

MINUTES OF THE BOARD OF DIRECTORS REGULAR MEETING

TUESDAY ~ JUNE 2, 2015 ~ 6:00 P.M.

FORT SMITH PUBLIC SCHOOLS SERVICE CENTER

The meeting was called to order by Mayor Sandy Sanders, presiding. Invocation was given by Pastor Braxton Schulte of Central Christian Church, followed by the Pledge of Allegiance.

On roll call the following members of the Board were present: Directors Keith Lau, Andre' Good, Mike Lorenz, George Catsavis, Tracy Pennartz, Kevin Settle and Don Hutchings. The Mayor declared a quorum present.

Mayor Sanders inquired if any Board member had any item of business to present that was not already on the agenda. There was none presented.

The minutes of the May 19, 2015 regular meeting were presented for approval. Settle, seconded by Lorenz, moved approval of the minutes as written. The members all voting aye, the Mayor declared the motion carried.

Lau, seconded by Pennartz, moved to relocate Item No. 5 to Item No. 3 on the agenda thereby moving the original Item No. 3 to Item No. 4; and, the original Item No. 4 to Item No. 5. Prior to the vote, Director Catsavis inquired the purpose of the motion.

Director Lau advised Item No. 5 is related to the budget and the result of action taken on said item could affect the decision of existing Item No. 3 regarding the police and fire retirement issue.

The motion remaining on the floor, the members voted as follows: ayes - Lau, Good, Lorenz, Pennartz & Settle; nays - Catsavis & Hutchings. The Mayor declared the motion carried and the agenda was rearranged accordingly.

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Item No. 1 was an ordinance rezoning identified property and amending the zoning map (*from Residential Single Family Duplex Low/Medium Density (RSD-2) to a Planned Zoning District by classification located at 4411 Rogers Avenue*).

Director of Development Services Wally Bailey briefed the Board on the item advising such is per the request of Reliance Health Care, agent for Saint Scholastica Academy. The purpose of the proposed rezoning is to allow for the construction of a nursing home to be located on 9.46 acres with one hundred two (102) beds; one hundred and thirty (130) parking spaces; and, landscaping. Two (2) neighborhood meetings were held with no individual present to speak in opposition. The Planning Commission held a public hearing on May 12, 2015 with no individual present to speak in opposition. The Planning Commission unanimously amended the request to make approval subject to the following:

- ▶ All exterior building and site lighting shall not produce glare, light trespass and/or unnecessary skyglow. The use of shielded light fixtures is required by Section 27-602-5 of the Unified Development Ordinance (UDO).
- ▶ The plat shall be approved prior to the issuance of a building permit.

The Planning Commission approved the amended request by a vote of eight (8) in favor and zero (0) opposed.

Director Hutchings advised such appears to be a "*great, great plan*"; therefore, he conveyed much support for the item.

Hutchings, seconded by Lau, moved adoption of the ordinance. The motion included suspending the rule to allow the three (3) full readings of the ordinance to be by caption

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and for the readings to occur on the same date. The City Clerk read the ordinance for its readings and the members all voting affirmatively, the Mayor declared the motion carried and the ordinance was adopted and given Ordinance No. 37-15.

Item No. 2 was an ordinance rezoning identified property and amending the zoning map (*from Industrial Light (I-1) to Commercial Moderate (C-3) by classification located at 3500 Phoenix Avenue*).

Mr. Bailey briefed the Board on the item advising such is per the request of Rodney Ghan, agent for Southern Steel and Wire. The purpose of the proposed rezoning is to allow for the development of a 17,600 square feet, multi-tenant retail shopping center. The Planning Commission held a public hearing on May 12, 2015 with no individual present to speak in opposition. Mr. Benny Gooden, Superintendent of Fort Smith Public Schools (FSPS), submitted a letter advising the FSPS maintains no opposition to the proposed retail activity; however, concern was conveyed regarding the traffic patterns in the vicinity of Orr Elementary School. The City of Fort Smith Engineering Department reviewed the applications, plans and traffic information submitted by the project engineer and have accepted such. The Planning Commission reviewed a preliminary development plan for the property and the Board of Zoning Adjustment reviewed the following variance requests:

- ▶ Variance from the separation between driveways on the same site.
- ▶ Variance from the separation between the proposed east driveway and an existing driveway on the contiguous property east of this site.

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- ▶ Variance to allow concealed fastener, pre-engineered steel panels on the south walls and a portion of the east wall of the building.

The Board of Zoning Adjustment approved the above noted variances with seven (7) in favor and one (1) opposed subject to Engineering Department approval of the Traffic Information Statement and any improvement that might be required as a condition of the approval; and, Armstrong Maple trees or an equivalent will be included in the landscaped area located at the southwest corner of the proposed building.

With the approval of the above noted variances by the Board of Zoning Adjustment, the Planning Commission voted seven (7) in favor and one (1) opposed to amend the development plan to make approval subject to the following:

- ▶ Construction must comply with the submitted development plan. Changes or amendments to the submitted development plan are permitted but limited to those described in Section 27-329-8 of the UDO. Any changes greater than described in the aforementioned section will require Planning Commission approval.
- ▶ The development shall receive airport approval.
- ▶ A final lighting plan shall be submitted for review and approval upon submittal of the construction plans for building permit.
- ▶ Separate sign permit applications shall be submitted for review and compliance with Section 27-704-3 of the UDO.
- ▶ Fire hydrants shall be installed in accordance with the Fort Smith Fire Department.
- ▶ The plat shall be filed prior to the issuance of a building permit.
- ▶ A traffic impact analysis or traffic statement shall be approved by the City Engineering Department. Engineering Department approval of the Traffic Information Statement and any improvements that might be required as a condition of the approval.

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- ▶ Submittal of a final landscape plan showing the required species, size and spacing is required during the building permit review process to verify compliance with the landscape requirements in Section 27-602-3 Landscaping and Screening requirements of the UDO. Landscaping plan must show the landscaping required as a condition of the variance approval.

With regard to the rezoning, the Planning Commission voted unanimously to make approval subject to the following:

- ▶ Construction must comply with the submitted development plan. changes or amendments to the submitted development plan are permitted but limited to those described in Section 27-329-8 of the UDO. Any changes greater than described in this section will require Planning Commission approval.
- ▶ Amend the application from Commercial Heavy (C-5) to Commercial Moderate (C-3).

The Planning Commission ultimately approved the amended rezoning request by a vote of eight (8) in favor and zero (0) opposed.

Director Hutchings inquired if the driveway separation resolves the traffic flow concern conveyed by the FSPS.

Mr. Bailey merely provided the rationale of the applicant desiring two (2) driveways citing such would separate vehicular traffic of patrons of the development from the vehicular traffic of large trucks delivering goods to the retail facility.

Director Pennartz expressed concern regarding traffic and its effect on parents dropping-off and picking-up children from the school.

Mr. Bailey advised the Engineering Department reviewed the matter and concluded the traffic issue should not create a problem citing Phoenix Avenue is a five (5) lane roadway and designed to handle large traffic volumes. Although a traffic flow issue is not

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anticipated, adjustments can be made in the future to address the matter if such arises.

Director Lau noted the Mill Creek Drainage Improvement Project encompasses the subject area; therefore, he questioned if the existing drainage issue will be affected by the proposed development.

Mr. Bailey advised drainage was thoroughly reviewed during the application process and any drainage issue associated with the proposed development was determined to be *“insignificant.”*

City Administrator Ray Gosack advised the subject area already maintains drainage issues and the City needs to address such; however, he clarified the proposed development is not anticipated to create any additional drainage concerns.

Hutchings, seconded by Pennartz, moved adoption of the ordinance. The motion included suspending the rule to allow the three (3) full readings of the ordinance to be by caption and for the readings to occur on the same date. The City Clerk read the ordinance for its readings and the members all voting affirmatively, the Mayor declared the motion carried and the ordinance was adopted and given Ordinance No. 38-15.

Item No. 3 (originally Item No. 5) was consideration of the Mayor's veto of Resolution No. R-88-15 adopting Fiscal Performance Policies of the City of Fort Smith.

City Administrator Ray Gosack briefed the Board on the item advising the subject resolution was adopted at the May 19, 2015 regular meeting. The Mayor vetoed the resolution; therefore, as required by the Fort Smith Municipal Code, the veto is presented for Board consideration.

Director Lau spoke in favor of overriding the Mayor's veto citing such will authorize

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utilizing a structural budget method, which will ensure more accurate budget information is obtained in a more timely manner. The currently-used cyclical budget method provides only seasonal information and due to such, the City's debt coverage ratio was affected, which prompted the necessity of adjusting water rates accordingly. He alleged that if the City utilized the structural budget method, the aforementioned matter could have been foreseen earlier and addressed in a more timely fashion.

With regard to the debt coverage ratio, Administrator Gosack advised existing and new bonds must be considered; however, the budget method would not have changed the annual revenue and expenses citing the ratio is affected by future costs, not current costs.

Director Catsavis expressed concern with overriding the Mayor's veto conveying uncertainty as to how such will affect City employees. He conceded that everyone wants to obtain budget information as soon as possible; however, not at the expense of personnel lay-offs, which he feels would be the result of utilizing the structural budget method. No objection was conveyed with incorporating some aspects of a structural budget method in the future; however, he spoke in opposition to changing the currently-used cyclical budget method citing the matter requires additional discussion.

Director Lorenz spoke in favor of the structural budget method citing such ensures expenses do not exceed revenues and alleged the currently-used cyclical budget method is "*not conservative at all.*" He provided previous year-end balances and conveyed much assurance changing to a structural budget method is important, will provide better budgeting, and a more conservative, overall approach to spending.

Although appreciative of the varied opinions, Director Hutchings alleged the

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currently-used cyclical budget method is the most conservative option. He conveyed much trust in the Finance Department, Mr. Gosack, Department Heads, etc., who recommend retaining the cyclical budget method; therefore, advised of his intent to vote against a motion to override the Mayor's veto.

Director Settle reminded all that he's served on the Board for nine (9) years and has been present at the last eleven (11) budget hearings; therefore, he's very familiar with the budget process. He spoke in favor of utilizing the structural budget method alleging most other cities use such and conveyed assurance that although it's hard at first, "*change is necessary.*"

Director Pennartz also spoke in favor of using the structural budget method alleging if such had been used in years past, the year-end excess could've been used to address the police and fire pension issue. She expressed concern that if the Mayor's veto is overridden, such will not only affect the budget method, but also negate all other amendments to the Fiscal Performance Policies that the Board thoroughly discussed and recommended.

Administrator Gosack confirmed if the Mayor's veto is overridden, all amendments would be null and void; however, the amendments that the Board is unanimously in favor of can be adopted within the 2016 Budget, the manner in which all amendments have been adopted in the past.

Director Good spoke in favor of retaining the cyclical budget method conceding that if a structural budget method had been place, the police and fire pension issue could've been addressed; however, he spoke in opposition to changing now as such will require immediate changes to the budget.

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Director Hutchings called the question to end debate on the matter. The members, except Director Pennartz, all voting aye, Mayor Sanders declared the motion carried and opened the floor for a motion on the item.

Settle, seconded by Lorenz, moved to override the Mayor's veto of Resolution No. R-88-15. The members voted as follows: ayes - Lau, Lorenz, Pennartz & Settle; nays - Good, Catsavis & Hutchings. The Mayor announced the motion did not receive five (5) affirmative votes required to override the Mayor's veto; therefore, declared the motion defeated.

Item No. 4 (originally Item No. 3) was a resolution modifying the benefit program for police and fire retirement benefits and rescinding Section 1 of Resolution No. R-243-03 ~ *Lau/Lorenz placed on agenda at the May 26, 2015 study session* ~.

Administrator Gosack briefed the Board on the item as discussed at the May 26, 2015 study session. Upon approval, the proposed resolution returns Fort Smith to Benefit Program 1 from Benefit Program 2 effective July 1, 2015. Benefit Program 1 is utilized by the vast majority of cities participating in LOPFI, the state's retirement program for police and fire retirement. The proposed is estimated to save \$447,534 in 2016 and \$516,297 a year by 2026. Such is one of the actions to make Fort Smith's LOPFI Contributions Fund more financially sustainable.

The following individuals addressed the Board with each conveying opposition to the proposed resolution citing years of no step increases and minimal cost-of-living adjustments have affected retention and moral within both the police and fire departments; alleged the proposed will delay retirement of police and fire personnel for approximately

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three and a half (3 ½) years; and, recommended the matter be postponed to allow creation of an advisory committee to explore other options before decreasing retirement benefits for those who put their lives on the line for the residents of Fort Smith:

- Sgt. Daniel Grubbs, Fort Smith Police Department and representing the Fraternal Order of Police (FOP) Fort Smith Lodge 39
- Darrell Clark, Fort Smith Fire Department and President of the Fort Smith Professional Firefighters / International Association of Firefighters (IAFF) Local 33
- Robert Schibbelhut, Fort Smith Police Department
- Randy Patterson, Fort Smith Police Department
- Cpl. Barbara Williams, Fort Smith Police Department
- Robert Lever, Fort Smith Police Department Chaplin and former FSPD officer
- Sgt. Dewey Young, Fort Smith Police Department

Mayor Sanders spoke in favor of postponing consideration of the proposed resolution to allow creation of an advisory committee as recommended. Such would allow the committee to review all options to address the funding shortfall and provide a recommendation to the Board.

Director Hutchings extended much appreciation to all who addressed the Board advising the decision before the Board “...is a tough one.” He requested the opinions of Police Chief Kevin Lindsey and Fire Chief Mike Richards; and, requested clarification of a previously mentioned, possible revenue stream from municipal fines.

Chief Lindsey advised he fears adoption of the proposed resolution would “*severely demoralize the department*” and recommended the Board not only consider the numbers,

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but also the quality of the sworn officers. He further spoke in favor of the recommended postponement to allow creation of an advisory committee to explore all options before decreasing retirement benefits for the men and women of the police and fire departments. With regard to additional revenues, he advised that when a ticket is written or a fine is assessed for a State violation such as speeding, the fine collected goes to the State of Arkansas and the City of Fort Smith receives no portion of said fine other than a small share of court costs. If the City of Fort Smith adopted a speeding ordinance, the fine collected for said violation would then be collected by the City of Fort Smith rather than the State of Arkansas.

Chief Richards concurred that the decision before the Board is tough and the proposed ordinance will not completely fix the problem. Due to a suggestion that an additional tax be submitted to the voters to address the matter, he spoke in opposition to such citing he could not "*in good conscience*" recommend without exhausting all options.

Director Good spoke in favor of establishing the recommended advisory committee to allow them to recommend a resolution to the matter. Unfortunately, it could be determined that the proposed is, in fact, the recommended option; however, at least the City can say it tried to determine the most fiscally sound solution.

Director Lau conveyed much discontent citing he's "*mad as hell*" that the Board has been put in this position and that the police and fire departments have been put in this situation. He noted understanding with the potential hardship to police and fire personnel, but although the proposed will not completely resolve the fast approaching funding shortfall, he noted such is the most financially sound option to address the matter.

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Director Settle provided a brief history of the retirement plan and noted the City contacted the State legislature in hopes they could provide assistance to resolve the issue for Fort Smith, as well as other cities in the same situation. Unfortunately, such attempt has been unsuccessful. He conveyed doubt the recommended advisory committee will be able to determine a better resolution and spoke in favor of the proposed item. He also inquired if the City may return to Benefit Program 2.

Chief Richards clarified that the City can go back to Benefit Program 2, but such can only be done twice.

Director Pennartz conveyed appreciation for the input from the police and fire departments and understands the passion associated with the issue; however, she clarified the City must take action to prevent their retirement fund from going into a deficit. Due to the extreme amount of money necessary to prevent such, she foresees no other option. With regard to the recommendation of establishing an advisory committee to explore other options, such is “...*just another way of putting off a decision.*” Uncertainty was conveyed with how she’ll vote, but noted opposition to delaying consideration of the item; however, if the aforementioned committee is established, she urged a deadline be identified for a recommended resolution to be presented to the Board. She requested a brief explanation of the Final Average Pay (FAP), the multiplier and step increases.

Sgt. Grubbs advised the FAP is important because such is what the retirement benefit received is based on. If a police officer makes less than the average pay of other cities, his/her retirement will be considerably less than it should be. With regard to step increases, police salaries maintains five (5) steps and it currently takes nine (9) years to

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achieve. Police and fire personnel do not receive social security benefits; therefore, such is the reason many work second jobs. Regarding step increases & cost-of-living adjustments and now retirement benefit decreases, he simply stated, *“if one, fine, but don’t take both.”*

Director Catsavis spoke in favor of tabling consideration of the item to allow the police and fire departments to review the matter and present a recommendation to the Board. He alleged the City has not adequately provided the necessities citing funds have been utilized for recreational amenities. Regardless, he spoke in opposition to decreasing retirement benefits for police and fire personnel.

Director Lorenz conveyed much gratitude for the dedicated service of all police and fire personnel. He reiterated previous comments of other directors that the proposed resolution will not completely resolve the matter, but such is only the first step to address the fast approaching deficit. Unfortunately, the Board must make a fiscally responsible decision citing even the best employers must cut benefits at times in order to remain fiscally solvent. Due to comments regarding the step increases and the lack of such in past years, he recommended the matter be looked at for possible adjustment. He further conveyed support of the proposed resolution, but also noted no objection to creation of the recommended advisory committee.

Hutchings, seconded by Catsavis, moved to table consideration of the item for three (3) months. The motion included a provision that a task force be established to study the matter and present a recommendation to resolve the matter to the Board of Directors. The members voted as follows: ayes - Good, Catsavis and Hutchings; nays - Lau, Lorenz, Pennartz and Settle. The Mayor declared the motion defeated.

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Director Hutchings called the question to end debate on the matter. The members all voting aye, the Mayor declared the motion carried and opened the floor for a motion regarding the proposed resolution.

Lau, seconded by Lorenz, moved adoption of the resolution. The members voted as follows: ayes - Lau, Good, Lorenz, Pennartz & Settle; nays - Catsavis & Hutchings. The Mayor declared the motion carried and the resolution was adopted and given Resolution No. R-104-15.

The Board took a five (5) minute recess and reconvened at approximately 7:55 p.m.

Item No. 5 (originally Item No. 4) was a resolution establishing a policy for funding to providers of homeless services ♦ *Future Fort Smith Item*

Administrator Gosack briefed the Board on the item advising at the May 18, 2015 brainstorming meeting, there was discussion regarding public funding provided to a homeless service provider who is not participating in the Riverview Hope Campus project. The City provides funding to Next Step Homeless Services, who offers a variety of services including day room services at North 6th and “B” Streets and supportive housing for veterans, women with children, and single men at three (3) separate locations. The desire was to see Next Step provide its day room services at the Riverview Hope Campus; however, they have indicated no intent to relocate its day room services thereby resulting in a duplication of services at both the Next Step location and at the Riverview Hope Campus. Next Step Homeless Services receives the following public funding:

- ▶ CDBG Funds for case management \$12,000
- ▶ Outside Agency Funds for case management \$ 4,950
- ▶ Transit vouchers for use by clients for job searches, etc. \$ 1,500

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The above noted transit vouchers are used by individuals to attend job interviews, travel to the social security office, and to attend to other basic needs; therefore, staff recommends said funding continue to be provided. The proposed policy will address duplication of services that will be offered at the Riverview Hope Campus, but does not apply to other homeless services such as transitional housing, which is not being provided at the Riverview Hope Campus. Upon approval, the policy will be forwarded to the Community Development Advisory Committee (CDAC) and the Outside Agency Review Panel, who review applications for funding and recommend for CDBG/HOME and outside agency funding to the Board for consideration.

The following individual was present to address the Board:

- Kim Wohlford, President of the Next Step Homeless Services Board of Directors

Re: Provided an overview of services offered by Next Step Homeless Services citing they assist approximately four hundred fifty (450) individuals per month. Next Step has opted not to relocate to the Riverview Hope Campus due to cost and because their current location is in close proximity to other organizations who also provide services to the homeless and have, too, opted not to relocate.

Director Catsavis inquired of funding received from the City, as well as other sources. He also questioned if Next Step will consider future discussion to relocate to the Riverview Hope Campus.

Ms. Amy Sherrill, Executive Director of Next Step Homeless Services, confirmed the funding amounts noted above and advised the organization maintains an annual budget of approximately \$425,000 with much coming from private donations. With regard to future

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discussion relating to relocation, she conveyed commitment that Next Step is open to future discussion; however, due to uncertainty of the financial impact, they simply cannot relocate at the present time.

Director Lau inquired if physical and mental health services will be provided at the Riverview Hope Campus.

Director Pennartz inquired when the Riverview Hope Campus is anticipated to be operational and if Next Step may still apply for funding.

Ms. Debbie Everly, Director of Homeless Programs at Riverview Hope Campus confirmed that a memorandum of understanding (MOU) with Western Arkansas Counseling and Guidance Center to provide mental health services is forthcoming. A meeting is scheduled next week to review the details of said MOU. Other organizations have also conveyed interest in providing such services at the campus. Bidding for construction of the Riverview Hope Campus is currently estimated to occur in August with actual construction anticipated to begin in September. The facility is expected to be operational in the fall of 2016.

City Attorney Jerry Canfield confirmed that any non-profit organization may submit an application for funding citing there are various categories that Next Step may still qualify for.

Director Settle requested confirmation and questioned if Next Step Homeless Services may still apply for funding within a category in which duplication of services would not exist, i.e. transitional housing, whereby Administrator Gosack responded, "yes."

Settle, seconded by Lau, moved adoption of the resolution. The members voted as

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follows: ayes - Lau, Good, Lorenz & Settle; nays - Catsavis, Pennartz & Hutchings. The Mayor declared the motion carried and the resolution was adopted and given Resolution No. R-105-15.

The Consent Agenda (Item No. 6) was introduced for consideration, the items being as follows:

- A. Resolution accepting completion of and authorizing final payment to Greenview Lawns, Inc. for landscape improvements at the River Park Glass Pavilion and Miss Laura's Visitors Center (\$3,868.53 / Parks Department / Budgeted - Downtown Development Capital Funds) ♦ Future Fort Smith Item
- B. Resolution accepting Change Order No. 1 with Dixon Contracting Inc. for the construction of the River Park Pavilion Addition (\$24,714.06 / Parks Department / Budgeted - 1/8% Sales and Use Tax) ♦ Future Fort Smith Item
- C. Resolution accepting completion of and authorizing final payment to Steve Beam Construction, Inc. for construction of the Fort Smith Landfill Scale Facility (\$40,396.11 / Sanitation Department / Budgeted - Sanitation Sinking Fund for Landfill Construction)
- D. Resolution approving Contract Addition No. 1 to the City's contract with Locution Systems, Inc. for providing the city's fire station alerting system upgrade (\$ 5,859.00 / Fire Department / Budgeted - 4803-304 Capital Outlay)
- E. Resolution accepting the city's fire station alerting system upgrade as complete and authorizing final payment to Locution Systems, Inc. (\$7,600.00 / Fire Department / Budgeted - 4803-304 Capital Outlay)

Hutchings, seconded by Pennartz, moved adoption of all consent agenda items. The members all voting affirmatively, with the exception of Director Catsavis voting "no" on Items No. 6A & 6B, the Mayor declared the motion carried and the resolutions were adopted and numbered R-106-15 through R-110-15 respectively.

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Pennartz, seconded by Settle, moved to add an item on the June 9, 2015 study session to discuss the pay structure of police and fire personnel. Mayor Sanders noted placement of an item on a future agenda requires the concurrence of two (2) directors; therefore, announced the item will be placed on the June 9, 2015 study session agenda.

Lorenz, seconded by Pennartz, moved to add an item on a future study session to discuss outside agency funding. Mayor Sanders reiterated such requires the concurrence of two (2) directors; therefore, the item will be placed on a future study session as requested.

Pennartz, seconded by Lorenz, moved to add an item on the June 23, 2015 study session to further discuss police and fire retirement benefits. The motion included that said item be "*first priority*" (first item on the agenda). The Mayor again noted that such requires the concurrence of two (2) directors; therefore, the item will be placed on the June 23, 2015 study session as requested.

Settle, seconded by Pennartz, moved to change the time for the June 23, 2015 study session from 12:00 Noon to 6:00 p.m. The members all voting aye, the Mayor declared the motion carried. Mayor Sanders announced the time change may necessitate a meeting location change as well; therefore, such will be determined and announced as soon as possible.

Mayor Sanders opened the Officials Forum with the following comments offered:

▶ Mayor Sanders

Re: Announced Beautify Fort Smith will host a ribbon-cutting ceremony scheduled for 10:00 a.m., Wednesday, June 3rd, near Interstate 540 and Rogers Avenue, to recognize the success of landscaping improvements at said interchange.

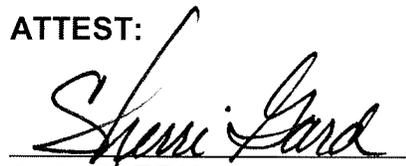
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There being no further business to come before the Board, Lau moved that the meeting adjourn. The motion was seconded by Lorenz, and the members all voting aye, the Mayor declared the motion carried and the meeting stood adjourned at 8:36 p.m.

APPROVED:


MAYOR

ATTEST:


CITY CLERK