendent	Good	\$44,762	\$53,602	\$62,442	39.5%	☒		
City of Springfield	Superintendent of Recreation	Good	\$46,987	\$55,349	\$63,710	35.6%	☐		
City of Lee's Summit	Superintendent of Recreation	Good	\$48,356	\$62,254	\$76,151	57.5%	☒		
City of Florissant	Superintendent of Recreation	Good	\$52,936	\$56,639	\$60,341	14.0%	☒		
City of Norman	Parks and Recreation Superintendent	Good	\$56,290	\$66,664	\$77,037	36.9%	☒		
Average			\$44,851	\$54,156	\$63,830	42.3%			

City of Fayetteville

\$ Difference \$44,068 \$53,094 \$62,121
% Difference -1.8% -2.0% -2.8%

Salary Survey Results for City of Fayetteville

SECRETARY

Describe The incumbent is responsible for performing varied secretarial duties involving a variety of secretarial and administrative tasks assisting management and supervisory personnel. Work requires the exercise of initiative and independent judgment in screening calls, request for assistance, information, or service to the general public. Coordination of activities performed by others may be required.

Quals High school diploma or GED plus specialized training and/or additional college courses and 12-18 months of related experience and/or training; or equivalent combination of education and experience. Notary is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
University of Arkansas	Secretary I	Good	\$16,676	\$24,282	\$31,888	91.2%	☐		
City of Springfield	Receptionist	Good	\$16,827	\$20,415	\$24,003	42.6%	☐		
City of Little Rock	Secretary	Good	\$19,716	\$23,506	\$27,296	38.4%	☐		
City of Manhattan	Secretary/Receptionist	Good	\$19,843	\$23,723	\$27,602	39.1%	☐		
State of Arkansas	Secretary I	Good	\$20,140	\$29,345	\$38,549	91.4%	☐		
City of North Little Rock	Office Assistant III	Good	\$20,555	\$25,590	\$30,625	49.0%	☐		
City of Joplin	Legal Secretary	Good	\$20,829	\$24,417	\$28,005	34.5%	☐		
City of Stillwater	Administrative Technician	Good	\$22,464	\$27,238	\$32,011	42.5%	☐		
City of Blue Springs	Secretary	Good	\$23,171	\$28,965	\$34,758	50.0%	☐		
City of Edmond	Administrative Specialist I	Good	\$23,380	\$28,961	\$34,542	47.7%	☐		
City of Jonesboro	Secretary	Good	\$24,152	\$29,427	\$36,751	52.2%	☐		
City of St. Joseph	Secretary	Good	\$24,175	\$29,276	\$34,376	42.2%	☐		
City of Norman	Administrative Technician II	Good	\$24,767	\$29,332	\$33,896	36.9%	☐		
City of Lee's Summit	Secretary	Good	\$26,754	\$33,665	\$40,575	51.7%	☐		
NOARK	Secretary	Good	\$27,278	\$32,869	\$38,460	41.0%	☐		
City of Saint Charles	Secretary	Good	\$27,281	\$30,884	\$34,486	26.4%	☐		
Average			\$22,376	\$27,618	\$32,989	47.4%			

City of Fayetteville

\$ Difference	\$23,599	\$28,433	\$33,266	41.0%
% Difference	5.2%	2.9%	0.8%	

Salary Survey Results for City of Fayetteville

SENIOR CUSTOMER SERVICE REPRESENTATIVE

Descrip	The incumbent is responsible for overseeing the daily operations of the customer service area. Leads Customer Service Representatives.	
Quals	High school diploma or GED plus specialized training and/or additional college courses and two years of related experience and/or training; or equivalent combination of education and experience.	

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	SENIOR CUSTOMER SERVICE REPRESENTATIVE	Good	\$16,600	\$27,700	\$38,800	133.7%	☐		
City of Manhattan	Customer Service Representative II	Good	\$22,859	\$27,321	\$31,782	39.0%	☐		
City of North Little Rock	Customer Service Clerk	Good	\$22,925	\$27,872	\$32,818	43.2%	☐		
City of Little Rock	Customer Service Specialist	Good	\$23,538	\$29,423	\$35,307	50.0%	☐		
City of Stillwater	Customer Service Lead Representative	Good	\$25,251	\$30,639	\$36,026	42.7%	☐		
City of Edmond	Customer Service Representative II	Good	\$25,609	\$31,723	\$37,837	47.7%	☐		
City of Norman	Customer Service Representative II	Good	\$26,961	\$31,930	\$36,898	36.9%	☐		
Average			\$23,392	\$29,515	\$35,638	52.4%			

City of Fayetteville

\$ Difference	\$23,599	\$28,433	\$33,266	41.0%
% Difference	\$207	(\$1,082)	(\$2,372)	-7.1%

Salary Survey Results for City of Fayetteville

SOLID WASTE OPERATIONS SUPERVISOR

Describe The incumbent is responsible for all operations of Solid Waste division and oversight for operation of the commercial and residential recycling routes, compost site, residential yard waste and drop box and Material Recycling Facility.

Quals High school diploma or GED and five years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	1ST LINE SUPERVISOR/MGR PRODUCTION WORKERS	Good	\$24,500	\$44,850	\$65,200	166.1%	☐		
City of Joplin	Recycling Coordinator	Good	\$30,915	\$36,245	\$41,575	34.5%	☒		
City of Lee's Summit	Site Supervisor - Solid Waste	Good	\$34,123	\$41,194	\$48,265	41.4%	☐		
City of College Station	Sanitation Foreman	Fair	\$34,819	\$41,808	\$48,797	40.1%	☐		
City of Edmond	Solid Waste Supervisor (Route Collection)	Good	\$35,083	\$43,458	\$51,833	47.7%	☐		
City of Little Rock	Solid Waste Collection Supervisor	Good	\$44,394	\$55,493	\$66,591	50.0%	☒		
City of Norman	Public Works Supervisor	Good	\$44,684	\$52,919	\$61,153	36.9%	☒		
Average			\$35,503	\$45,138	\$54,773	54.3%			

City of Fayetteville

\$ Difference \$39,554 \$47,656 \$55,757 41.0%
% Difference 10.2% 5.3% 1.8%

Salary Survey Results for City of Fayetteville

SR PROGRAMMER/ANALYST

Descrip The incumbent is responsible for performing programming and technical analysis in the development and implementation of information systems for the City. Resolves problems in providing computerized management information. Job requires close coordination with department heads and staff to identify solutions to better utilize computing services. Help organize and structure the Information Technology systems for best utilization of facilities and equipment.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	COMPUTER PROGRAMMER	Good	\$30,700	\$53,300	\$75,900	147.2%	☐		
City of Jonesboro	Network Administrator	Fair	\$37,669	\$45,896	\$57,318	52.2%	☒		
University of Arkansas	Systems Programmer III Instructor	Good	\$37,840	\$55,091	\$72,342	91.2%	☐		
City of Edmond	Programmer/Analyst II	Good	\$39,501	\$48,931	\$58,361	47.7%	☐		
City of Columbia	Senior Programmer/Analyst	Good	\$43,898	\$51,910	\$59,921	36.5%	☒		
City of Little Rock	Programmer Analyst - Senior	Good	\$48,833	\$61,042	\$73,250	50.0%	☒		
NOARK	Programmer / Analyst - Senior	Good	\$74,292	\$90,006	\$105,720	42.3%	☐		

Average \$44,676 \$58,025 \$71,830 60.8%

City of Fayetteville
\$46,646 \$56,199 \$65,753 41.0%
\$ Difference \$1,970 (\$1,826) (\$6,077)
% Difference 4.2% -3.2% -9.2%

Salary Survey Results for City of Fayetteville

STAFF ENGINEER

Describe The incumbent is responsible for performing professional engineering work including design of public works facilities, specifications and submittals for compliance with City requirements, and coordination of other engineering tasks. This position is governed by accepted engineering practices, by standards and ordinances and by established criteria.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and four years of related experience and/or training; or equivalent combination of education and experience. P.E. certification required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of North Little Rock	City Engineer	Good					☒		\$51,154
O'NET	ENGINEER	Fair	\$30,700	\$59,850	\$89,000	189.9%	☐		
State of Arkansas	Engineer PE	Fair	\$33,354	\$48,567	\$63,779	91.2%	☒		
City of Joplin	Civil Engineer	Good	\$39,572	\$47,744	\$55,915	41.3%	☒		
City of Norman	Staff Engineer	Good	\$44,684	\$52,919	\$61,153	36.9%	☒		
City of Jonesboro	Civil Engineer	Fair	\$48,219	\$58,751	\$73,372	52.2%	☒		
City of Florissant	Chief Engineer	Good	\$49,130	\$51,678	\$54,226	10.4%	☒		
City of Stillwater	Engineer	Good	\$49,899	\$60,528	\$71,157	42.6%	☐		
City of St. Joseph	City Engineer	Good	\$49,962	\$60,503	\$71,044	42.2%	☒		
City of Edmond	Senior Civil Engineer	Good	\$51,104	\$63,304	\$75,504	47.7%	☒		
City of Manhattan	Engineer III	Good	\$51,771	\$61,995	\$72,218	39.5%	☒		
City of Lee's Summit	City Traffic Engineer	Good	\$52,895	\$68,317	\$83,739	58.3%	☒		
City of Bentonville	City Engineer	Good	\$53,061	\$71,636	\$90,210	70.0%	☐		
City of Columbia	Chief Engineer	Good	\$53,360	\$63,099	\$72,837	36.5%	☒		
City of Little Rock	Civil Engineer III	Good	\$53,716	\$67,145	\$80,574	50.0%	☒		
Average			\$47,245	\$59,717	\$72,481	53.4%			\$51,154

City of Fayetteville

\$ Difference \$53,810 \$64,831 \$75,853
% Difference 12.2% 7.9% 4.4%

Salary Survey Results for City of Fayetteville

SURVEYOR

Descrip The Incumbent is responsible for projects in all aspects of surveying. Participates in the hiring of survey helpers and assigns duties.

Quals High school diploma or GED and eight years of related experience and/or training; or equivalent combination of education and experience. Must possess a valid Arkansas Driver's License, Registered Land Surveyor in the State of Arkansas.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O*NET	SURVEYOR	Good	\$21,000	\$38,050	\$55,100	162.4%	☐		
City of Jonesboro	Survey Tech	Fair	\$26,660	\$32,482	\$40,566	52.2%	☐		
State of Arkansas	Surveyor	Good	\$29,394	\$42,852	\$56,309	91.6%	☒		
City of Joplin	Land Surveyor	Good	\$32,477	\$38,080	\$43,682	34.5%	☒		
City of Little Rock	Land Surveyor	Good	\$32,812	\$41,015	\$49,218	50.0%	☐		
City of Springfield	Supervisor of Survey Operations	Good	\$38,938	\$45,854	\$52,770	35.5%	☐		
City of Columbia	City Land Surveyor	Good	\$39,817	\$47,085	\$54,352	36.5%	☒		
Average			\$31,585	\$40,774	\$50,285	59.2%			

City of Fayetteville

\$ Difference \$33,706 \$40,610 \$47,514 41.0%

% Difference \$2,121 (\$164) (\$2,771) -5.8%

Salary Survey Results for City of Fayetteville

SYSTEMS ANALYST

Description

The incumbent is responsible for performing technical and analytical work in the development of Information Technology Systems to meet the information needs of all City Divisions. Resolves problems in providing computerized management information. Work requires close coordination with division heads and staff to identify ways to better utilize computer services and to develop systems to specifically fit user needs.

Quals

Bachelor's degree (B.A. or B.S.) from four year college or university and three years of related experience and/or training; or equivalent combination of education and experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
O'NET	NETOWRK,SYSTEMS,DATA COMM ANALYSTS	Good	\$28,600	\$50,950	\$73,300	156.3%	☐		
University of Arkansas	Systems Analyst I Instructor	Good	\$29,394	\$42,852	\$56,309	91.6%	☐		
City of Springfield	Administrative Systems Analyst	Good	\$35,547	\$41,954	\$48,360	36.0%	☐		
State of Arkansas	Systems Analyst III	Good	\$37,840	\$55,091	\$72,342	91.2%	☒		
NOARK	Systems Analyst	Good	\$38,434	\$48,223	\$58,011	50.9%	☐		
City of Jonesboro	Software Engineer	Good	\$39,576	\$48,220	\$60,220	52.2%	☒		
City of Lee's Summit	Applications Administrator	Good	\$40,570	\$51,892	\$63,214	55.8%	☐		
City of Stillwater	IT Systems Analyst	Good	\$43,035	\$52,198	\$61,360	42.6%	☐		
City of College Station	Systems Analyst	Good	\$43,514	\$53,280	\$63,045	44.9%	☐		
City of Columbia	Systems Analyst	Good	\$46,091	\$54,505	\$62,918	36.3%	☒		
City of Little Rock	Systems Network Manager	Good	\$48,833	\$61,042	\$73,250	50.0%	☒		
City of Edmond	Systems Programmer	Good	\$51,104	\$63,304	\$75,504	47.7%	☐		
City of Saint Charles	Computer Systems Analyst	Good	\$55,374	\$60,756	\$66,137	19.4%	☒		
Average			\$41,378	\$52,636	\$64,152	55.0%			

City of Fayetteville

\$ Difference (\$106) (\$2,910) (\$5,973)
% Difference -0.3% -5.9% -10.3%

Salary Survey Results for City of Fayetteville

TRAFFIC TECHNICIAN

Descrip The incumbent is responsible for providing justification, design, fabrication, installation and maintenance of all traffic signs and pavement markings in the city according to the federal manual on uniform traffic control devices.

Quals High school diploma or GED plus specialized training and/or additional college courses and 12-18 months of related experience and/or training; or equivalent combination of education and experience and a minimum of 12-18 months of management experience.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Traffic Technician I	Good	\$21,133	\$25,512	\$29,890	41.4%	☐		
City of Stillwater	Traffic Control Technician	Good	\$24,523	\$29,755	\$34,986	42.7%	☐		
City of North Little Rock	Traffic Signal Technician	Good	\$24,987	\$31,970	\$38,952	55.9%	☐		
City of Joplin	Traffic Signals Technician	Good	\$25,372	\$29,746	\$34,120	34.5%	☐		
O*NET	TRAFFIC TECHNICIAN	Good	\$25,800	\$41,150	\$56,500	119.0%	☐		
City of College Station	Signs Technician	Good	\$26,645	\$31,949	\$37,253	39.8%	☐		
City of Norman	Traffic Technician	Good	\$26,961	\$31,930	\$36,898	36.9%	☐		
City of Manhattan	Traffic Technician	Good	\$27,726	\$33,145	\$38,563	39.1%	☐		
City of Edmond	Traffic Signs Specialist	Good	\$28,247	\$34,991	\$41,734	47.7%	☐		
City of Lee's Summit	Traffic Technician	Good	\$29,002	\$36,614	\$44,225	52.5%	☐		
City of Little Rock	Traffic Systems Specialist	Good	\$29,658	\$37,073	\$44,487	50.0%	☐		
City of Jonesboro	Traffic Control Supervisor	Good	\$32,482	\$39,576	\$49,425	52.2%	☐		
Average			\$26,878	\$33,617	\$40,586	51.0%			

City of Fayetteville

\$ Difference (\$1,561) 41.0%
% Difference -6.2% -10.2% -13.7%

Salary Survey Results for City of Fayetteville

TRANSPORTATION SUPERINTENDENT

Descrip The incumbent assists the Transportation Manager in the day to day operation of the division Street Improvement, Drainage, Traffic, ROW, Sidewalk, and Trail Programs. Reports to the Transportation Manager.

Quals Bachelor's degree (B.A. or B.S.) from four year college or university and five years of related experience and/or training; or equivalent combination of education and experience and including two years of management experience.

	Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Blue Springs		Streets Superintendent	Good	\$38,861	\$48,576	\$58,291	50.0%	☐		
O'NET		TRANSPORTATION, STORAGE & DIST MGR	Good	\$39,900	\$72,650	\$105,400	164.2%	☐		
City of Joplin		Street Maintenance Supervisor	Good	\$41,575	\$50,159	\$58,743	41.3%	☒		
City of Stillwater		Street and Drainage Superintendent	Good	\$41,787	\$50,679	\$59,571	42.6%	☐		
City of St. Joseph		Superintendent of Streets	Good	\$45,002	\$54,497	\$63,991	42.2%	☒		
City of Manhattan		Public Works Superintendent	Good	\$47,029	\$56,285	\$65,541	39.4%	☒		
City of Edmond		Construction and Maintenance Superintendent	Good	\$51,104	\$63,304	\$75,504	47.7%	☐		
City of Florissant		Street Superintendent	Good	\$52,936	\$56,639	\$60,341	14.0%	☒		
City of Little Rock		Traffic Systems Manager	Good	\$53,716	\$67,145	\$80,574	50.0%	☐		
City of Saint Charles		Street Maintenance Supervisor	Good	\$55,374	\$60,756	\$66,137	19.4%	☒		
City of Norman		Public Works Superintendent	Good	\$60,793	\$71,996	\$83,199	36.9%	☒		
Average				\$48,007	\$59,335	\$70,663	47.2%			

City of Fayetteville

\$ Difference	\$51,233	\$61,726	\$72,220	41.0%
% Difference	6.3%	3.9%	2.2%	

Salary Survey Results for City of Fayetteville

W/S FIELD SUPERINTENDENT

Descrip The incumbent is responsible for overseeing water and sewer field operations. Responds to emergencies, schedule daily and weekly jobs, provides leadership, sets short and long term goals on projects in water and sewer line replacement and repairs. This position is responsible for performing job duties in an accurate manner in order to protect the health and safety of the citizens of the City.

Quals High school diploma or GED and 5 years of related experience and/or training; or equivalent combination of education and experience and a minimum of 3 years of management experience. Must possess a valid Commercial Driver's License with Tanker Endorsement, Arkansas State Water Distribution License Grade IV, Sewer License, Confined Space, Trench Safety, Traffic Safety, Leadership Management School.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
State of Arkansas	Water Use and Resource Specialist	Good	\$31,339	\$45,674	\$60,009	91.5%	☒		
City of Edmond	Utility Line Maintenance Supervisor - Water and Wastewater	Good	\$35,083	\$43,458	\$51,833	47.7%	☐		
City of Joplin	Wastewater Supervisor	Good	\$35,849	\$43,251	\$50,652	41.3%	☐		
City of Manhattan	Water/Wastewater Supervisor	Good	\$36,941	\$44,200	\$51,459	39.3%	☒		
City of Little Rock	PW Operations Coordinator	Good	\$37,840	\$47,300	\$56,760	50.0%	☐		
City of Columbia	Water/Wastewater Supervisor	Good	\$37,925	\$44,844	\$51,763	36.5%	☒		
City of Blue Springs	Utilities Superintendent	Good	\$38,961	\$48,626	\$58,291	49.6%	☐		
City of Bentonville	Assistant Water Department Manager	Good	\$39,000	\$52,645	\$66,290	70.0%	☐		
City of Lee's Summit	Facilities Supervisor - Water Utilities	Good	\$40,570	\$51,892	\$63,214	55.8%	☐		
City of Saint Charles	Sewer Maintenance Lead	Good	\$42,036	\$45,393	\$48,749	16.0%	☐		
City of Norman	Utilities Supervisor	Good	\$44,684	\$52,919	\$61,153	36.9%	☒		
City of St. Joseph	Superintendent Sewer Maintenance	Good	\$45,002	\$54,497	\$63,991	42.2%	☒		
Average			\$38,769	\$47,891	\$57,014	47.1%			

City of Fayetteville

\$ Difference \$36,284 \$43,715 \$51,147 41.0%
% Difference (\$2,485) (\$4,176) (\$5,867) -11.5%

Salary Survey Results for City of Fayetteville

WATER & SEWER OPERATIONS MANAGER

Describe The incumbent is responsible for operating the division within the budgetary constraints as set by the Mayor and City Council. Leads and manages the division and develops leaders. Works with State and Federal government on water and sewer issues. Responsible for implementing and administering policies and procedures.

Quals Bachelor's degree (B.A.) from a college or university and 5 years of related experience and/or training; or equivalent combination of education and experience including four years of management experience. State of Arkansas CDL Class A, State of Arkansas Grade 4 Water Distribution License and Grade 4 Water Treatment License, Class III Wastewater License, Backflow License, Trench Safety & Confined Space License

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ONET	GENERAL & OPERATING MANAGER	Fair	\$38,000	\$91,800	\$145,600	283.2%	☐		
City of Bentonville	Water Department Manager	Good	\$45,490	\$61,412	\$77,334	70.0%	☐		
City of Springfield	Plant Superintendent	Good	\$46,987	\$55,349	\$63,710	35.6%	☐		
City of Columbia	Manager of Water Operations	Good	\$50,823	\$60,098	\$69,372	36.5%	☒		
City of Stillwater	Water Deputy Director of Operations	Good	\$54,517	\$66,144	\$77,771	42.7%	☐		
City of Little Rock	Public Works Operations Manager	Good	\$56,442	\$70,553	\$84,663	50.0%	☐		
City of Manhattan	Deputy Director of Utilities	Good	\$56,971	\$68,266	\$79,560	39.6%	☒		
City of Lee's Summit	Assistant Director - Water Operations	Good	\$57,934	\$73,817	\$89,699	54.8%	☒		
City of Norman	Utilities Superintendent	Good	\$60,793	\$71,996	\$83,199	36.9%	☒		
Average			\$51,995	\$68,826	\$85,656	64.7%			

City of Fayetteville

\$ Difference \$59,293 \$71,438 \$83,582
% Difference 12.3% 3.7% -2.5%

Salary Survey Results for City of Fayetteville

WATER/WASTEWATER DIRECTOR

Descrip

The incumbent is responsible for overseeing all water & wastewater functions including operations, maintenance, capital planning, contracting. Frequent citizen and City Council interaction in a professional manner. Coordinates, with state and federal agencies as required. Reports to the Operations Director.

Quals

Bachelor's degree (B.A. or B.S.) in Engineering from four year college or university and ten years of related experience and/or training; or equivalent combination of education and experience and a minimum of five years of management experience. Professional Engineer, Water Operator and Wastewater Operators Licenses are required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
City of Springfield	Assistant Director of Public Works	Good	\$60,694	\$71,282	\$81,869	34.9%	☐		
City of Joplin	Public Works Director	Good	\$64,802	\$77,994	\$91,185	40.7%	☒		
City of Manhattan	Director of Utilities	Good	\$65,894	\$78,957	\$92,019	39.6%	☒		
City of Edmond	Director of Public Works	Good	\$67,914	\$84,127	\$100,340	47.7%	☒		
City of Lee's Summit	Director - Water Utilities	Good	\$70,709	\$90,351	\$109,992	55.6%	☒		
City of Blue Springs	Director of Public Works	Good	\$71,039	\$88,799	\$106,559	50.0%	☒		
City of Stillwater	Water/Wastewater Utility Director	Good	\$75,000	\$85,000	\$95,000	26.7%	☒		
City of Norman	Director of Utilities	Good	\$75,075	\$88,910	\$102,744	36.9%	☒		
City of Little Rock	Director of Public Works	Good	\$77,758	\$97,198	\$116,637	50.0%	☐		
City of Columbia	Director of Public Works	Good	\$82,780	\$97,890	\$113,000	36.5%	☒		
Average			\$71,167	\$86,051	\$100,935	41.8%			

City of Fayetteville

\$ Difference	\$535	\$86,387	\$101,072	41.0%
% Difference	0.7%	0.4%	0.1%	

Section 3

Proposed Pay Plans

Proposed Pay Plans
City of Fayetteville, Arkansas

98.53 % Of Market

Code	Proposed Class Title	Min	Mkt	Max
Merit				
101		\$18,064	\$21,677	\$27,529
102	MAINTENANCE WORKER I TEMP			
102		\$18,967	\$22,760	\$28,906
93	CUSTODIAN			
103		\$19,915	\$23,898	\$30,351
293	ACTIVITIES ASST			
193	ANIMAL CARE GIVER			
87	CLERK TYPIST			
219	HORTICULTURAL ASSISTANT I			
103	MAINTENANCE WORKER II			
317	PARTS EXPEDITER			
234	SURVEY ASSISTANT			
104		\$20,911	\$25,093	\$31,869
34	PARKING ENFORCEMENT OFFICER			
103A	UTILITY MAINTENANCE WORKER II			
105		\$21,957	\$26,348	\$33,462
211	ASSOCIATE PRODUCER			
173	BUILDING MAINTENANCE WORKER I			
166	CABLE OFFICE CLERK			
136	CUSTOMER SERVICE REPRESENTATIVE I			
151	EQUIPMENT MAINTENANCE WORKER			
374	OFFICE AND RECORDS ASST			
186	PERMIT CLERK			
77	SECRETARY			
106		\$23,055	\$27,665	\$35,135
346	ACCOUNT CLERK PARKING			
74	ACCOUNT CLERK/CASH			
356	ACCOUNTING CLERK			
136A	CUSTOMER SERVICE REPRESENTATIVE II			
270	LEAD CUSTODIAN			
104	MAINTENANCE WORKER III			
165	PERMIT TECHNICIAN			
63	POLICE CLERK			
230	PRODUCTION TECHNICIAN			
176	TRANSCRIPTIONIST			
107		\$24,207	\$29,049	\$36,892
95	AIRPORT MAINTENANCE WORKER III			
136B	CUSTOMER SERVICE REPRESENTATIVE III			
86	DEPUTY COURT CLERK			
358	ENGINEERING SERVICES CLERK			
42	FLEET OPERATIONS CLERK			
315	HORTICULTURAL ASST II			
306	HOT CHECK PROGRAM CLERK			
101	LEGAL ASSISTANT			
124	MAINTENANCE WORKER IV			
117	METER READER			
252	POLICE SUPPORT SPECIALIST			
144	PURCHASING TECHNICIAN			
119	PW WAREHOUSE ATTENDANT			
184	SENIOR PLANNING CLERK			

Proposed Pay Plans
City of Fayetteville, Arkansas

98.53 % Of Market

Code	Proposed Class Title	Min	Mkt	Max
Merit				
107		\$24,207	\$29,049	\$36,892
52	SENIOR SECRETARY			
260	SENIOR SECRETARY - POLICE			
104A	UTILITY MAINTENANCE WORKER III			
192	WATER/WASTEWATER OPERATIONS CLERK			
108		\$25,418	\$30,501	\$38,736
261	ACCOUNT CLERK - RECEIVABLE			
71	ACCOUNT CLERK/BUSINESS OFFICE			
72	ACCOUNT CLERK/PAYABLES			
249	BACKFLOW PREVENTION TECHNICIAN			
98	BUILDING MAINTENANCE WORKER II			
300	COMMUNITY DEVELOPMENT ASSISTANT			
127	E-911 ADDRESSING TECHNICIAN			
59	EQUIPMENT MECHANIC I			
125	METER MAINTENANCE WORKER			
326	PLANNING TECHNICIAN			
359	RECREATION PROGRAMS COORDINATOR			
183	SENIOR CASHIER			
161	TRANSPORTATION ASSISTANT			
160	UTILITY BILLING CLERK			
24W	UTILITY MAINTENANCE WORKER IV - WATER LICENSE			
18	WATER FIELD SERVICE REPRESENTATIVE			
109		\$26,689	\$32,026	\$40,673
139	ANIMAL SERVICES OFFICER			
13	DISPATCHER I			
281	DRIVER - SOLID WASTE			
118	LEAD FLEET WAREHOUSE ATTENDANT			
342	LEAD MAINTENANCE WORKER			
251	SENIOR CUSTOMER SERVICE REPRESENTATIVE			
76	SENIOR LEGAL ASSISTANT			
368	SENIOR POLICE SUPPORT SPECIALIST			
126	TRAFFIC SIGNS AND MARKING TECHNICIAN			
256	VETERINARY ASSISTANT			
111		\$29,424	\$35,309	\$44,842
299	ACCIDENT INVESTIGATOR			
73	ACCOUNTANT - PAYROLL			
83	ACCOUNTANT - REVENUES			
190	ADMINISTRATIVE ASSISTANT			
372	ADMINISTRATIVE ASSISTANT- MAYOR'S OFFICE			
321	BENEFITS COORDINATOR			
115	CAD TECHNICIAN			
24	CARPENTER I			
134	CODE COMPLIANCE OFFICER			
201	COMMUNITY CENTER DIRECTOR			
89	COURT SERVICES OFFICER			
298	CRIME SCENE TECHNICIAN			
277	DEPUTY CITY CLERK			
13A	DISPATCHER II			
7	EQUIPMENT MECHANIC II			
172	LEAD COURT CLERK			

Proposed Pay Plans
City of Fayetteville, Arkansas

98.53 % Of Market

Code	Proposed Class Title	Min	Mkt	Max
Merit				
111		\$29,424	\$35,309	\$44,842
159	LEAD PW WAREHOUSE ATTENDANT			
29	LEAD WASTEWATER SYSTEM MAINTENANCE TECH			
309	NEIGHBORHOOD COORDINATOR			
289	PARK FACILITIES MNT WKR			
113	PW CREW LEADER			
111	PW PROJECTS INSPECTOR			
282	RECREATION PROGRAMS MANAGER			
292	RELIEF DRIVER - SOLID WASTE			
345	SIDEWALK- ADA INSPECTOR			
318	SOLID WASTE COMMERCIAL REPRESENTATIVE			
112		\$30,895	\$37,074	\$47,084
319	ANIMAL SERVICES COORDINATOR			
250	BACKFLOW PREVENTION OPER ASST			
246	CONSTRUCTION CREW LEADER			
13B	DISPATCHER III			
61	EQUIPMENT MECHANIC III			
240	EXECUTIVE SECRETARY			
351	FIRE INSPECTOR			
206	INSPECTOR/RESIDENTIAL			
195	LAND AGENT			
245	MAINTENANCE CREW LEADER			
114	METER OPERATIONS ASSISTANT			
303	OFFICE MANAGER			
352	PROJECT COORDINATOR			
13W	PW CREW LEADER - WATER LICENSE			
67	TRAFFIC SIGNAL TECHNICIAN			
113		\$32,440	\$38,928	\$49,439
203	ASSISTANT FLEET SUPERVISOR			
339	BUDGET ANALYST			
273	DISPATCH TRAINER			
28	FINANCIAL COORDINATOR			
257	GIS TECHNICIAN			
204	INSPECTOR/COMMERCIAL & RESIDENTIAL			
344	POLICE SYSTEMS OPERATOR			
242	PW CREW LEADER/TANKS & PUMPS			
3	PW FIELD SERVICE REP			
179	RECORDS COORDINATOR			
337	SIDEWALKS/OVERLAY OPERATIONS SUPERVISOR			
114		\$34,062	\$40,874	\$51,911
158	CABLE ADMINISTRATOR			
343	CODE COMPLIANCE ADMIN			
355	COMMUNITY RESOURCES PROJECT ADMINISTRATOR			
196	SENIOR LAND AGENT			
148	WASTE REDUCTION COORDINATOR			
115		\$35,765	\$42,918	\$54,506
32	HORTICULTURIST			
328	PARK PLANNER			
40	PLANNER			
175	PROPERTY/EVIDENCE MANAGER			

Proposed Pay Plans
City of Fayetteville, Arkansas

98.53 % Of Market

Code	Proposed Class Title	Min	Mkt	Max
Merit				
115		\$35,765	\$42,918	\$54,506
264	SURVEYOR			
361	URBAN FORESTER			
116		\$37,553	\$45,064	\$57,231
323	BUILDING SERVICES SUPERVISOR			
362	BUYER			
123	DISPATCH SHIFT SUPERVISOR			
47	FLEET OPERATIONS SUPERVISOR			
35	PARKS MAINTENANCE SUPERVISOR			
373	PLANS EXAMINER			
153	PROSECUTOR OFFICE ADMINISTRATOR			
338	SENIOR RESEARCH ANALYST			
110	SOLID WASTE OPERATIONS SUPERVISOR			
283	TELECOMMUNICATIONS COORDINATOR			
191	TRAFFIC CONTROL SUPERVISOR			
350	W/WW FIELD SUPERINTENDENT			
247	W/WW SERVICES TECHNICAL SUPERVISOR			
41	WATER SERVICES SUPERVISOR			
117		\$39,431	\$47,317	\$60,093
22	DISTRICT COURT ADMINISTRATOR			
365	FINANCIAL ANALYST			
167	FIXED ASSETS/INVESTMENT COORDINATOR			
354	IT HELP DESK SUPPORT ANALYST			
375	TRAILS COORDINATOR			
119		\$43,473	\$52,167	\$66,253
88A	ASSISTANT DISPATCH MANAGER			
58	BILLING AND COLLECTIONS MANAGER			
307	BUSINESS SYSTEMS ANALYST			
371	CONTRACT GRANT ACCOUNTANT			
254	PARKS MAINT SUPERINTENDENT			
NEW	PROJECT MANAGER			
189	RECREATION SUPERINTENDENT			
180	SENIOR PLANNER			
120		\$45,646	\$54,776	\$69,565
366	DATABASE ADMINISTRATOR			
200	GIS COORDINATOR/GIS SUPERVISOR			
290	HUMAN RESOURCES ADMINISTRATOR			
288	NETWORK ENGINEER			
253	POLICE SYSTEMS ANALYST			
122		\$50,325	\$60,390	\$76,696
68	ACCOUNTING MANAGER			
23	ANIMAL SERVICES SUPERINTENDENT			
19	BUILDING SAFETY DIRECTOR			
152	BUILDING SERVICES AND PROJECT DIRECTOR			
14	CITY CLERK/TREASURER			
84	COMMUNITY RESOURCES & CODE COMPLIANCE DIRECTOR			
347	MANAGEMENT ACCOUNTING COORDINATOR			
327	POLICE RECORDS SERVICES MANAGER			
132	PURCHASING MANAGER			
284	SENIOR PROGRAMMER/ANALYST			

Proposed Pay Plans
City of Fayetteville, Arkansas

98.53 % Of Market

Code	Proposed Class Title	Min	Mkt	Max
Merit				
122		\$50,325	\$60,390	\$76,696
274	TELECOMMUNICATIONS MANAGER			
38	TRANSPORTATION SUPERINTENDENT			
123		\$52,841	\$63,410	\$80,530
888	ASSISTANT HUMAN RESOURCES DIRECTOR			
88	DISPATCH MANAGER			
20	FLEET OPERATIONS SUPERINTENDENT			
85	INTERNAL AUDITOR			
364	PUBLIC INFORMATION AND POLICY ADVISOR			
126		\$61,171	\$73,405	\$93,224
15	ACCOUNTING ADMINISTRATOR			
154	ASSISTANT CITY ATTORNEY			
367	ASSISTANT CITY ENGINEER			
314	AVIATION & ECON DEV DIR			
267	BUDGET MANAGER			
287	DEPUTY CITY PROSECUTOR			
341	DIRECTOR OF CURRENT PLANNING			
45	HUMAN RESOURCES DIRECTOR			
26	INFORMATION TECHNOLOGIES MANAGER/IT DIRECTOR			
79	PARKS & RECREATION DIRECTOR			
218	SOLID WASTE DIRECTOR			
90	STAFF ENGINEER - PE			
332	TRANSPORTATION MANAGER			
5	WATER & WASTEWATER OPERATIONS MANAGER			
127		\$64,229	\$77,075	\$97,885
12	ASSISTANT FIRE CHIEF			
33	DEPUTY CHIEF OF POLICE			
128		\$67,441	\$80,929	\$102,779
140	CITY ENGINEER			
360	PLANNING AND PROGRAM DEVELOPMENT DIRECTOR			
170	PROSECUTING ATTORNEY			
130		\$74,353	\$89,224	\$113,314
133	CITY ATTORNEY			
57	FIRE CHIEF			
81	POLICE CHIEF			
112	WATER/WASTEWATER DIRECTOR			
131		\$78,071	\$93,685	\$118,980
304	DIRECTOR OF OPERATIONS			
145	FINANCE DIRECTOR			
134		\$90,377	\$108,452	\$137,734
225	DISTRICT JUDGE			
82	MAYOR			

Proposed Fire Pay Plan

Fire		
After 3 years, a Firefighter can be promoted to Driver	232	Firefighter - EMT Certified
	31,037	1
	32,320	2
	33,656	3
	35,047	4
	36,496	5
	38,005	6
	39,576	7
	41,212	8
	42,916	9
	44,690	10
After 1 year as Driver / Operator and 5 years in Fayetteville, a Driver can be promoted to Captain	235	Fire Driver
	37,179	1
	38,633	2
	40,011	3
	41,507	4
	43,059	5
	44,669	6
	46,339	7
	48,072	8
	49,869	9
	51,734	10
After 1 year as captain and 7 in Fayetteville, a Captain can be promoted to Battalion Chief	238	Fire Captain
	46,039	1
	47,648	2
	49,318	3
	51,050	4
	52,846	5
	54,710	6
	56,644	7
	58,649	8
	60,730	9
	62,889	10
	241	Battalion Chief
	64,823	1
	66,866	2
	68,919	3
	71,024	4
	73,183	5
	75,398	6
	77,671	7
	79,999	8
	82,380	9
	84,813	10

Proposed Police Pay Plan

Police			
After 5 years of service, an officer may be promoted to Police Sergeant	330		Police Officer
		33,306	1
		34,627	2
		36,000	3
		37,428	4
		38,913	5
		40,456	6
		42,061	7
		43,729	8
No requirement specified for Police Corporal		45,464	9
		47,267	10
	332		Police Corporal
		37,481	1
		38,961	2
		40,499	3
		42,097	4
		43,759	5
		45,486	6
After 2 years as a Sergeant and 7 years with Fayetteville, a Sergeant may be promoted to Police Lieutenant		47,282	7
		49,148	8
		51,088	9
		53,105	10
	335		Police Sergeant
		43,389	1
		45,102	2
		46,897	3
		48,733	4
After 3 years as a Lieutenant and 8 years with Fayetteville, a Lieutenant may be promoted to Police Captain		50,657	5
		52,656	6
		54,735	7
		56,895	8
		59,141	9
		61,476	10
	337		Police Lieutenant
		47,837	1
		49,725	2
		51,688	3
		53,728	4
		55,849	5
		58,053	6
		60,345	7
		62,727	8
		65,203	9
		67,777	10
	340		Police Captain
		65,377	1
		57,563	2
		59,835	3
		62,197	4
		64,652	5
		67,204	6
		69,857	7
		72,614	8
		75,481	9
		78,460	10

Section 4

CLASS COMPARISON LIST BY PAY PLAN

Wednesday, September 20,

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Class Comparison List
City of Fayetteville, Arkansas

Proposed Pay Plan: Merit		Annual Range		
Grade	Code Proposed Class Title	Original Title	Working Title	Min Mkt Max
101				\$18,064 \$21,677 \$27,529
102	MAINTENANCE WORKER I TEMP			0 0 0
102				\$18,967 \$22,760 \$28,906
93	CUSTODIAN	CUSTODIAN		17,867 21,526 25,185
103				\$19,915 \$23,898 \$30,351
293	ACTIVITIES ASST	ACTIVITIES ASST		0 0 0
193	ANIMAL CARE GVER	ANIMAL CARETAKER		19,585 23,596 27,607
87	CLERK TYPIST	SENIOR CLERK TYPIST		18,765 22,609 26,452
219	HORTICULTURAL ASSISTANT I			0 0 0
103	MAINTENANCE WORKER II	MAINTENANCE WORKER II		18,726 22,561 26,396
317	PARTS EXPEDITER	EXPEDITER		17,867 21,526 25,185
234	SURVEY ASSISTANT	SURVEYING ASSISTANT		19,624 23,644 27,663
104				\$20,911 \$25,093 \$31,869
34	PARKING ENFORCEMENT OFFICER	PARKING ENFORCEMENT OFFICER		22,681 27,326 31,971
103A	UTILITY MAINTENANCE WORKER II			0 0 0
105				\$21,957 \$26,348 \$33,462
211	ASSOCIATE PRODUCER	ASSOCIATE PRODUCER		20,962 25,256 29,550
173	BUILDING MAINTENANCE WORKER I	BUILDING MAINTENANCE WORKER III		20,483 24,679 28,874
166	CABLE OFFICE CLERK	PEG ACCESS OFFICE COORDINATOR		20,962 25,256 29,550
136	CUSTOMER SERVICE REPRESENTATIVE I	CUSTOMER SERVICE REPRESENTATIVE		20,962 25,256 29,550
151	EQUIPMENT MAINTENANCE WORKER	EQUIPMENT MAINTENANCE WORKER		18,726 22,561 26,396
374	OFFICE AND RECORDS ASST	OFFICE AND RECORDS ASST		20,962 25,256 29,550
186	PERMIT CLERK	INSPECTIONS CLERK		20,962 25,256 29,550
77	SECRETARY	SECRETARY		20,962 25,256 29,550
106				\$23,055 \$27,665 \$35,135
346	ACCOUNT CLERK PARKING	ACCOUNT CLERK PARKING		23,599 28,433 33,266
74	ACCOUNT CLERK/CASH	ACCOUNT CLERK/CASH		23,599 28,433 33,266
356	ACCOUNTING CLERK	ACCOUNTING CLERK		23,599 28,433 33,266
136A	CUSTOMER SERVICE REPRESENTATIVE II			0 0 0
270	LEAD CUSTODIAN	LEAD CUSTODIAN		21,822 26,291 30,760
104	MAINTENANCE WORKER III	MAINTENANCE WORKER III		20,483 24,679 28,874
165	PERMIT TECHNICIAN	PERMIT CLERK		23,599 28,433 33,266
63	POLICE CLERK	POLICE CLERK		20,962 25,256 29,550
230	PRODUCTION TECHNICIAN	PRODUCTION TECHNICIAN		23,599 28,433 33,266
176	TRANSCRIPTIONIST	TRANSCRIPTIONIST		20,962 25,256 29,550
107				\$24,207 \$29,049 \$36,892
95	AIRPORT MAINTENANCE WORKER III	AIRPORT MAINTENANCE WORKER III		22,681 27,326 31,971
136B	CUSTOMER SERVICE REPRESENTATIVE III			0 0 0

Wednesday, September 20,

Class Comparison List City of Fayetteville, Arkansas

Proposed Pay Plan: Merit		Annual Range		
Grade	Code Proposed Class Title	Original Title	Working Title	Min Mkt Max
107				\$24,207 \$29,049 \$36,892
86	DEPUTY COURT CLERK	DEPUTY COURT CLERK		23,599 28,433 33,266
358	ENGINEERING SERVICES CLERK	ENGINEERING SERVICES COORD		23,599 28,433 33,266
42	FLEET OPERATIONS CLERK	FLEET OPERATIONS CLERK		24,458 29,468 34,477
315	HORTICULTURAL ASST II	HORTICULTURAL ASST IV		24,458 29,468 34,477
306	HOT CHECK PROGRAM CLERK	HOT CHECK PROGRAM CLERK		23,599 28,433 33,266
101	LEGAL ASSISTANT	LEGAL ASSISTANT		23,599 28,433 33,266
124	MAINTENANCE WORKER IV	MAINTENANCE WORKER IV		22,681 27,326 31,971
117	METER READER	METER READER		20,483 24,679 28,874
252	POLICE SUPPORT SPECIALIST	POLICE SUPPORT SPECIALIST		23,599 28,433 33,266
144	PURCHASING TECHNICIAN	PURCHASING CLERK		23,599 28,433 33,266
119	PW WAREHOUSE ATTENDANT	PW WAREHOUSE ATTENDANT		25,317 30,503 35,688
184	SENIOR PLANNING CLERK	SENIOR PLANNING CLERK		23,599 28,433 33,266
52	SENIOR SECRETARY	SENIOR SECRETARY		23,599 28,433 33,266
260	SENIOR SECRETARY - POLICE	SENIOR SECRETARY - POLICE		23,599 28,433 33,266
104A	UTILITY MAINTENANCE WORKER III			0 0 0
192	WATER/WASTEWATER OPERATIONS CLERK	OPERATIONS CLERK		23,599 28,433 33,266
108				\$25,418 \$30,501 \$38,736
261	ACCOUNT CLERK - RECEIVABLE	ACCOUNT CLERK - RECEIVABLE		26,236 31,609 36,983
71	ACCOUNT CLERK/BUSINESS OFFICE	ACCOUNT CLERK/BUSINESS OFFICE		26,236 31,609 36,983
72	ACCOUNT CLERK/PAYABLES	ACCOUNT CLERK/PAYABLES		26,236 31,609 36,983
249	BACKFLOW PREVENTION TECHNICIAN	BACKFLOW PREVENTION TECHNICIAN		26,176 31,538 36,899
98	BUILDING MAINTENANCE WORKER II	BUILDING MAINTENANCE WORKER V		25,317 30,503 35,688
300	COMMUNITY DEVELOPMENT ASSISTANT	COMMUNITY DEVELOPMENT ASST		26,236 31,609 36,983
127	E-911 ADDRESSING TECHNICIAN	PROPERTY LOCATION ANALYST		27,095 32,644 38,194
59	EQUIPMENT MECHANIC I	EQUIPMENT MECHANIC I		22,681 27,326 31,971
125	METER MAINTENANCE WORKER	METER MAINTENANCE WORKER		22,681 27,326 31,971
326	PLANNING TECHNICIAN	PLANNING TECH		26,236 31,609 36,983
359	RECREATION PROGRAMS COORDINATOR	EVENT SPECIALIST		23,599 28,433 33,266
183	SENIOR CASHIER	SENIOR CASHIER		23,599 28,433 33,266
161	TRANSPORTATION ASSISTANT	OPERATIONS ASSISTANT		26,236 31,609 36,983
160	UTILITY BILLING CLERK	UTILITY BILLING CLERK		23,599 28,433 33,266
24W	UTILITY MAINTENANCE WORKER IV - WATER	MAINTENANCE WORKER IV - WATER LICENS		23,540 28,361 33,182
18	WATER FIELD SERVICE REPRESENTATIVE	WATER SERVICE REPRESENTATIVE		25,317 30,503 35,688
109				\$26,689 \$32,026 \$40,673
139	ANIMAL SERVICES OFFICER	ANIMAL SERVICES OFFICER		27,954 33,679 39,405
13	DISPATCHER I	DISPATCHER		26,176 31,538 36,899
281	DRIVER - SOLID WASTE	DRIVER - SOLID WASTE		26,176 31,538 36,899
118	LEAD FLEET WAREHOUSE ATTENDANT	LEAD FLEET WAREHOUSE ATTENDANT		27,095 32,644 38,194
342	LEAD MAINTENANCE WORKER	LEAD WORKER		25,317 30,503 35,688

Wednesday, September 20,

Class Comparison List City of Fayetteville, Arkansas

Proposed Pay Plan: Merit		Annual Range			
Grade	Code	Proposed Class Title	Original Title	Working Title	
	109				\$26,689 \$32,026 \$40,673
	251	SENIOR CUSTOMER SERVICE REPRESENTAT	SENIOR CUSTOMER SERVICE REPRESENTAT		23,599 28,433 33,266
	76	SENIOR LEGAL ASSISTANT	SENIOR LEGAL ASSISTANT		26,236 31,609 36,983
	368	SENIOR POLICE SUPPORT SPECIALIST	SR POLICE SUPPORT SPECIALIST		26,236 31,609 36,983
	126	TRAFFIC SIGNS AND MARKING TECHNICIAN	TRAFFIC TECHNICIAN		25,317 30,503 35,688
	256	VETERINARY ASSISTANT	VETERINARY ASSISTANT		27,954 33,679 39,405
	111				\$29,424 \$35,309 \$44,842
	299	ACCOUNTANT - PAYROLL	ACCOUNT CLERK/PAYROLL		0 0 0
	73	ACCOUNTANT - REVENUES	ACCOUNT CLERK - REVENUES		30,191 36,375 42,558
	83	ADMINISTRATIVE ASSISTANT	ADMINISTRATIVE ASSISTANT		30,191 36,375 42,558
	190	ADMINISTRATIVE ASSISTANT- MAYOR'S OFFI	ADMINISTRATIVE ASSISTANT- MAYOR'S OFFIC		30,191 36,375 42,558
	372	BENEFITS COORDINATOR	BENEFITS COORDINATOR		26,236 31,609 36,983
	321	CAD TECHNICIAN	CAD DRAFTER		26,236 31,609 36,983
	115	CARPENTER I	CARPENTER I		30,191 36,375 42,558
	24	CODE COMPLIANCE OFFICER	CODE COMPLIANCE OFFICER		27,954 33,679 39,405
	134	COMMUNITY CENTER DIRECTOR	COMMUNITY CENTER DIRECTOR		27,095 32,644 38,194
	201	COURT SERVICES OFFICER	COMMUNITY CENTER DIRECTOR		30,496 36,743 42,989
	89	CRIME SCENE TECHNICIAN	CRIME SCENE TECHNICIAN		0 0 0
	298	DEPUTY CITY CLERK	DEPUTY CITY CLERK		31,050 37,410 43,769
	277	DISPATCHER II	DEPUTY CITY CLERK		26,236 31,609 36,983
	13A	EQUIPMENT MECHANIC II	EQUIPMENT MECHANIC II		0 0 0
	7	LEAD COURT CLERK	LEAD COURT CLERK		27,954 33,679 39,405
	172	LEAD PW WAREHOUSE ATTENDANT	LEAD PW WAREHOUSE ATTENDANT		30,191 36,375 42,558
	159	LEAD WASTEWATER SYSTEM MAINTENANCE	SEWER SYSTEM MAINTENANCE TECH II		27,954 33,679 39,405
	29	NEIGHBORHOOD COORDINATOR			27,954 33,679 39,405
	309	PARK FACILITIES MNT WKR	PARK FACILITIES MNT WKR		0 0 0
	289	PW CREW LEADER	PW CREW LEADER		27,954 33,679 39,405
	113	PW PROJECTS INSPECTOR	PW PROJECTS INSPECTOR		27,954 33,679 39,405
	111	PW PROJECTS INSPECTOR	SIDEWALK, ADA ADMIN		31,050 37,410 43,769
	111	RECREATION PROGRAMS MANAGER	ATHLETIC PRGM SPEC		38,308 46,155 54,001
	282	RECREATION PROGRAMS MANAGER	PROGRAM SPECIALIST		26,236 31,609 36,983
	282	RELIEF DRIVER - SOLID WASTE			26,236 31,609 36,983
	292	SIDEWALK- ADA INSPECTOR			0 0 0
	345	SOLID WASTE COMMERCIAL REPRESENTATI	SOLID WASTE COMMERCIAL REPRESENTATI		0 0 0
	318				30,191 36,375 42,558
	112				\$30,895 \$37,074 \$47,084
	319	ANIMAL SERVICES COORDINATOR	ANIMAL SERVICES COORDINATOR		31,909 38,445 44,980
	250	BACKFLOW PREVENTION OPER ASST	BACKFLOW PREVENTION OPER ASST		32,768 39,480 46,191
	246	CONSTRUCTION CREW LEADER	CONSTRUCTION CREW LEADER		31,909 38,445 44,980
	138	DISPATCHER III			0 0 0

Wednesday, September 20,

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Class Comparison List City of Fayetteville, Arkansas

Proposed Pay Plan: Merit		Annual Range			
Grade		Min	Mkt	Max	
Code	Proposed Class Title	Working Title			
112		\$30,895	\$37,074	\$47,084	
61	EQUIPMENT MECHANIC III	31,909	38,445	44,980	EQUIPMENT MECHANIC III
240	EXECUTIVE SECRETARY	30,191	36,375	42,558	EXECUTIVE SECRETARY
351	FIRE INSPECTOR	27,095	32,644	38,194	FIRE INSPECTOR
206	INSPECTOR/RESIDENTIAL	31,050	37,410	43,769	INSPECTOR/RESIDENTIAL
195	LAND AGENT	33,932	40,883	47,833	LAND AGENT I
245	MAINTENANCE CREW LEADER	31,909	38,445	44,980	MAINTENANCE CREW LEADER
114	METER OPERATIONS ASSISTANT	31,909	38,445	44,980	METER OPERATIONS ASSISTANT
303	OFFICE MANAGER	30,191	36,375	42,558	OFFICE MANAGER
352	PROJECT COORDINATOR	30,191	36,375	42,558	PROJECT COORDINATOR
13W	PW CREW LEADER - WATER LICENSE	32,768	39,480	46,191	PW CREW LEADER - WATER LICENSE
67	TRAFFIC SIGNAL TECHNICIAN	31,909	38,445	44,980	TRAFFIC SIGNAL TECHNICIAN
113		\$32,440	\$38,928	\$49,439	
203	ASSISTANT FLEET SUPERVISOR	35,425	42,680	49,936	LEAD EQUIPMENT MECHANIC
339	BUDGET ANALYST	33,932	40,883	47,833	BUDGET ANALYST
273	DISPATCH TRAINER	32,768	39,480	46,191	DISPATCH TRAINER
28	FINANCIAL COORDINATOR	33,932	40,883	47,833	FINANCIAL COORDINATOR
257	GIS TECHNICIAN	33,073	39,848	46,622	GIS TECHNICIAN
204	INSPECTOR/COMMERCIAL & RESIDENTIAL	34,566	41,645	48,725	INSPECTOR/COMMERCIAL & RESIDENTIAL
344	POLICE SYSTEMS OPERATOR	33,706	40,610	47,514	BUSINESS AND SYSTEMS OPERATOR
242	PW CREW LEADER/TANKS & PUMPS	32,768	39,480	46,191	PW CREW LEADER/TANKS & PUMPS
3	PW FIELD SERVICE REP	32,768	39,480	46,191	PW FIELD SERVICE REP
179	RECORDS COORDINATOR	30,191	36,375	42,558	LEAD RECORDS CLERK
337	SIDEWALKS/OVERLAY OPERATIONS SUPERV	34,566	41,645	48,725	FIELD OPERATIONS SUPERVISOR
114		\$34,062	\$40,874	\$51,911	
158	CABLE ADMINISTRATOR	33,932	40,883	47,833	CABLE ADMINISTRATOR
343	CODE COMPLIANCE ADMIN	33,932	40,883	47,833	CODE COMPLIANCE ADMIN
355	COMMUNITY RESOURCES PROJECT ADMINI	33,932	40,883	47,833	COMMUNITY RESOURCES PROJECT ADMINI
196	SENIOR LAND AGENT	38,695	46,621	54,546	LAND AGENT II
148	WASTE REDUCTION COORDINATOR	33,932	40,883	47,833	WASTE REDUCTION COORDINATOR
115		\$35,765	\$42,918	\$54,506	
32	HORTICULTURIST	34,792	41,918	49,043	HORTICULTURIST
328	PARK PLANNER	38,695	46,621	54,546	PARK PLANNER
40	PLANNER	38,695	46,621	54,546	PLANNER
175	PROPERTY/EVIDENCE MANAGER	33,706	40,610	47,514	PROPERTY/EVIDENCE MANAGER
264	SURVEYOR	39,168	47,190	55,212	SURVEYOR
361	URBAN FORESTER	33,706	40,610	47,514	URBAN FORESTER
116		\$37,553	\$45,064	\$57,231	
323	BUILDING SERVICES SUPERVISOR	39,554	47,656	55,757	BUILDING SERVICES SUPERVISOR

Wednesday, September 20,

Class Comparison List City of Fayetteville, Arkansas

Proposed Pay Plan: Merit			Annual Range		
Grade			Min	Mkt	Max
Code	Proposed Class Title	Original Title	Working Title		
116			\$37,553	\$45,064	\$57,231
362	BUYER	BUYER	33,706	40,610	47,514
123	DISPATCH SHIFT SUPERVISOR	LEAD DISPATCHER	32,768	39,480	46,191
47	FLEET OPERATIONS SUPERVISOR	FLEET OPERATIONS SUPERVISOR	34,792	41,918	49,043
35	PARKS MAINTENANCE SUPERVISOR	PARKS MAINTENANCE SUPERVISOR	39,554	47,656	55,757
373	PLANS EXAMINER	PLANS EXAMINER	39,168	47,190	55,212
153	PROSECUTOR OFFICE ADMINISTRATOR	HOT CHECK ADMINISTRATOR	33,932	40,883	47,833
338	SENIOR RESEARCH ANALYST	SR RESEARCH ANALYST	38,695	46,621	54,546
110	SOLID WASTE OPERATIONS SUPERVISOR	SOLID WASTE OPERATIONS SUPERVISOR	39,554	47,656	55,757
283	TELECOMMUNICATIONS COORDINATOR	COMMUNICATIONS COORD	39,168	47,190	55,212
191	TRAFFIC CONTROL SUPERVISOR	TRAFFIC CONTROL SUPERVISOR	39,554	47,656	55,757
350	W/WW FIELD SUPERINTENDENT	W/S FIELD SUPERINTENDENT	36,284	43,715	51,147
247	W/WW SERVICES TECHNICAL SUPERVISOR	W & S SERVICES TECHNICAL SUPERVISOR	39,554	47,656	55,757
41	WATER SERVICES SUPERVISOR	WATER SERVICES SUPERVISOR	39,554	47,656	55,757
117			\$39,431	\$47,317	\$60,093
22	DISTRICT COURT ADMINISTRATOR	HEAD COURT CLERK	38,695	46,621	54,546
365	FINANCIAL ANALYST	FINANCIAL ANALYST	38,695	46,621	54,546
365	FINANCIAL ANALYST	FIRE FINANCIAL ANALYST	38,695	46,621	54,546
167	FIXED ASSETS/INVESTMENT COORDINATOR	FIXED ASSETS/INVESTMENT COORDINATOR	38,695	46,621	54,546
354	IT HELP DESK SUPPORT ANALYST	IT HELP DESK SUPPORT ANALYST	41,272	49,726	58,179
375	TRAILS COORDINATOR	TRAILS COORDINATOR	44,068	53,094	62,121
119			\$43,473	\$52,167	\$66,253
88A	ASSISTANT DISPATCH MANAGER		0	0	0
58	BILLING AND COLLECTIONS MANAGER	BILLING AND COLLECTIONS MANAGER	51,233	61,726	72,220
307	BUSINESS SYSTEMS ANALYST	BUSINESS SYSTEMS ANALYST	41,272	49,726	58,179
371	CONTRACT GRANT ACCOUNTANT	CONTRACT GRANT ACCOUNTANT	44,068	53,094	62,121
254	PARKS MAINT SUPERINTENDENT	PARKS MAINT SUPERINTENDENT	44,068	53,094	62,121
NEW	PROJECT MANAGER		0	0	0
189	RECREATION SUPERINTENDENT	RECREATION SUPERINTENDENT	44,068	53,094	62,121
180	SENIOR PLANNER	SENIOR PLANNER	44,068	53,094	62,121
120			\$45,646	\$54,776	\$69,565
366	DATABASE ADMINISTRATOR	DATABASE ADMINISTRATOR	46,646	56,199	65,753
200	GIS COORDINATOR/GIS SUPERVISOR	GIS COORDINATOR	46,646	56,199	65,753
290	HUMAN RESOURCES ADMINISTRATOR	HUMAN RESOURCES ADMIN	44,068	53,094	62,121
288	NETWORK ENGINEER	NETWORK ENGINEER	46,646	56,199	65,753
253	POLICE SYSTEMS ANALYST	SYSTEMS ANALYST	41,272	49,726	58,179
122			\$50,325	\$60,390	\$76,696
68	ACCOUNTING MANAGER	ACCOUNTING COORDINATOR	44,068	53,094	62,121
23	ANIMAL SERVICES SUPERINTENDENT	ANIMAL SERVICES SUPERINTENDENT	52,092	62,761	73,431

Wednesday, September 20,

Class Comparison List City of Fayetteville, Arkansas

Proposed Pay Plan: Merit

Grade	Code	Proposed Class Title	Original Title	Working Title	Annual Range		
					Min	Mkt	Max
122					\$50,325	\$60,390	\$76,696
19		BUILDING SAFETY DIRECTOR	BUILDING SAFETY DIRECTOR		51,233	61,726	72,220
152		BUILDING SERVICES AND PROJECT DIRECTOR	BUILDING SERVICES AND PROJECT MANAGE		52,092	62,761	73,431
14		CITY CLERK/TREASURER	CITY CLERK		38,695	46,621	54,546
84		COMMUNITY RESOURCES & CODE COMPLIA	COMMUNITY RESOURCES & CODE COMPLIA		51,233	61,726	72,220
347		MANAGEMENT ACCOUNTING COORDINATOR	MANAGEMENT ACCOUNTING COORDINATOR		38,695	46,621	54,546
327		POLICE RECORDS SERVICES MANAGER	SUPPORT SERVICES MANAGER		44,068	53,094	62,121
132		PURCHASING MANAGER	PURCHASING MANAGER		51,233	61,726	72,220
284		SENIOR PROGRAMMER/ANALYST	SR PROGRAMMER/ANALYST		46,646	56,199	65,753
274		TELECOMMUNICATIONS MANAGER	TELECOMMUNICATIONS MANAGER		51,233	61,726	72,220
38		TRANSPORTATION SUPERINTENDENT	TRANSPORTATION SUPERINTENDENT		51,233	61,726	72,220
123					\$52,841	\$63,410	\$80,530
888		ASSISTANT HUMAN RESOURCES DIRECTOR			0	0	0
88		DISPATCH MANAGER	DISPATCH MANAGER		51,233	61,726	72,220
20		FLEET OPERATIONS SUPERINTENDENT	FLEET OPERATIONS SUPERINTENDENT		51,233	61,726	72,220
85		INTERNAL AUDITOR	INTERNAL AUDITOR		51,233	61,726	72,220
364		PUBLIC INFORMATION AND POLICY ADVISOR	PUBLIC INFORMATION AND POLICY ADVISOR		51,233	61,726	72,220
126					\$61,171	\$73,405	\$93,224
15		ACCOUNTING ADMINISTRATOR	ACCOUNTING MANAGER		59,293	71,438	83,528
154		ASSISTANT CITY ATTORNEY	ASSISTANT CITY ATTORNEY		44,068	53,094	62,121
367		ASSISTANT CITY ENGINEER	ASST CITY ENGINEER		61,870	74,543	87,215
314		AVIATION & ECON DEV DIR	AVIATION & ECON DEV DIR		64,596	77,827	91,058
267		BUDGET MANAGER	BUDGET MANAGER		59,293	71,438	83,528
287		DEPUTY CITY PROSECUTOR	DEPUTY CITY PROSECUTOR		44,068	53,094	62,121
341		DIRECTOR OF CURRENT PLANNING	DIRECTOR OF CURRENT PLANNING		59,293	71,438	83,528
45		HUMAN RESOURCES DIRECTOR	HUMAN RESOURCES DIRECTOR		59,293	71,438	83,528
26		INFORMATION TECHNOLOGIES MANAGER/IT	INFORMATION TECHNOLOGIES MANAGER		61,870	74,543	87,215
79		PARKS & RECREATION DIRECTOR	PARKS & REC DIRECTOR		59,293	71,438	83,528
218		SOLID WASTE DIRECTOR	ENVIRONMENTAL AFFAIRS ADMINISTRATOR		59,293	71,438	83,528
90		STAFF ENGINEER - PE	STAFF ENGINEER		53,810	64,831	75,853
332		TRANSPORTATION MANAGER	TRANSPORTATION MGR		59,293	71,438	83,528
5		WATER & WASTEWATER OPERATIONS MANA	W & S OPERATIONS MANAGER		59,293	71,438	83,528
127					\$64,229	\$77,075	\$97,885
12		ASSISTANT FIRE CHIEF	ASSISTANT FIRE CHIEF		64,148	77,287	90,426
33		DEPUTY CHIEF OF POLICE	DEPUTY CHIEF OF POLICE		65,269	78,637	92,005
128					\$67,441	\$80,929	\$102,779
140		CITY ENGINEER	CITY ENGINEER		66,613	80,257	93,901
360		PLANNING AND PROGRAM DEVELOPMENT D	PLANNING AND PROGRAM DEVELOPMENT D		68,227	82,202	96,173
170		PROSECUTING ATTORNEY	PROSECUTING ATTORNEY		64,036	77,152	90,268

Wednesday, September 20,

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Class Comparison List
City of Fayetteville, Arkansas

Proposed Pay Plan: Merit					
Grade	Code	Proposed Class Title	Original Title	Working Title	Annual Range Min Mkt Max
130					\$74,353 \$89,224 \$113,314
133		CITY ATTORNEY	CITY ATTORNEY		72,934 87,872 102,810
57		FIRE CHIEF	FIRE CHIEF		69,124 83,282 97,440
81		POLICE CHIEF	POLICE CHIEF		69,124 83,282 97,440
112		WATER/WASTEWATER DIRECTOR	WATER/WASTEWATER DIR		71,701 86,387 101,072
131					\$78,071 \$93,685 \$118,980
304		DIRECTOR OF OPERATIONS	DIRECTOR OF OPERATIONS		77,820 93,759 109,698
145		FINANCE DIRECTOR			0 0 0
134					\$90,377 \$108,452 \$137,734
225		DISTRICT JUDGE	MUNICIPAL JUDGE		72,934 87,872 102,810
82		MAYOR	MAYOR		88,488 106,612 124,736

Section 5

Implementation reports provide detailed and summarized information about implementation costs.

The results provided in the implementation reports are dependent upon the settings that are established and stored for each report, allowing numerous implementation costs. There is no limit to the number of implementation scenarios that can be stored.

In the detail section of each implementation report, two rows are used to display data for each employee. The top row displays the employee's current Class, Grade and Salary information, while the second row displays the proposed Class, Grade and Salary. In addition, the details of important dates, seven different adjustments to current salary, the employee's FTE, Position # and Name are also displayed. For privacy, each of the items that can be shown in the report, can also be hidden.

When step plans are being considered, the implementation report can show the cost difference between using open range calculations and step calculations in the same plan.

Implementation reports can also display or hide all detail, and print only the summary data desired. Available summaries include a summary for each department, each pay plan, and for the total organization.

The report settings used to prepare each implementation report are shown at the beginning of each implementation report, to allow verification of the assumptions used when the report was prepared.

SAMPLE Implementation Report Settings Screen (example only - not live settings)

Report Form

☒ Draft
 ☐ Summary Only
 ☒ Show Department Summary
 ☒ Show Pay Plan Summary
 ☒ Show Grade Totals Summary

Implementation Scenarios: Existing

Valued Client

☐ Implementation Costs Annualized
 ☐ Implementation Costs Hourly
 ☒ Implementation Costs by Job Class

Report Name: [Job Title]

Calculation Parameters

Set Percent to Real Grade Market to:
 Set Percent to Real Grade Maximum to:
 Set Maximum Adjustment to Life Range:
 Set Allowable Experience Days Using:
 Set Maximum Years of Service Cap to:
 Calculate Half Above Min. of 10 Years: ☐
 Include Organizational Experience Adj: ☐
 Allow Additional Adj:

Implementation:
 Flat Percent Adjustment Management:
 Calculate %s Using Current Salary: ☐
 Apply Flat % Adjustment: ☐
 Before Min Adj: ☐ After Step: ☐
 After Min Adj: ☐ After Merit: ☐
 After Bonus: ☐ After 10-yr: ☐

Display on Implementation Report

Proposed Class

☒ Class Title
 ☐ Class Code
 ☐ Grade
 ☒ Salary Range
 ☐ Step
 ☒ Base Salary

Identify

☒ Employee Name
 ☒ Position Control Number
 ☒ Rate
 ☐ Days
 ☐ Duty Day
 ☒ Experience Days Allowed

Adjustments

☐ Flat %
 ☐ Step
 ☒ Minimum
 ☒ Market
 ☒ Maximum

Dates

☒ Hire Date
 ☒ Pension Date
 ☒ Experience Date
 ☒ On Change
 ☐ No Change

Report Settings

Report Name: Implementation Merit % of Range		13	
Print As Plan Type		Increment Current Step by	
Open Range			
Calculation Parameters			
Set Years to Reach Grade Market to			
5		# Adjustments	
15		1	
Set Years to Reach Grade Maximum to			
Set Maximum Adjustment to the Range			
Set Allowable Experience Days Using			
100		year(s) of service	
1		year(s) of service	
Include Stipends		☐	
7		Day(s) Organization Experience	
Allow 1 additional day adjustment for			
Implementation: 1/1/2007			
Flat Percent Adjustment Management			
Calculate a Flat % Adjustment of 0 %			
Calculate % Using Current Salary ☒			
Apply Flat % Adjustment:			
☒ Before Min Adj ☐ After Step			
☐ After Min Adj ☐ After OrgExp			
☐ After Market ☐ After Assignment			
☐ After Max			

- ☒ Summary Only
- ☒ Show Department Summary
- ☒ Show Pay Plan Summary
- ☒ Show Grand Totals Summary

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Accounting (Dept Code 320)

Original	Class	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Compa Ratio	Position #
Proposed	Title	Code	Min	Max	#	Days All'd	Duty	Min	Max	Merit	Asgn	Employee Name	

Summary for Accounting

Current Payroll	\$551,510	# Positions	12
Fiat 0% Adjustment	\$0		
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$47,775	# Adjusted To Market	10
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$47,775		
Proposed Payroll	\$599,285	% Change	8.66%

Summary for Administration

Current Payroll	\$527,661	# Positions	9
Fiat 0% Adjustment	\$0		
Adjustment To Minimum	\$1,616	# Adjusted To Minimum	1
Adjustment To Market	\$1,045	# Adjusted To Market	7
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$42,660		
Proposed Payroll	\$570,321	% Change	8.08%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Airport (Dept Code 520)

Original	Proposed	Title	Class	Code	Min	Mkt	Max	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	% Chg	Compa Ratio	Position #	Employee Name
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Summary for Airport

Current Payroll										\$252,963										6	
Flat 0% Adjustment									\$0												
Adjustment To Minimum									\$0											0	
Adjustment To Market									\$17,484											5	
Adjustment Toward Maximum									\$0											0	
Adjustment To Step									\$0											0	
OrgExp Adjustment									\$0											0	
Stipends / Supplements									\$0											0	
Total Applied Adjustments									\$17,484												6.91%
Proposed Payroll										\$270,448											

Summary for Animal Services

Current Payroll										\$448,745										14	
Flat 0% Adjustment									\$0												
Adjustment To Minimum									\$0											0	
Adjustment To Market									\$13,525											11	
Adjustment Toward Maximum									\$0											0	
Adjustment To Step									\$0											0	
OrgExp Adjustment									\$0											0	
Stipends / Supplements									\$0											0	
Total Applied Adjustments									\$13,525												3.01%
Proposed Payroll										\$462,271											

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Billing and Collections (Dept Code 420)

Original	Class	Title	Code	Min	Mkt	Max	#	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	% Chg	Compa Ratio	Position #	Employee Name
Proposed									Duty	Exper. Date	Days All'd									

Summary for Billing and Collections

Current Payroll									\$514,654		# Positions	17								
Flat 0% Adjustment							\$0													
Adjustment To Minimum							\$3,266				# Adjusted To Minimum	4								
Adjustment To Market							\$40,728				# Adjusted To Market	16								
Adjustment Toward Maximum							\$0				# Adjusted Toward Maximum	0								
Adjustment To Step							\$0				# Adjusted To Step	0								
OrgExp Adjustment							\$0				# OrgExp Adjustments	0								
Stipends / Supplements							\$0				# Assignment	0								
Total Applied Adjustments							\$43,994				% Change	8.55%								
Proposed Payroll									\$558,648											

Summary for Budget and Research

Current Payroll									\$216,545		# Positions	4								
Flat 0% Adjustment							\$0													
Adjustment To Minimum							\$0				# Adjusted To Minimum	0								
Adjustment To Market							\$13,219				# Adjusted To Market	3								
Adjustment Toward Maximum							\$0				# Adjusted Toward Maximum	0								
Adjustment To Step							\$0				# Adjusted To Step	0								
OrgExp Adjustment							\$0				# OrgExp Adjustments	0								
Stipends / Supplements							\$0				# Assignment	0								
Total Applied Adjustments							\$13,219				% Change	6.10%								
Proposed Payroll									\$229,764											

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan - Merit
Building Maintenance (Dept Code 350)

Original	Proposed	Title	Class	Code	Min	Mkt	Max	#	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	% Chg	Compa Ratio	Position #	Employee Name
Summary for Building Maintenance																					
Current Payroll																					
Flat 0% Adjustment																					
									\$0											15	
Adjustment To Minimum									\$1,044											2	
Adjustment To Market									\$39,891											15	
Adjustment Toward Maximum									\$0											0	
Adjustment To Step									\$0											0	
OrgExp Adjustment									\$0											0	
Stipends / Supplements									\$0											0	
Total Applied Adjustments									\$40,935												8.17%
Proposed Payroll										\$501,230											

Summary for Building Safety

Current Payroll																					
Flat 0% Adjustment									\$0											12	
Adjustment To Minimum									\$540											1	
Adjustment To Market									\$16,538											9	
Adjustment Toward Maximum									\$0											0	
Adjustment To Step									\$0											0	
OrgExp Adjustment									\$0											0	
Stipends / Supplements									\$0											0	
Total Applied Adjustments									\$17,078												3.75%
Proposed Payroll										\$472,631											

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit

Cable (Dept Code 510)

Original	Class	Code	Min	Mkt	Max	#	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	% Chg	Compa Ratio	Position #
Proposed	Title							Duty	Exper Date	Days All'd						Asgn		Employee Name

Summary for Cable

Current Payroll

Flat 0% Adjustment	\$0	# Positions	4
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$10,772	# Adjusted To Market	4
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$10,772	% Change	8.33%
Proposed Payroll	\$140,142		

Summary for City Attorney

Current Payroll

Flat 0% Adjustment	\$0	# Positions	3
Adjustment To Minimum	\$2,126	# Adjusted To Minimum	1
Adjustment To Market	\$37,126	# Adjusted To Market	3
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$39,251	% Change	21.41%
Proposed Payroll	\$222,583		

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
City Clerk (Dept Code 550)

Original	Proposed	Title	Class	Code	Min	Mkt	Max	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	Step	% Chg	Compa Ratio	Position #	Employee Name
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Summary for City Clerk

Current Payroll										\$184,835		# Positions	5									
Flat 0% Adjustment									\$0													
Adjustment To Minimum									\$0				# Adjusted To Minimum					0				
Adjustment To Market									\$43,218				# Adjusted To Market					5				
Adjustment Toward Maximum									\$0				# Adjusted Toward Maximum					0				
Adjustment To Step									\$0				# Adjusted To Step					0				
OrgExp Adjustment									\$0				# OrgExp Adjustments					0				
Stipends / Supplements									\$0				# Assignment					0				
Total Applied Adjustments									\$43,218				% Change					23.38%				
Proposed Payroll										\$228,053												

Summary for City Prosecutor

Current Payroll										\$346,256		# Positions	8									
Flat 0% Adjustment									\$0													
Adjustment To Minimum									\$12,214				# Adjusted To Minimum					1				
Adjustment To Market									\$45,438				# Adjusted To Market					8				
Adjustment Toward Maximum									\$0				# Adjusted Toward Maximum					0				
Adjustment To Step									\$0				# Adjusted To Step					0				
OrgExp Adjustment									\$0				# OrgExp Adjustments					0				
Stipends / Supplements									\$0				# Assignment					0				
Total Applied Adjustments									\$57,651				% Change					16.65%				
Proposed Payroll										\$403,907												

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Civilian Fire (Dept Code 750)

Original	Class	Title	Code	Min	Mkt	Max	#	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	% Chg	Compa Ratio	Position #	Employee Name
Proposed										Exper.Date	Days All'd						Asgn			

Summary for Civilian Fire

Current Payroll									\$117,466		# Positions	3								
Flat 0% Adjustment							\$0													
Adjustment To Minimum							\$0				# Adjusted To Minimum	0								
Adjustment To Market							\$15,449				# Adjusted To Market	3								
Adjustment Toward Maximum							\$0				# Adjusted Toward Maximum	0								
Adjustment To Step							\$0				# Adjusted To Step	0								
OrgExp Adjustment							\$0				# OrgExp Adjustments	0								
Stipends / Supplements							\$0				# Assignment	0								
Total Applied Adjustments							\$15,449				% Change	13.15%								
Proposed Payroll									\$132,915											

Summary for Civilian Police

Current Payroll									\$844,497		# Positions	24								
Flat 0% Adjustment							\$0													
Adjustment To Minimum							\$0				# Adjusted To Minimum	0								
Adjustment To Market							\$89,360				# Adjusted To Market	22								
Adjustment Toward Maximum							\$0				# Adjusted Toward Maximum	0								
Adjustment To Step							\$0				# Adjusted To Step	0								
OrgExp Adjustment							\$0				# OrgExp Adjustments	0								
Stipends / Supplements							\$0				# Assignment	0								
Total Applied Adjustments							\$89,360				% Change	10.58%								
Proposed Payroll									\$933,856											

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit

Community Resources and Code Compliance (Dept Code 310)

Original	Class	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Compa Ratio	Position #
Proposed	Title	Min	Max	Duty	Exper. Date	Days All'd		Min	Max	Merit	Asgn		Employee Name

Summary for Community Resources and Code Compliance

Current Payroll	\$359,919	# Positions	10
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$4,821	# Adjusted To Minimum	3
Adjustment To Market	\$22,056	# Adjusted To Market	7
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$26,877		
Proposed Payroll	\$386,796	% Change	7.47%

Summary for Dispatch

Current Payroll	\$711,433	# Positions	21
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$3,356	# Adjusted To Minimum	5
Adjustment To Market	\$55,205	# Adjusted To Market	21
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$58,561		
Proposed Payroll	\$769,994	% Change	8.23%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit

District Court (Dept Code 380)

Original	Class		Grade				Step	FTEF	Experience		Promotion	Salary	Adjustments				Compa Ratio	Position #	
	Title	Code	Min	Mkt	Max	#			Hire Date	Exper.Date			Days All'd	Flat %	Mkt	Step			% Chg
Proposed									Duty					Min	Max	Merit	Asgn		Employee Name

Summary for District Court

Current Payroll

Flat 0% Adjustment	\$0	\$320,588	# Positions	9
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$30,284		# Adjusted To Market	9
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0

Total Applied Adjustments

Proposed Payroll	\$30,284	\$350,872	% Change	9.45%
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Summary for Engineering

Current Payroll

Flat 0% Adjustment	\$0	\$1,192,913	# Positions	22
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$115,869		# Adjusted To Market	15
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0

Total Applied Adjustments

Proposed Payroll	\$115,869	\$1,308,782	% Change	9.71%
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City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Fleet (Dept Code 410)

Original	Class	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Adjustments	Compa Ratio	Position #
Proposed	Title	Code	Min	Max	Exper. Date	Days All'd	Duty	Min	Max	Step	Employee Name

Summary for Fleet

Current Payroll	\$657,883	# Positions	18
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$4,634	# Adjusted To Minimum	4
Adjustment To Market	\$62,555	# Adjusted To Market	16
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$67,189		
Proposed Payroll	\$725,072	% Change	10.21%

Summary for Human Resources

Current Payroll	\$170,319	# Positions	3
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$20,593	# Adjusted To Market	3
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$20,593		
Proposed Payroll	\$190,912	% Change	12.09%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Information Technology (Dept Code 370)

Original	Proposed	Title	Class	Code	Min	Mkt	Max	#	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	% Chg	Compa Ratio	Position #	Employee Name

Summary for Information Technology

Current Payroll

Flat 0% Adjustment	\$0																			13
Adjustment To Minimum	\$0																			0
Adjustment To Market	\$45,633																			13
Adjustment Toward Maximum	\$0																			0
Adjustment To Step	\$0																			0
OrgExp Adjustment	\$0																			0
Stipends / Supplements	\$0																			0

Total Applied Adjustments	\$45,633																			
Proposed Payroll	\$734,959																			6.62%

Summary for Meter

Current Payroll	\$612,196																			18
Flat 0% Adjustment	\$0																			
Adjustment To Minimum	\$9,531																			3
Adjustment To Market	\$61,452																			18
Adjustment Toward Maximum	\$0																			0
Adjustment To Step	\$0																			0
OrgExp Adjustment	\$0																			0
Stipends / Supplements	\$0																			0

Total Applied Adjustments	\$70,983																			
Proposed Payroll	\$683,179																			11.59%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit

Parking and Telecommunications (Dept Code 450)

Original	Proposed	Title	Code	Min	Max	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Min	Max	Merit	Step	% Chg	Compa Ratio	Position #	Employee Name

Summary for Parking and Telecommunications

Current Payroll	\$220,180	# Positions	6
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$10,363	# Adjusted To Market	3
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$10,363		
Proposed Payroll	\$230,543	% Change	4.71%

Summary for Parks and Recreation

Current Payroll	\$1,224,109	# Positions	35
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$1,347	# Adjusted To Minimum	2
Adjustment To Market	\$128,149	# Adjusted To Market	31
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$129,496		
Proposed Payroll	\$1,353,605	% Change	10.58%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Planning (Dept Code 230)

Original	Class	Title	Code	Min	Mkt	Max	#	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Compa Ratio	Position #	Employee Name
Proposed									Duty	Exper. Date	Days All'd					Asgn			

Summary for Planning

Current Payroll

Flat 0% Adjustment	\$0								\$525,032		# Positions	12							
Adjustment To Minimum	\$0										# Adjusted To Minimum	0							
Adjustment To Market	\$15,522										# Adjusted To Market	7							
Adjustment Toward Maximum	\$0										# Adjusted Toward Maximum	0							
Adjustment To Step	\$0										# Adjusted To Step	0							
OrgExp Adjustment	\$0										# OrgExp Adjustments	0							
Stipends / Supplements	\$0										# Assignment	0							

Total Applied Adjustments

Proposed Payroll	\$15,522								\$540,553		% Change	2.96%							
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Summary for Purchasing

Current Payroll

Flat 0% Adjustment	\$0								\$132,885		# Positions	3							
Adjustment To Minimum	\$475										# Adjusted To Minimum	1							
Adjustment To Market	\$10,275										# Adjusted To Market	3							
Adjustment Toward Maximum	\$0										# Adjusted Toward Maximum	0							
Adjustment To Step	\$0										# Adjusted To Step	0							
OrgExp Adjustment	\$0										# OrgExp Adjustments	0							
Stipends / Supplements	\$0										# Assignment	0							

Total Applied Adjustments

Proposed Payroll	\$10,750								\$143,635		% Change	8.09%							
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City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Solid Waste (Dept Code 140)

Original	Proposed	Title	Class	Grade	Min	Max	Step	FTE	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Compa Ratio	Position #

Summary for Solid Waste

Current Payroll	\$1,719,719	# Positions	49
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$2,559	# Adjusted To Minimum	5
Adjustment To Market	\$139,561	# Adjusted To Market	49
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$142,119		
Proposed Payroll	\$1,861,838	% Change	8.26%

Summary for Transportation

Current Payroll	\$1,949,703	# Positions	59
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$12,810	# Adjusted To Minimum	9
Adjustment To Market	\$200,995	# Adjusted To Market	54
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$213,805		
Proposed Payroll	\$2,163,508	% Change	10.97%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Uniformed Fire (Dept Code 700)

Original	Class	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Compa Ratio	Position #
Proposed	Title	Code	Min	Max	#	Duty	Exper. Date	Days All'd	Min	Max	Merit	Asgn	Employee Name

Summary for Uniformed Fire

Current Payroll	\$216,803	# Positions	3
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$12,135	# Adjusted To Market	3
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$12,135		
Proposed Payroll	\$228,938	% Change	5.60%

Summary for Uniformed Police

Current Payroll	\$255,620	# Positions	3
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$19,119	# Adjusted To Market	3
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$19,119		
Proposed Payroll	\$274,739	% Change	7.48%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Water and Sewer (Dept Code 160)

Original	Proposed	Experience										Adjustments				Compa Ratio	Position #	Employee Name
		Class		Grade		Step	FTEF	Hire Date	Promotion	Salary	Flat %	Step	% Chg					
		Title	Code	Min	Mkt	Max	#	Duty	Exper. Date	Days All'd		Min	Max	Merit	Asgn			

Summary for Water and Sewer

Current Payroll	\$1,503,083	# Positions	45
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$7,144	# Adjusted To Minimum	7
Adjustment To Market	\$119,780	# Adjusted To Market	32
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$126,924	% Change	8.44%
Proposed Payroll	\$1,630,007		

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Merit
Water and Sewer (Dept Code 160)

Original	Proposed	Experience										Adjustments					Compa Ratio	Position #	Employee Name
		Class			Grade			Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg			
		Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd			Min	Max	Merit	Asgn			

Summary for Pay Plan: Merit

Current Payroll																		
Flat 0% Adjustment																		
Adjustment To Minimum																		
Adjustment To Market																		
Adjustment Toward Max																		
Adjustment To Step																		
OrgExp Adjustment																		
Stipends / Supplements																		

Total Applied Adjustments																		
Proposed Payroll																		

City of Fayetteville, Arkansas Implementation Report

Summary for City of Fayetteville, Arkansas

Current Payroll	\$17,736,326	# Positions	465
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$67,483	# Adjusted To Minimum	49
Adjustment Toward Mkt	\$1,541,112	# Adjusted Toward Market	408
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,608,594		
Proposed Payroll	\$19,344,921	% Change in Total Payroll	9.07%
FICA Rate: 7.65			
Proposed Payroll plus FICA	\$20,824,807		

Implementation Report - Introduction

Implementation reports provide detailed and summarized information about implementation costs.

The results provided in the implementation reports are dependent upon the settings that are established and stored for each report, allowing numerous implementation costs. There is no limit to the number of implementation scenarios that can be stored.

In the detail section of each implementation report, two rows are used to display data for each employee. The top row displays the employee's current Class, Grade and Salary information, while the second row displays the proposed Class, Grade and Salary. In addition, the details of important dates, seven different adjustments to current salary, the employee's FTE, Position # and Name are also displayed. For privacy, each of the items that can be shown in the report, can also be hidden.

When step plans are being considered, the implementation report can show the cost difference between using open range calculations and step calculations in the same plan.

Implementation reports can also display or hide all detail, and print only the summary data desired. Available summaries include a summary for each department, each pay plan, and for the total organization.

The report settings used to prepare each implementation report are shown at the beginning of each implementation report, to allow verification of the assumptions used when the report was prepared.

SAMPLE Implementation Report Settings Screen (example only - not live settings)

Implementation Scenarios

Valued Client

Implementation Scenarios Filing

Report Format: ☒ Draft ☐ Summary Only ☐ Show Department Summary ☐ Show Pay Plan Summary ☐ Show Grand Totals Summary

Implementation Costs Annualized ☐ Implementation Costs Hourly ☐ Implementation Costs by Job Class ☐

Report Name: Report Date: Report Time:

Include Plan ☐ Exclude Plan ☐

Implementation Step by: Implementation Step by:

Calculation Parameters

Set Years to Reach Grade Market to: # Adjustments:

Set Years to Reach Grade-Minimum in: Maximum:

Set Maximum Adjustment in the Range:

Set Allowable Experience Days Using:

Set Maximum Years of Service Cap to: Experience Date:

Calculate Adj. Above Min after the first: years of service

Include Organizational Experience adj: ☐ Include Stipends ☐

Allow 1 Additional day: years of service

Over mfr. adjustment for every: years of service

Implementation: 7/1/2004

Flat Percent Adjustment Management

Calculate o Flat % Adjustment of:

Calculate % Using Current Salary:

Apply Flat % Adjustment: ☐ Before Min Adj: ☐ After Step ☐ After Min Adj: ☐ After Merit ☐ After Bonus ☐ After Max

Display on Implementation report

Original Class ☒ Class Title ☒ Class Code ☒ Grade ☒ Salary Range ☒ Step ☒ Base Salary

Proposed Class ☒ Class Title ☒ Class Code ☒ Grade ☒ Salary Range ☒ Step ☒ Base Salary

Identity ☒ Employee Name ☒ Position Control Number ☒ FTE ☒ Days ☒ Duty Days ☒ Experience Days Allowed

Adjustments ☐ Flat % ☐ Step ☐ Stipends ☐ Merit ☐ Minimum ☐ Maximum

Dates ☒ Hire Date ☒ Promotion Date ☒ Experience Date ☒ % Change ☒ % Change

Report Settings

Report Name: Implementation Report 001 - Fire and Police**		1	
Print As Plan Type		Increment Current Step by	
Step or Step/Open			
Calculation Parameters			
Set Years to Reach Grade Market to	4	# Adjustments	
Set Years to Reach Grade Maximum to	10		1
Set Maximum Adjustment to the Range	Normal Progression		
Set Allowable Experience Days Using	Promotion Date		
Set Maximum Years of Service Cap to	100	year(s) of service	
Calculate Adj. Above Min after the first	1	year(s) of service	
Include Organizational Experience adj	☐	Include Stipends	☐
Allow 1 additional day adjustment for	7	Day(s) Organization Experience	
Summary Only			
☒ Summary Only			
☒ Show Department Summary			
☒ Show Pay Plan Summary			
☒ Show Grand Totals Summary			
Implementation: 1/1/2007			
Flat Percent Adjustment Management			
Calculate a Flat % Adjustment of 0 %			
Calculate % Using Current Salary ☒			
Apply Flat % Adjustment			
☒ Before Min Adj ☐ After Step			
☐ After Min Adj ☐ After OrgExp			
☐ After Market ☐ After Assignment			
☐ After Max			

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Fire
Uniformed Fire (Dept Code 700)

Original Proposed	Class		Grade			Step	FTEF	Experience			Adjustments					Compa Ratio		
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Employee Name		
Summary for Uniformed Fire																		
Current Payroll										\$4,153,872		# Positions		100				
Flat 0% Adjustment										\$0								
Adjustment To Minimum										\$3,054		# Adjusted To Minimum		13				
Adjustment To Market										\$34,615		# Adjusted To Market		29				
Adjustment Toward Maximum										\$176,657		# Adjusted Toward Maximum		38				
Adjustment To Step										\$70,181		# Adjusted To Step		100				
OrgExp Adjustment										\$0		# OrgExp Adjustments		0				
Stipends / Supplements										\$0		# Assignment		0				
Total Applied Adjustments										\$284,507								
Proposed Payroll										\$4,438,379		% Change		6.85%				

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Fire
Uniformed Fire (Dept Code 700)

Original	Proposed	Title	Class	Code	Min	Mkt	Max	#	Step	FTEF	Experience			Adjustments				Compa Ratio	Position #	Employee Name
											Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg			
											Duty	Exper. Date	Days All'd		Min	Max	Merit	Asgn		

Summary for Pay Plan: Fire

Current Payroll										\$4,153,872				# Positions					100	
Fiat 0% Adjustment								\$0												
Adjustment To Minimum								\$3,054						# Adjusted To Minimum					13	
Adjustment To Market								\$34,615						# Adjusted To Market					29	
Adjustment Toward Max								\$176,657						# Adjusted Toward Max					38	
Adjustment To Step								\$70,181						# Adjusted To Step					100	
OrgExp Adjustment								\$0						# OrgExp Adjustments					0	
Stipends / Supplements								\$0						# Assignment					0	

Total Applied Adjustments

								\$284,507						% Change					6.85%	
--	--	--	--	--	--	--	--	-----------	--	--	--	--	--	----------	--	--	--	--	-------	--

Proposed Payroll

								\$4,438,379												
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City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Police
Uniformed Police (Dept Code 600)

Original	Class	Grade	Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Compa Ratio	Position #
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper. Date	Days All'd	Min	Max	Asgn	Employee Name

Summary for Uniformed Police

Current Payroll	\$5,075,627	# Positions	117
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$57,705	# Adjusted To Market	42
Adjustment Toward Maximum	\$76,655	# Adjusted Toward Maximum	40
Adjustment To Step	\$81,435	# Adjusted To Step	117
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$215,795		
Proposed Payroll	\$5,291,422	% Change	4.25%

City of Fayetteville, Arkansas Implementation Report

Proposed Pay Plan Police
Uniformed Police (Dept Code 600)

Original	Proposed	Experience										Adjustments					Compa Ratio	Position #
		Class				Grade			Step	FTEF	Hire Date	Promotion	Salary	Flat %	Mkt	Step	% Chg	Employee Name
		Title	Code	Min	Mkt	Max	#	Duty		Exper. Date	Days All'd			Min	Max	Merit	Assign	

Summary for Pay Plan: Police

Current Payroll

Flat 0% Adjustment	\$0	# Positions	117
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$57,705	# Adjusted To Market	42
Adjustment Toward Max	\$76,655	# Adjusted Toward Max	40
Adjustment To Step	\$81,435	# Adjusted To Step	117
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments

Proposed Payroll	\$215,795	% Change	4.25%
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City of Fayetteville, Arkansas Implementation Report

Summary for City of Fayetteville, Arkansas

Current Payroll	\$9,229,499	# Positions	217
Flat 0% Adjustment	\$0		
Adjustment To Minimum	\$3,054	# Adjusted To Minimum	13
Adjustment Toward Mkt	\$92,320	# Adjusted Toward Market	71
Adjustment Toward Maximum	\$253,312	# Adjusted Toward Maximum	78
Adjustment To Step	\$151,616	# Adjusted To Step	217
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$500,302		
Proposed Payroll	\$9,729,801	% Change in Total Payroll	5.42%
FICA Rate: 7.65			
Proposed Payroll plus FICA	\$10,474,131		

165

October 3, 2006

Letter To : Fayetteville City Council
Compensation Committee
Mayor Cooty

Why should Fayetteville adopt the compensation philosophy that strives to pay city employees more than the going market rate when salaries in this part of the country on the average are and have always been lower than in other places across our fair country? Wouldn't it make more sense to compare city employee salaries with the salaries being paid in the private sector in Fayetteville rather than comparing to salaries in other areas? Those of us who live here have chosen to do so for various reasons...not one of them being that the pay scale is higher than average. Perhaps our compensation is at least in part that we get to live here in this beautiful part of the world.

Why do we need to always be hiring advisory groups and consultants to tell us what we in Fayetteville should be doing? Couldn't this be done using resources in this area (perhaps at the U of A) rather than hiring (with tax money) people from outside this area who in order to successfully do the job they are hired to do will invariably come up with proposals that require greater expenditures (i.e. need to increase taxes to cover what we're proposing).

It's interesting to note that there seemed to be silence regarding spending millions more on salaries and compensation packages when we were being told how critically a tax increase was needed to fix our sewer system, streets, and trails.

I don't know how many other people feel the way I do, but I think there are many. Some of us haven't forgotten that not so very long ago a tax that was originally approved for capital improvements (streets for example) was diverted to operating expense (salaries, for instance). If that maneuver had not taken place our street improvement money probably would not have been in shortfall territory in the first place.

It is getting old...this same song year after year reading that employees at every level on government payrolls are finding ways to give themselves higher salaries and more benefits. Have you looked around you? There are people out here making a lot less than you, less time off work, and fewer benefits. Come on out and take some of their places and see how quickly some of them ^{would} be glad to trade jobs and benefits with you.

Ruth Johnson
Fayetteville

RECEIVED

OCT 04 2006

CITY OF FAYETTEVILLE
CITY CLERK'S OFFICE

Subject: Group Medical & Dental Plan Renewals					
Motion To:		Approve			
Motion By:		Jordan			
Seconded:		Thiel			
C. 7. New Business <u>Passed</u> 172-06	Jordan	✓			
	Reynolds	✓			
	Thiel	✓			
	Cook	✓			
	Rhoads	✓			
	Ferrell	✓			
	Lucas	✓			
	Mayor Coody				

7-0

Subject: 2007 Compensation & Classification					
Motion To:		0% of Market with open range			Plan
Motion By:		Ferrell			Implementation
Seconded:		Reynolds			
C. 8. New Business <u>Passed</u> 173-06	Jordan	✓			
	Reynolds	✓			
	Thiel	✓			
	Cook	✓			
	Rhoads	✓			
	Ferrell	✓			
	Lucas	✓			
	Mayor Coody				

7-0