

Mayor – Sandy Sanders
City Administrator – Ray Gosack
City Clerk – Sherri Gard

Board of Directors

Ward 1 – Keith Lau
Ward 2 – Andre’ Good
Ward 3 – Mike Lorenz
Ward 4 – George Catsavis
At Large Position 5 – Pam Weber
At Large Position 6 – Kevin Settle
At Large Position 7 – Philip H. Merry Jr.

AGENDA ~ Summary
Fort Smith Board of Directors
REGULAR MEETING
December 2, 2014 ~ 6:00 p.m.
Fort Smith Public Schools Service Center
3205 Jenny Lind Road

THIS MEETING IS BEING TELECAST LIVE ON THE GOVERNMENT ACCESS CHANNEL 214 AND ONLINE AT <http://www.ustream.tv/channel/city-of-fort-smith-board-of-directors-meetings>

INVOCATION & PLEDGE OF ALLEGIANCE

Fire Chief Mike Richards

ROLL CALL

- All present
- Mayor Sandy Sanders presiding

PRESENTATION BY MEMBERS OF THE BOARD OF DIRECTORS OF ANY ITEMS OF BUSINESS NOT ALREADY ON THE AGENDA FOR THIS MEETING

(Section 2-37 of Ordinance No. 24-10)

Information available by viewing rebroadcast of the meeting on the City Access Channel 214, the City website or <http://www.ustream.tv/channel/city-of-fort-smith-board-of-directors-meetings>

APPROVE MINUTES OF THE NOVEMBER 18, 2014 REGULAR MEETING

Approved as written

ITEMS OF BUSINESS:

1. Presentation: S.R.C.A. Christmas cards to Board of Directors
Presentation only
2. Ordinance rezoning identified property and amending the zoning map (*from Residential Multi-Family Medium Density (RM-3) to a Planned Zoning District (PZD) by classification located at 1500 Fresno Street*)
Approved 7 in favor, 0 opposed / Ordinance No. 68-14

3. Ordinance amending the 2009 Unified Development Ordinance of the City of Fort Smith (*land use chart amendment*)
Approved 7 in favor, 0 opposed / Ordinance No. 69-14
4. Ordinance amending the 2014 Operating Budget
Approved 7 in favor, 0 opposed / Ordinance No. 70-14
5. Public hearing and ordinance to adopt the fiscal year 2015 Operating Budget and to provide other matters relating thereto ~ *Merry/Catsavis placed on agenda at the November 25, 2014 budget hearing* ~
Approved 4 in favor, 3 opposed (Lau, Lorenz & Settle); however, the motion to adopt the ordinance did not receive the required five (5) affirmative votes for passage on its first reading. The second reading is scheduled to occur at a special meeting called for 12:00 Noon, Tuesday, December 9, 2014 at the Fort Smith Public Library Community Room.
6. Ordinance establishing salaries and benefits and related procedures for City employees
Approved 4 in favor, 3 opposed (Lau, Lorenz & Settle) / Ordinance No. 71-14
7. Resolution of the Board of Directors of the City of Fort Smith certifying local government endorsement of business to participate in the Tax Back Program (as authorized by Section 15-4-2706(d) of the Consolidated Incentive Act of 2003) (*ProPak Logistics, Inc.*)
Approved 7 in favor, 0 opposed / Resolution No. R-162-14
8. Consent Agenda
 - A. Resolution approving specific excess insurance and aggregate excess insurance for the City's employee health coverage
Approved 7 in favor, 0 opposed / Resolution No. R-163-14
 - B. Resolution approving claim service, specific excess insurance and aggregate excess insurance for the City's workers compensation coverage
Approved 7 in favor, 0 opposed / Resolution No. R-164-14
 - C. Resolution approving a contract for general legal services for 2015
Approved 7 in favor, 0 opposed / Resolution No. R-165-14
 - D. Resolution accepting bid and authorizing a contract with Gametime for a playground unit for the neighborhood park at Fianna Way (\$108,897.50 / Parks Department – Budgeted – 1/8% sales and use tax)
Approved 6 in favor, 1 opposed (Catsavis) / Resolution No. R-166-14

- E. Resolution authorizing the execution of a memorandum of understanding between the City of Fort Smith Police Department and the Fort Smith Public School District concerning the addition of 2 Fort Smith police officers into the School Resource Officer (SRO) Program (\$36,000.00 / Police Department / Budgeted (2015) – Program 4704-101)
Approved 7 in favor, 0 opposed / Resolution No. R-167-14

OFFICIALS FORUM ~ presentation of information requiring no official action

(Section 2-36 of Ordinance No. 24-10)

➤ Mayor

➤ Directors

➤ City Administrator

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ADJOURN

6:47 p.m.

ORDINANCE NO. 68-14**AN ORDINANCE REZONING IDENTIFIED PROPERTY
AND AMENDING THE ZONING MAP**

WHEREAS, the City Planning Commission has heretofore held a public hearing upon request No. 21-11-14 to rezone certain properties hereinafter described, and, having considered said request, recommended on November 13, 2014, that said change be made;

NOW, THEREFORE, BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS:

SECTION 1: That the following properties to-wit:

Lots 9B and 9C, Nelson's Addition to the City of Fort Smith, Sebastian County, Arkansas, being a replat of Lot 9A, Block 2, Nelson's Addition and Lot 7, Block 1 of Nelson's Place.

AND

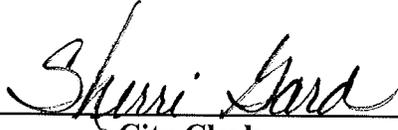
The East 80.5 feet of the East Half of Lot 10 and the East 80.5 feet of the North 48.8 feet of the East Half of Lot 9, all in Block 2, Nelson's Addition to the City of Fort Smith, Fort Smith District, Sebastian County, Arkansas, according to plat filed August 28, 1926, as plat No. 89.

more commonly known as 1500 Fresno Street and 1422 South Fresno Street, should be, and are hereby rezoned from Residential Multi-Family Medium/High Density (RM-3) to a Planned Zoning District by Classification. The approved change in zoning classification is based and conditioned upon the Planned Zoning District provisions of Section 27-341 of the Unified Development Ordinance and the Planned Zone Project Booklet reviewed by the Fort Smith Planning Commission and approved hereby, which Project Booklet shall be filed in the office of the City Clerk.

The zoning map of the City of Fort Smith is hereby amended to reflect said rezoning.

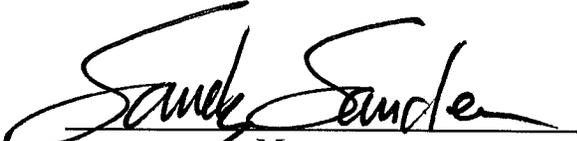
PASSED AND APPROVED THIS 2nd DAY OF December, 2014.

ATTEST:



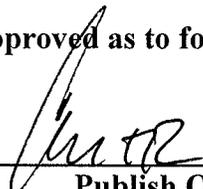
City Clerk

APPROVED:



Mayor

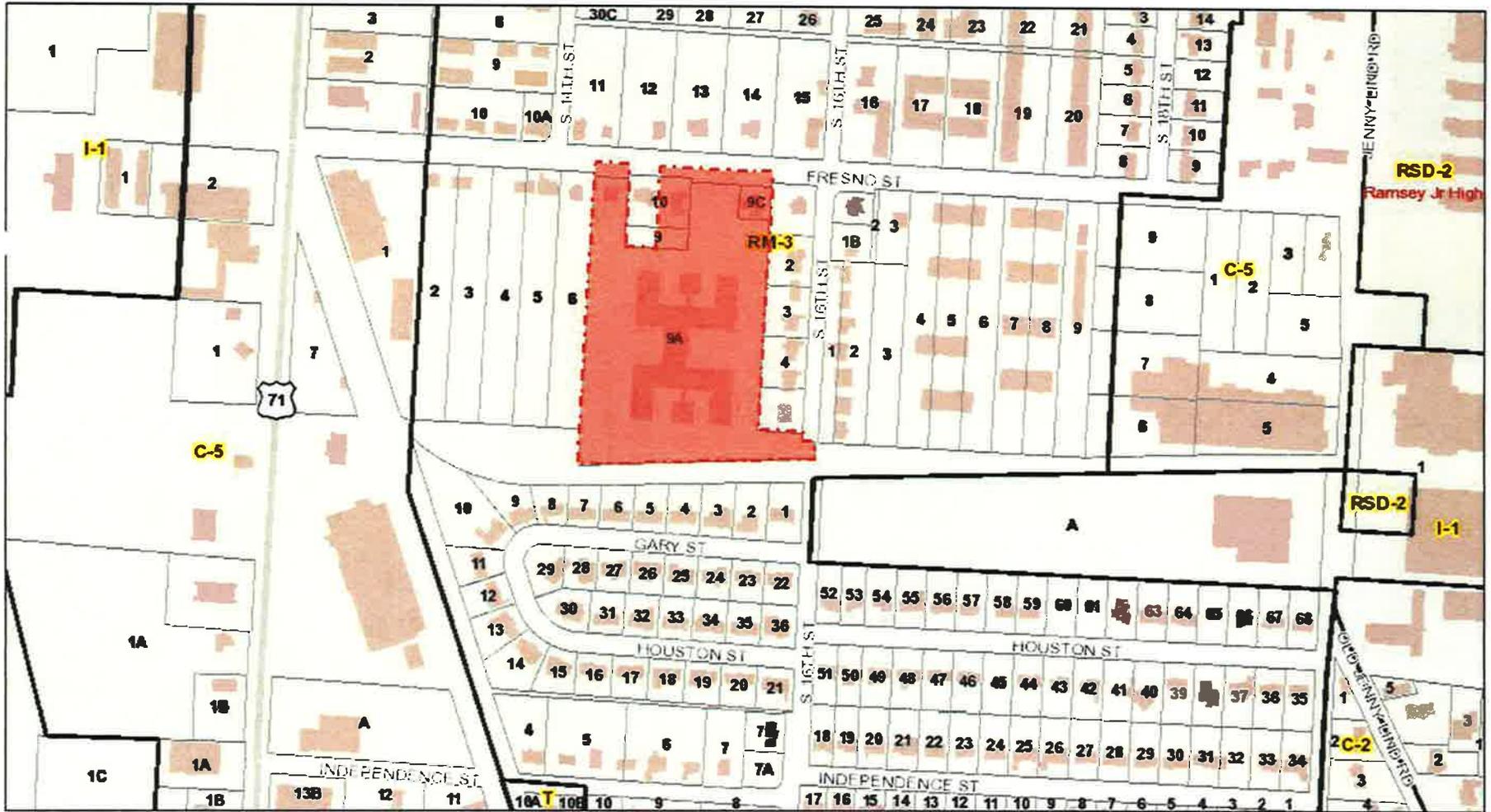
Approved as to form:



Publish One Time

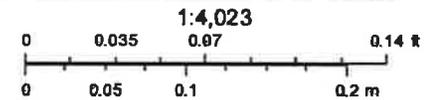
Rezoning #21-11-14: From Residential Multifamily Medium Density (RM-3) to PZD 1500 Fresno Street

DF



November 7, 2014

- Fort Smith City Limits
- Zoning
- Subdivisions
- Building Footprints



ORDINANCE NO. 69-14

AN ORDINANCE AMENDING THE 2009 UNIFIED DEVELOPMENT
ORDINANCE OF THE CITY OF FORT SMITH

WHEREAS, the Board of Directors passed and approved Ordinance No. 36-09 which adopted the Unified Development Ordinance on May 19, 2009; and,

WHEREAS, it is necessary to amend certain sections of the Unified Development Ordinance to provide clarity and remove conflicts with other provisions of the municipal code; and,

WHEREAS, the Planning Commission held a public hearing regarding these amendments and recommended on November 13, 2014, that said changes be made; and,

WHEREAS, three (3) copies of December 2014 Amendments to the Unified Development Ordinance have been on file in the Office of the City Clerk of the City of Fort Smith for inspection and review by the public prior to the passage of this Ordinance; and,

NOW, THEREFORE, BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS THAT:

SECTION 1: The December 2014 Amendments to the Unified Development Ordinance are hereby adopted.

SECTION 2: The codifier shall codify the new sections and amend the existing sections of the Unified Development Ordinance.

SECTION 3: It is hereby found and determined that the adoption of these amendments to the Unified Development Ordinance is necessary to alleviate an emergency created by the lack of regulation of uses of property within the City of Fort Smith so that the protection of the health, safety and welfare of the inhabitants of the City requires that the amendments be effective, and the amendment is hereby made effective, as of the date of approval of this Ordinance.

PASSED AND APPROVED THIS 2nd DAY OF December, 2014.

APPROVED:



Mayor

ATTEST:



City Clerk

Approved as to form:



Publish One Time

DECEMBER 2014
AMENDMENTS TO THE UNIFIED DEVELOPMENT
ORDINANCE

Appendix A

1B

		Districts																								
		RE3	RE1	RS-1	RS-2	RS-3	RS-4	RS-5	RSD-2	RSD-3	RSD-4	RM-2	RM-3	RM-4	RMD	RH	T	C-1	C-2	C-3	C-4	C-5	C-6	I-1,2	I-3	I-4
P = Permitted Use, C = Conditional Use, A = Accessory Use				R-1	R-2	R-3	R-4	R-6	DP-2	DP-3	DP-4	MF-2	MF-3	MF-4	R-5	H	T1,2,3									
	College, university, or seminary	C	C	C	C	C	C	C	C	C	C	C	C	C	C		C	C	C	C	C	C	C	C		
	Fine art and performance education															C	C	C	C	C	C	C	C	C		
	Library or public arts complex																C	C	C	C	C	C	C	C		
	Nursery school	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
	Preschool	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
	Primary and secondary school	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
	School, business professional															C	C	C	C	C	C	C	C	C		
	School, technical or trade															C	C	C	C	C	C	C	C	C	C	
	Public Administration - Government																									
	Criminal justice facility																							C	C	
	Detention facility																							C	C	
	Government office																	P	P	P	P	P	P	P		
	Public Safety																									
	Emergency response station																C	P	P	P	P	P	C	P	P	P
	Fire and rescue station	C	C	C	C	C	C	C	C	C	C	C	C	C	C	P	C	P	P	P	P	P	P	P	P	P
	Police station																C	C	C	C	C	C	C	C	C	C
	Police substation (no incarceration)	C	C	C	C	C	C	C	C	C	C	C	C	C	C	P	C	P	P	P	P	P	P	P	P	P
	Health and Human Services																									
	Community health and welfare clinic																			C	C	C	C	C		
	Diagnostic laboratory testing facility																C	C	C	C	C	C	C	C		
	Doctor office and clinic															P	C	P	P	P	P	P	P	P	P	
	Hospice residential care facility																P	P	P	P	P	P	P	P	P	
	Hospital																C	P	P	P	P	P	P	P	P	
	Mental health hospital																C	C	C	C	C	C	C	C	C	
	Nursing home																C	C	C	C	C	C	C	C	C	
	Substance abuse treatment facility																C	C	C	C	C	C	C	C	C	
	Social Assistance, Welfare, and Charitable Services																									
	Child and youth services (office)																C	P	P	P	P	P	P	P	P	
	Day care Home (12 or less)	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C									
	Day care center															C		C	C	C	C	C	C	C	C	
	Community food services																									
	Emergency and relief services																			P	P	P	P	P	P	
	Family support services																									
	Senior citizen center											C	C	C	C	C	C	C	C	C	C	C	C	C	C	
	Vocational rehabilitation																					C	C	C	C	
	Religious Institutions																									
	Church, synagogue, temple, mosque	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	
	Rectory, convent, monastery											C	C	C	C	C	C	A	A	A	A	A	A	A	A	
	Note: educational/hospital facilities owned or run by religious institutions are classified by use not ownership																									
	Wedding chapel																									
	Death Care Services															P		P	P	P	P	P	P	P	P	

ORDINANCE NO. 70-14
AN ORDINANCE AMENDING THE 2014 BUDGET

BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE
CITY OF FORT SMITH, ARKANSAS, THAT:

SECTION 1: The revised 2014 revenue estimates as listed for the General Fund and the Street Maintenance Fund on Exhibit 1, and Exhibit 2 are hereby approved.

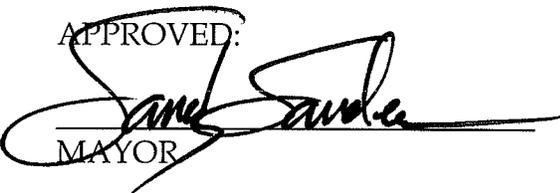
SECTION 2: There is hereby authorized the following appropriations from the unreserved/unrestricted balance of the General Fund for additional funding costs in 2014:

Fire Program 4803	\$ 253,235
Fire Program 4803	696,945
Non-Departmental Program	
FCRA - Umarex	<u>8,610</u>
	<u>\$958,790</u>

SECTION 3: There is hereby authorized an appropriation in the amount of \$170,000 from the unreserved/unrestricted balance of the Parking Authority Fund to provide for the call prior to maturity of bonds during 2014.

THIS ORDINANCE ADOPTED THIS 2nd DAY OF DECEMBER, 2014.

APPROVED:


MAYOR

ATTEST:


CITY CLERK

Approved as to form:

 NPR

**General Fund
Revenue Comparisons
2014**

**Exhibit 1
Revised 12/1/14**

	Budget FY 14	Estimated FY 14
Intergovernmental		
State Turnback - General	\$ 1,310,377	\$ 1,379,344
Transit Reimbursement	1,744,510	1,665,434
Airport Security Reimbursement	120,000	120,000
State Act 833 Fire Funds	80,000	98,000
SAFER Grant	412,606	401,734
COPS Grant	81,390	81,390
FEMA Grant Fire	-	608,750
Taxes and Assessments		
Franchise	6,300,000	6,664,378
Ad Valorem	7,066,600	6,854,602
County Sales Tax	15,426,200	15,426,200
1/4% City Sales Tax - Fire & Parks	4,985,872	4,915,916
Gasoline Tax Refund - Transit	15,000	12,000
Court Fines and Forfeitures	2,225,000	2,270,000
Licenses and Permits		
Privilege	16,000	18,503
Construction	680,000	665,065
Alcohol	550,000	564,533
Other	90,000	87,019
Service Charges and Fees		
Community Centers	38,000	32,352
Fire Protection Contracts	72,400	60,843
Port Authority	12,000	25,320
Parks and Aquatics	180,000	184,924
Oak Cemetery	65,000	57,621
Animal Control	500	675
False Alarm Fees	25,000	20,311
Mobile Data Support Fees	44,000	49,280
Transit System	205,000	208,525
Miscellaneous		
Reimbursement from Airport	3,163	3,163
Interest Earned	12,000	23,501
Sebastian County Participation	573,999	501,192
Reimbursement from 911 Fund	255,000	255,000
Reimbursement from FSPS for SROs	45,000	44,491
Other	160,000	95,120
Transfers		
Sales Tax Fund	2,632,200	2,632,200

A & P Fund	22,800	19,433
Street Maintenance Fund	89,000	89,000
Water & Sewer Operating Fund	89,000	89,000
Sanitation Operating Fund	<u>89,000</u>	<u>89,000</u>
Total	<u>\$ 45,716,617</u>	<u>\$ 46,313,819</u>

**Street Maintenance Fund
Revenue Comparisons
2014**

Exhibit 2

	<u>Budget</u> FY 14	<u>Estimated</u> FY 14
Intergovernmental		
State Turnback - Gasoline Tax	\$ 3,809,404	\$ 4,006,994
State Turnback - Highway Sales Tax	1,535,562	1,596,591
Taxes and Assessments		
Ad Valorem	2,027,000	2,056,000
Licenses and Permits		
Sidewalk Permit Assessment	160,000	170,448
Miscellaneous		
Interest Earned	5,000	3,355
Other	5,000	5,000
Transfers		
W/S Operating Fund	60,000	-
Total	<u>\$ 7,601,966</u>	<u>\$ 7,838,388</u>

ORDINANCE NO. 71-14AN ORDINANCE ESTABLISHING SALARIES AND BENEFITS AND RELATED
PROCEDURES FOR CITY EMPLOYEES

BE IT ORDAINED AND ENACTED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS THAT:

SECTION 1: Pay Rates and Salaries

All employees shall be paid based on the salary grade ranges as shown in Appendix A.

- A. On December 22, 2014, all city employees within their salary grade will receive a 1.0% pay increase. As to any employee not meeting performance expectations on December 22, 2014 the Department Head and City Administrator may withhold this pay increase.
- B. For non uniformed employees below the midpoint of the salary grade, a pay for performance evaluation will take place shortly before their position anniversary date:
1. If the employee is meeting job requirements, a step increase will be granted on the position anniversary date.
 2. An additional step increase may be granted if the employee at times exceeds job requirements (an average of 2.0 or better on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C (2.) of this Ordinance.
 3. Two additional step increases may be granted if the employee consistently exceeds job requirements (an average of 3.0 on the attached performance scale). Should the step increases place the salary at or above the midpoint, any pay increase over the midpoint shall be based on the formula found in Section C (1.) of this Ordinance.
 4. No step increase will be granted to an employee evaluated as Progressing to Minimum Requirements. (An average score of less than 1.0 or one or more evaluation category rating of E)
 5. The 2015 pay increase will be rescinded if the employee is found to need improvement and a decision about the employee's future with the City will be made no later than the time of the evaluation. (An average score of less than 1.0 and one or more evaluation category rating of E)

- C. For non uniformed employees at or above the midpoint of the salary grade, a pay for performance evaluation will take place shortly before their position anniversary date.
1. Based on the employee's average score, a pay increase of 3% will be granted if the employee consistently exceeds job requirements. The actual percentage will be determined by the attached scale in Appendix B and will be adjusted to either one third or two thirds of the total percentage in Appendix B if the employee's first or second step of the increase otherwise placed them above the midpoint.
 2. Based on the employee's average score, a pay increase between 1-3% will be granted if the employee at times exceeds job requirements. The actual percentage will be determined by the attached scale in Appendix B and will be adjusted to one half of the total percentage in Appendix B if the employee's first step of the increase otherwise placed them above the midpoint.
 3. No additional pay increases will be granted if the employee is evaluated as Meeting Job Requirements.
 4. The 2015 pay increase may be rescinded if the employee is working toward expectations. (An average score of less than 1.0 or one or more evaluation category rating of E)
 5. The 2015 pay increase will be rescinded if the employee is found to need improvement and a decision about the employee's future with the City will be made no later than the time of the evaluation. (An average score of less than 1.0 and one or more evaluation category rating of E)

While the preceding steps in SECTION 1. B. & C. are listed to illustrate the effect of the pay decisions based on their performance evaluation, Supervisors and Department Heads are encouraged to engage in periodic evaluation discussions with employees. These discussions can be a method to let employees know if they are meeting or exceeding expectations during the year. Supervisors and Department Heads should also deal with deficient performance issues immediately and not wait until the scheduled evaluation to inform the employee of these problems.

- D. For non uniformed employees at or above the maximum salary for the grade, no salary increase will be granted if the employee is meeting expectations. A onetime payment that will not become part of the employee's permanent salary may be approved by the City Administrator if the employee consistently exceeds or at times exceeds job requirements. The amount of the onetime payment will follow the same percentages found in Section C (1.) & C (2.) of this Ordinance.
- E. For Police uniformed employees, a step increase will be granted if the employee is evaluated as satisfactory regardless of their location on the pay grade until the employee has reached the last step.

No pay increases will be granted, including cost of living, to any employee if they are found to be unsatisfactory on their annual performance evaluation.

- F. For Fire Department uniformed employees, a step increase will be granted if the employee is evaluated as satisfactory regardless of their location on the pay grade until the employee has reached the last step.

No pay increases will be granted, including cost of living, to any employee if they are found to be unsatisfactory in any one evaluation category.

- G. Employees designated by their department director as a language interpreter are eligible for language incentive pay of \$83.34 per month subject to certain conditions and procedures as follows:

Each employee will be required to pass a certification test verifying their ability to speak, listen or sign at the designated competency level required by their department.

The City will pay for the first two certification tests for the designated employee. If the employee fails to pass the certification test on the first two attempts then it will be the employee's responsibility to pay for any subsequent attempts to achieve certification.

- H. Employees designated as an IT user liaison are eligible for incentive pay of \$100.00 per month subject to certain conditions and procedures as follows:

Each employee will be required to attend IT user liaison training and pass a certification test verifying their competency. IT user liaisons will spend 5-10 % of their work week supporting IT users and the IT function of the city.

- I. All non uniformed employees shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of \$10.00 shall be added to monthly compensation.
2. After each five (5) year period of continuous and uninterrupted service thereafter, an additional \$5.00 per month for each said five year periods shall be added provided however, that \$30.00 per month shall be the maximum longevity pay.

- J. Employees designated by their department director as a member of the chlorine emergency response team are eligible for incentive pay of \$100.00 per month subject to certain conditions and procedures as follows: Each employee will be required to initially complete 40 hours of specialized training to be eligible to participate on the chlorine emergency response team. Then each member will be required to complete a minimum of 8 hours of continuing education each year to remain on the chlorine emergency response team.

- K. Employees designated by their position description as a salesperson will be paid a commission of 5% on all sales in excess of their gross sales (excluding "contract labor fees") for the same quarter of the previous year subject to certain conditions and procedures as follows: The gross sales amount for the previous year will be determined by the department director of the salesperson eligible to receive the commission.

SECTION 2: Non-Exempt Non-Uniformed Employees

- A. Shift Differential - a Non-Exempt employee assigned to work a second shift shall receive a shift differential of ten (10) cents per hour for each hour worked beginning with a regularly scheduled shift starting time of 2:00 p.m. and ending before 10:00 p.m. A Non-Exempt employee assigned to work a third shift shall receive a shift differential of fifteen (15) cents per hour for each hour worked beginning with a regularly scheduled shift starting time of 10:00 p.m. and ending before 6:00 a.m.
- B. Mileage Reimbursement - Employees, who on written instructions, use their personal automobile(s) on City business will be reimbursed at the "Internal Revenue Service Code" rate.

SECTION 3: Exempt Employees Salaries

- A. In addition to any other current contributions, a contribution to the International City Managers Association - Retirement Corporation (ICMA-RC) of one-hundred dollars (\$100) per month will be made for each department head as listed below:

City Administrator	Deputy City Administrator
District Court Clerk	Police Chief
Fire Chief	Director of Engineering
Director of Development & Construction	Director of Human Resources
Director of Finance	Director of Utilities
Director of Sanitation	Director of Streets & Traffic Control
Director of Parks & Recreation	Director of Transit
Director of Information & Technology	City Clerk
Internal Auditor	

SECTION 4: Civil Service (uniformed) employees of the Fire Department shall be paid a rate of pay as set forth in Appendix C.

- A. All firefighters hired (including rehires) by the City shall initially be placed in Step A in the Firefighter F-1 position. Advancement to Step B shall occur on the first anniversary date of the date of appointment to the position if an employee's performance is found to be satisfactory. Advancement into each step subsequent to Step B shall occur on the respective subsequent anniversary date of the appointment to the position.
- B. Drivers, Captain, Battalion Chiefs, Fire Marshals, Training Officer and Assistant Chief are eligible on their position anniversary date for advancement to Step B (in the applicable range) based on merit as determined by a job performance evaluation. Advancement to each step subsequent to Step B shall also be based on merit as determined by a job performance evaluation on each subsequent promotion anniversary date.
- C. All hourly compensated firefighters shall have a work period of fourteen (14) days (106 hours) and shall be subject to the Section 7 (k) exemption of 29 CFR Part 553 application of the Fair Labor Standards Act to Employees of State and Local Governments.
- D. All firefighters shall receive compensation for an additional thirteen (13) days paid as legal

holidays in accordance with the provisions of Act 501 of 1987. Compensation for holidays is based on the firefighter's daily rate of pay and is in addition to the regular pay schedule. Holiday compensation is included in the rates of pay provided in Appendix C. The thirteen (13) days of holiday equalization pay shall be prorated and paid during the regular payroll periods. "Daily rate of pay" for all hourly compensated firefighters is hereby defined for all budgetary purposes of the City of Fort Smith as being one-tenth of the biweekly base pay for the applicable employment grade and range. The biweekly base pay period for all firefighters shall be based on an average of one-hundred-twelve (112) hours worked biweekly.

E. All firefighters shall be granted annual vacation as follows:

After twelve (12) months of continuous and uninterrupted service, 144 hours.

After six (6) consecutive years of continuous and uninterrupted service, 168 hours.

After ten (10) consecutive years of continuous and uninterrupted service, 192 hours.

After fifteen (15) consecutive years of continuous and uninterrupted service, 216 hours.

After twenty (20) consecutive years of continuous and uninterrupted service, 240 hours.

Annual vacation leave shall not be accumulated from calendar year to calendar year.

F. For administrative convenience, the annual vacation of not less than fifteen (15) days with full pay for Fire Department employees as required by A.C.A. 14-53-107 and provided in Section (E) above is hereafter defined in terms of annual vacation "hours" as provided in this section. Each three days of annual vacation with full pay provided for in A.C.A. 14-53-107 and each three days of additional annual vacation granted by Section (E) above is deemed to be equal to one scheduled working shift of twenty-four (24) hours. For administrative record keeping of the City, the City Administrator and his designated agents are authorized to maintain records regarding annual vacation leave in terms of "scheduled working hours." Using such administrative procedure, the annual vacation provided by Section (E) above shall be provided in terms of three (3) calendar days being equal to one (1) working shift of twenty-four (24) hours. For each hour of vacation leave that a firefighter is away from a regularly scheduled work shift, one hour shall be credited against his annual vacation benefit.

G. The administrative procedures provided in Section (F) shall not be interpreted or construed to enlarge or decrease the current vacation leave benefit provided by A.C.A. 14-53-107 and this ordinance.

H. Sick leave for firefighters shall accumulate at a rate of 360 hours per year beginning with the date of employment and decreasing to 288 hours per year beginning four (4) years after employment. Unused sick leave shall accumulate to firefighters provided with 360 hours per year and 288 hours per year sick leave to a maximum of 2400 hours. If at the end of his/her term of service, upon death or retirement defined as being eligible to receive normal, early or disability LOPFI retirement pension payments immediately upon separation of employment, any firefighter who has unused accumulated sick leave, he/she shall be paid for such sick leave at the regular rate of pay in effect at the time of retirement provided, however, that payment for unused sick leave upon retirement shall not exceed three (3) months salary as per state law, A.C.A. 14-53-108

I. All Civil Service Fire Department personnel shall receive longevity pay as follows:

1. After the first five (5) years of continuous and uninterrupted service, the sum of \$10.00 shall be added to monthly compensation.
 2. After each five (5) year period of continuous and uninterrupted service thereafter, an additional \$5.00 per month for each said five year periods shall be added provided however, that \$30.00 per month shall be the maximum longevity pay.
- J. All firefighters, after their first year of probation, shall be eligible for a monthly pay bonus for the completion of certificates awarded by the Arkansas State Fire Academy or the National Fire Academy according to the following schedule.

<u>Certificate</u>	<u>Monthly Pay Bonus</u>
1. Pump Operation/Emergency Driving	\$15.00
2. Fire Inspector 1	\$15.00
3. First Responder	\$15.00
4. Fire Officer 1	\$15.00
5. Emergency Medical Technician EMT	\$15.00
6. Special Certification Certificate as per Fire Chief	\$15.00
7. Arson Investigation	\$15.00
8. Hazardous Materials	<u>\$15.00</u>
Total possible Certificate pay	\$120.00

- K. An additional 10%, after their first year of probation, shall be added to the pay rate of a firefighter who becomes a Certified Paramedic. Certification must be maintained or certification pay will be eliminated.
- L. All firefighters shall receive an annual physical examination by the City to determine their physical fitness to perform firefighting activities.
- M. All firefighters are eligible for educational bonus pay subject to certain conditions and procedures as follows: If the employees hire date is prior to or December 31, 2004 and the employee has entered an educational program then schedule (1) will be followed. If an employee has not entered an educational program prior to January 1, 2005 or the employee hire date is January 1, 2005 or later then schedule (2) will be followed. If an employee who is eligible and receiving bonus pay based on schedule (1) earns a bachelors degree then that employee will be eligible for schedule (2).

Schedule (1)

<u>Educational Program</u>	<u>Percentage of Total Annual Pay Added as Bonus</u>
Entry into the Plan	1%
Completion of 15 semester hours	2%
Completion of 30 semester hours	3%
Completion of 45 semester hours	4%
Completion of 60 semester hours plus	5% attainment of Associates Degree

Schedule (2)

<u>Educational Program</u>	<u>Percentage of Total Annual Pay Added as Bonus</u>
Associates Degree	3%

Bachelors Degree	6%
Masters Degree	7%

- N. Firefighters designated by the fire department and certified to maintain and service breathing apparatus are eligible for incentive pay of \$100.00 per month.

SECTION 5: Civil Service (uniformed) employees of the Police Department shall be paid a rate of pay as set forth in Appendix D.

- A. All Police Officers hired (including rehires) by the City shall initially be placed in the Entry Level in the Patrol Officer/Detective P-1 Range. Advancement to subsequent levels of pay shall be based upon an officer's anniversary date as indicated in the schedule in Appendix D.
- B. Advancement to the Corporal rank P-1 will occur upon reaching the tenth step of a patrol officer/detective. Advancement to subsequent levels of pay shall be based upon an officer's position anniversary date as indicated on the schedule in Appendix D.
- C. All hourly compensated Police Officers shall have a work period of seven (7) days, shall receive overtime pay after 40 hours, and shall be subject to the Section 7 (K) exemption of 29 CFR Part 553 Application of the Fair Labor Standards Act to Employees of State and Local Governments.
- D. All Police Officers shall receive compensation for an additional thirteen (13) days as paid legal holidays in accordance with the provisions of Act 501 of 1987. Compensation for holidays is based on the officer's daily rate of pay and is in addition to the base pay schedule. In calculating the holiday pay, the "daily rate of pay" for all hourly compensated Police Officers is hereby defined for budgetary purposes of the City of Fort Smith as being the per hour rate of base pay times (8) hours for the applicable employment grade and range. Holiday compensation is included in the rates of pay provided in Appendix D. Holiday pay is to be prorated and paid during the regular payroll periods.
- E. All Police Officers shall be granted annual vacations as follows:
 1. After twelve (12) months of continuous and uninterrupted service, fifteen (15) working days.
 2. After six (6) consecutive years of continuous and uninterrupted service, seventeen (17) working days.
 3. After ten (10) consecutive years of continuous and uninterrupted service, twenty (20) working days.
 4. In addition to the foregoing vacation days, each officer will receive one (1) discretionary day off with pay each year after (12) months of continuous service.

Annual vacation leave and the discretionary day shall not be accumulated for more than a twelve month period from the date of accrual for Civil Service Employees.

- F. All Police Officers shall accumulate sick leave at the rate of twenty (20) working days (i.e., 28 calendar days) per year beginning one (1) year after the date of employment. Sick leave may be accumulated from year to year to maximum accumulation of one hundred twenty (120) working days (i.e., 168 calendar days) at any one time. If at the end of his/her term of service, upon death or retirement defined as being eligible to receive normal, early or disability LOPFI retirement pension payments immediately upon separation of employment, any Police Officer has unused accumulated sick leave, he/she shall be paid for such sick leave at the regular rate of pay in effect at the time of retirement or death, provided however, that payment of unused sick leave upon retirement or death shall not exceed (3) months salary for Police Officers in the rank of Captain and above and shall not exceed salary for five hundred twenty (520) hours for Police Officers in the rank of Sergeant and below.
- G. All civil service police officers shall receive longevity pay as follows:
1. After the first five (5) years of continuous and uninterrupted service, the sum of \$10.00 shall be added to monthly compensation.
 2. After each (5) year period of continuous and uninterrupted service thereafter, an additional \$5.00 per month for each of said five (5) year periods shall be added, provided, however, that \$30.00 per month shall be the maximum longevity pay.
- H. All Police Officers, after their first year of probation, shall be eligible for a monthly pay bonus for the completion of the State of Arkansas Law Enforcement Standards and Training Certificates as follows:
1. General Certificate - \$20.00 added to monthly compensation
 2. Intermediate Certificate - \$40.00 added to monthly compensation.
 3. Advanced Certificate - \$60.00 added to monthly compensation.
 4. Senior Certificate - \$80.00 added to monthly compensation.

All police officers are eligible for educational bonus pay subject to certain conditions and procedures as follows:

If the employees hire date is prior to or December 31, 2004 and the employee has entered an educational program then schedule (1) will be followed. If an employee has not entered an educational program prior to January 1, 2005 or the employees hire date is January 1, 2005 or later then schedule (2) will be followed. If an employee who is eligible and receiving bonus pay based on schedule (1) earns a bachelors degree then that employee will be eligible for schedule (2).

Schedule (1)

<u>Educational Program</u>	<u>Percentage of Total Annual Pay Added as Bonus</u>
Entry into the Plan	1%
Completion of 15 semester hours	2%
Completion of 30 semester hours	3%
Completion of 45 semester hours	4%

Completion of 60 semester hours plus

5% attainment of Associates Degree

Schedule (2)

Educational Program

Percentage of Total Annual Pay Added as Bonus

Associates Degree

3%

Bachelors Degree

6%

Masters Degree

7%

SECTION 6: Policy

As to non uniformed employees, in extreme and unusual employment and promotional situations related to business necessity and efficiency, the City Administrator may waive or alter the step increase procedure to fill a position with the most highly qualified candidate and assign the appropriate wage within the job classification.

SECTION 7: All ordinances and parts of ordinances in conflict with this ordinance are hereby repealed.

PASSED AND APPROVED THIS 2nd day of December, 2014

APPROVED:


Mayor

ATTEST:



City Clerk

Approved as to form:



No Publication Required

Appendix A

HOURLY PAY GRADE RANGES
BUDGET YEAR 2015

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 9.53	\$ 11.52	\$ 13.51	\$ 0.40
2	\$ 10.66	\$ 12.89	\$ 15.11	\$ 0.44
3	\$ 11.77	\$ 14.23	\$ 16.71	\$ 0.49
4	\$ 12.91	\$ 15.60	\$ 18.30	\$ 0.54
5	\$ 14.04	\$ 16.96	\$ 19.89	\$ 0.59
6	\$ 15.15	\$ 18.31	\$ 21.46	\$ 0.63
7	\$ 16.26	\$ 19.65	\$ 23.07	\$ 0.68
8	\$ 17.37	\$ 21.01	\$ 24.63	\$ 0.72
9	\$ 18.50	\$ 22.38	\$ 26.24	\$ 0.77
10	\$ 19.62	\$ 23.74	\$ 27.84	\$ 0.83
11	\$ 20.75	\$ 25.09	\$ 29.43	\$ 0.88
12	\$ 20.77	\$ 26.71	\$ 32.66	\$ 1.18
13	\$ 21.85	\$ 28.11	\$ 34.35	\$ 1.24
14	\$ 23.13	\$ 29.76	\$ 36.38	\$ 1.32
15	\$ 24.20	\$ 31.12	\$ 38.06	\$ 1.39
16	\$ 25.54	\$ 32.86	\$ 40.14	\$ 1.46
17	\$ 26.60	\$ 34.22	\$ 41.84	\$ 1.53
18	\$ 27.68	\$ 35.62	\$ 43.54	\$ 1.59
19	\$ 28.77	\$ 37.04	\$ 45.29	\$ 1.65
20	\$ 29.86	\$ 38.42	\$ 46.99	\$ 1.71
21	\$ 30.96	\$ 39.83	\$ 48.69	\$ 1.77
22	\$ 32.01	\$ 41.21	\$ 50.39	\$ 1.84
23	\$ 33.11	\$ 42.61	\$ 52.11	\$ 1.91
24	\$ 34.20	\$ 44.01	\$ 53.80	\$ 1.97

BI-WEEKLY PAY GRADE RANGES
BUDGET YEAR 2015

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 762.40	\$ 921.60	\$ 1,080.80	\$ 32.00
2	\$ 852.80	\$ 1,031.20	\$ 1,208.80	\$ 35.20
3	\$ 941.60	\$ 1,138.40	\$ 1,336.80	\$ 39.20
4	\$ 1,032.80	\$ 1,248.00	\$ 1,464.00	\$ 43.20
5	\$ 1,123.20	\$ 1,356.80	\$ 1,591.20	\$ 47.20
6	\$ 1,212.00	\$ 1,464.80	\$ 1,716.80	\$ 50.40
7	\$ 1,300.80	\$ 1,572.00	\$ 1,845.60	\$ 54.40
8	\$ 1,389.60	\$ 1,680.80	\$ 1,970.40	\$ 57.60
9	\$ 1,480.00	\$ 1,790.40	\$ 2,099.20	\$ 61.60
10	\$ 1,569.60	\$ 1,899.20	\$ 2,227.20	\$ 66.40
11	\$ 1,660.00	\$ 2,007.20	\$ 2,354.40	\$ 70.40
12	\$ 1,661.60	\$ 2,136.80	\$ 2,612.80	\$ 94.40
13	\$ 1,748.00	\$ 2,248.80	\$ 2,748.00	\$ 99.20
14	\$ 1,850.40	\$ 2,380.80	\$ 2,910.40	\$ 105.60
15	\$ 1,936.00	\$ 2,489.60	\$ 3,044.80	\$ 111.20
16	\$ 2,043.20	\$ 2,628.80	\$ 3,211.20	\$ 116.80
17	\$ 2,128.00	\$ 2,737.60	\$ 3,347.20	\$ 122.40
18	\$ 2,214.40	\$ 2,849.60	\$ 3,483.20	\$ 127.20
19	\$ 2,301.60	\$ 2,963.20	\$ 3,623.20	\$ 132.00
20	\$ 2,388.80	\$ 3,073.60	\$ 3,759.20	\$ 136.80
21	\$ 2,476.80	\$ 3,186.40	\$ 3,895.20	\$ 141.60
22	\$ 2,560.80	\$ 3,296.80	\$ 4,031.20	\$ 147.20
23	\$ 2,648.80	\$ 3,408.80	\$ 4,168.80	\$ 152.80
24	\$ 2,736.00	\$ 3,520.80	\$ 4,304.00	\$ 157.60

ANNUAL PAY GRADE RANGES
BUDGET YEAR 2015

(basis, 8 hrs/day, 5 days/week, 52 weeks/year)

Grade	Entry	Midpoint	Maximum	Step
1	\$ 19,822.40	\$ 23,961.60	\$ 28,100.80	\$ 832.00
2	\$ 22,172.80	\$ 26,811.20	\$ 31,428.80	\$ 915.20
3	\$ 24,481.60	\$ 29,598.40	\$ 34,756.80	\$ 1,019.20
4	\$ 26,852.80	\$ 32,448.00	\$ 38,064.00	\$ 1,123.20
5	\$ 29,203.20	\$ 35,276.80	\$ 41,371.20	\$ 1,227.20
6	\$ 31,512.00	\$ 38,084.80	\$ 44,636.80	\$ 1,310.40
7	\$ 33,820.80	\$ 40,872.00	\$ 47,985.60	\$ 1,414.40
8	\$ 36,129.60	\$ 43,700.80	\$ 51,230.40	\$ 1,497.60
9	\$ 38,480.00	\$ 46,550.40	\$ 54,579.20	\$ 1,601.60
10	\$ 40,809.60	\$ 49,379.20	\$ 57,907.20	\$ 1,726.40
11	\$ 43,160.00	\$ 52,187.20	\$ 61,214.40	\$ 1,830.40
12	\$ 43,201.60	\$ 55,556.80	\$ 67,932.80	\$ 2,454.40
13	\$ 45,448.00	\$ 58,468.80	\$ 71,448.00	\$ 2,579.20
14	\$ 48,110.40	\$ 61,900.80	\$ 75,670.40	\$ 2,745.60
15	\$ 50,336.00	\$ 64,729.60	\$ 79,164.80	\$ 2,891.20
16	\$ 53,123.20	\$ 68,348.80	\$ 83,491.20	\$ 3,036.80
17	\$ 55,328.00	\$ 71,177.60	\$ 87,027.20	\$ 3,182.40
18	\$ 57,574.40	\$ 74,089.60	\$ 90,563.20	\$ 3,307.20
19	\$ 59,841.60	\$ 77,043.20	\$ 94,203.20	\$ 3,432.00
20	\$ 62,108.80	\$ 79,913.60	\$ 97,739.20	\$ 3,556.80
21	\$ 64,396.80	\$ 82,846.40	\$ 101,275.20	\$ 3,681.60
22	\$ 66,580.80	\$ 85,716.80	\$ 104,811.20	\$ 3,827.20
23	\$ 68,868.80	\$ 88,628.80	\$ 108,388.80	\$ 3,972.80
24	\$ 71,136.00	\$ 91,540.80	\$ 111,904.00	\$ 4,097.60

Appendix B

<u>Performance Level</u>	<u>Performance Points</u>
A	3
B	2
C	1
D	0
E	0

Performance Increase

<u>Average Score</u>	<u>Increase</u>
1.2 - 1.3	1.0%
1.4 - 1.5	1.5%
1.6 - 1.7	2.0%
1.8 - 1.9	2.5%
2.0 - 2.1	3.0%
2.2 - 2.3	3.0%
2.4 - 2.5	3.0%
2.6 - 2.7	3.0%
2.8 - 2.9	3.0%
3.0	3.0%

Appendix C

City of Fort Smith
 Fire Department
 Pay Schedule
 Budget Year 2015

Rank	Range	Rate	A	B	C	D	E	F	G
Probationary Firefighter & Firefighter	F1	Hourly	\$10.31	\$11.14	\$11.93	\$12.74	\$13.50	\$14.30	\$15.05
Driver	F2	Hourly	\$15.62	\$17.14					
Captain	F3	Hourly	\$18.63	\$20.41					
Captain (exempt)	F3	Monthly	\$4,709.97	\$5,159.26					
Fire Marshal Battalion Chief Training Officer	F5	Monthly	\$5,592.35	\$6,291.42					
Assistant Chief	F6	Monthly	\$7,042.48						

Appendix D

City of Fort Smith
Police Department
Pay Schedule
Budget Year 2015

Rank	Rate	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Patrol	Hourly	\$ 16.59	\$ 17.12	\$ 17.65	\$ 18.14	\$ 18.67	\$ 19.21	\$ 19.74	\$ 20.28	\$ 20.80	\$ 21.33
		\$ 0.83	\$ 0.86	\$ 0.88	\$ 0.91	\$ 0.93	\$ 0.96	\$ 0.99	\$ 1.01	\$ 1.04	\$ 1.07
		\$ 17.42	\$ 17.98	\$ 18.53	\$ 19.05	\$ 19.60	\$ 20.17	\$ 20.73	\$ 21.29	\$ 21.84	\$ 22.40
Corporal	Hourly	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19
			\$ 21.86			\$ 22.42			\$ 22.71		
			\$ 1.09			\$ 1.12			\$ 1.14		
		\$ 22.95			\$ 23.54			\$ 23.85			
Sergeant	Hourly	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 23.55	\$ 24.24	\$ 24.98	\$ 25.66	\$ 26.36	\$ 27.09				
		\$ 1.18	\$ 1.21	\$ 1.25	\$ 1.28	\$ 1.32	\$ 1.35				
		\$ 24.73	\$ 25.45	\$ 26.23	\$ 26.94	\$ 27.68	\$ 28.44				
Captain	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 59,147.97	\$ 60,259.14	\$ 61,370.30	\$ 62,481.45	\$ 63,592.61	\$ 64,724.92				
		\$ 2,957.40	\$ 3,012.96	\$ 3,068.52	\$ 3,124.07	\$ 3,179.63	\$ 3,236.25				
		\$ 62,105.37	\$ 63,272.10	\$ 64,438.82	\$ 65,605.52	\$ 66,772.24	\$ 67,961.17				
Major	Annually	Entry	Step 1	Step 2	Step 3	Step 4	Step 5				
		\$ 67,961.20	\$ 70,142.49	\$ 72,323.78	\$ 74,505.06	\$ 76,686.35	\$ 78,867.62				
		\$ 3,398.06	\$ 3,507.12	\$ 3,616.19	\$ 3,725.25	\$ 3,834.32	\$ 3,943.38				
		\$ 71,359.26	\$ 73,649.61	\$ 75,939.97	\$ 78,230.31	\$ 80,520.67	\$ 82,811.00				

Tax Back

Resolution



RESOLUTION No. R-162-14

RESOLUTION OF THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH CERTIFYING LOCAL GOVERNMENT ENDORSEMENT OF BUSINESS TO PARTICIPATE IN THE TAX BACK PROGRAM (AS AUTHORIZED BY SECTION 15-4-2706(d) OF THE CONSOLIDATED INCENTIVE ACT OF 2003).

WHEREAS, in order to be considered for participation in the Tax Back Program, the local government must endorse a business to participate in the Tax Back Program; and

WHEREAS, the local government must authorize the refund of local sales and use taxes as provided in the Consolidated Incentive Act of 2003; and

WHEREAS, said endorsement must be made on specific form available from the Arkansas Economic Development Commission; and

WHEREAS, ProPak Logistics, Inc., located at 1100 Garrison Ave, Fort Smith, Arkansas has sought to participate in the program and more specifically has requested benefits accruing from construction and/or expansion of the specific facility; and

WHEREAS, ProPak Logistics, Inc. has agreed to furnish the local government all necessary information for compliance.

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS, THAT:

1. ProPak Logistics, Inc. be endorsed by the Board of Directors of the City of Fort Smith for benefits from the sales & use tax refunds as provided by Section 15-4-2706(d) of the Consolidated Incentive Act of 2003.
2. **The Department of Finance and Administration is authorized to refund local sales and use taxes to ProPak Logistics, Inc.**
3. This resolution shall take effect immediately.

Date Passed:

December 2, 2014

Attest:

Shuni Gard
City Clerk

Sam Sanden
Mayor

Approved as to form:

Curte NPR

RESOLUTION NO. R-163-14

A RESOLUTION APPROVING SPECIFIC EXCESS
INSURANCE AND AGGREGATE EXCESS INSURANCE FOR THE
CITY'S EMPLOYEE HEALTH COVERAGE

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT
SMITH, ARKANSAS, THAT:

SECTION 1: The Agreement with (VOYA) ReliaStar Life Insurance Company to provide
Specific Excess Insurance and Aggregate Excess Insurance for the year 2015 for the Self-Funded
Health Coverage program for employees of the City of Fort Smith, Arkansas is accepted.

SECTION 2: The City Administrator or his designee is hereby authorized to execute all
documents necessary to bind coverage and secure the claims service.

This Resolution adopted this 2nd day of December 2014.

APPROVED:



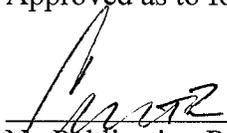
Mayor

ATTEST:



City Clerk

Approved as to form:



No Publication Required

RESOLUTION NO. R-164-14

A RESOLUTION APPROVING CLAIM SERVICE, SPECIFIC EXCESS
INSURANCE AND AGGREGATE EXCESS INSURANCE FOR
CITY'S WORKERS' COMPENSATION COVERAGE

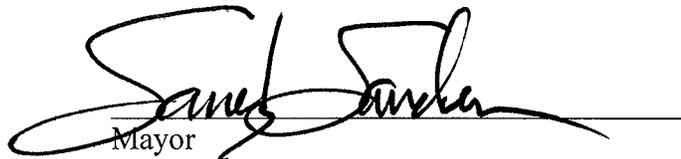
BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT
SMITH, ARKANSAS, THAT:

SECTION 1: The Renewal Agreement with Central Adjustment Corporation Inc. to provide Claims Administration and Regions Insurance to provide Specific Excess Insurance and Aggregate Excess Insurance for the year 2015 for the Self-Insured Workers' Compensation program for employees of the City of Fort Smith, Arkansas is accepted.

SECTION 2: The City Administrator or his designee is hereby authorized to execute all documents necessary to bind coverage and secure the claims service.

This Resolution adopted this 2nd day of December 2014.

APPROVED:



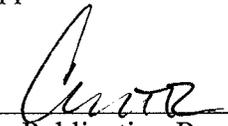
Mayor

ATTEST:



City Clerk

Approved as to form:



No Publication Required

RESOLUTION NO. R-165-14

A RESOLUTION APPROVING A CONTRACT WITH DAILY & WOODS,
P.L.L.C. FOR GENERAL LEGAL SERVICES FOR 2015

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY
OF FORT SMITH, ARKANSAS, THAT:

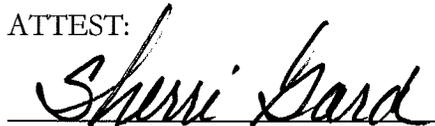
The legal services agreement with Daily & Woods, P.L.L.C. for general legal
services for 2015 attached hereto is hereby approved. The Mayor is hereby
authorized to execute said agreement on behalf of the city.

THIS RESOLUTION PASSED THIS 2nd DAY OF December, 2014.

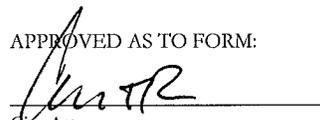
APPROVED:


Mayor

ATTEST:


City Clerk

APPROVED AS TO FORM:


City Attorney
No Publication Required

RESOLUTION NO. R-1166-14

A RESOLUTION ACCEPTING BID AND AUTHORIZING
A CONTRACT WITH GAMETIME FOR A PLAYGROUND UNIT
FOR THE NEIGHBORHOOD PARK AT FIANNA WAY

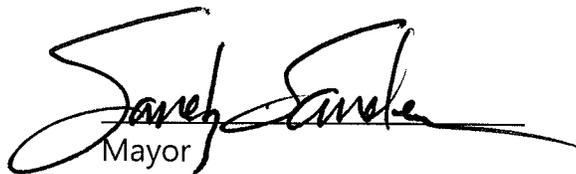
BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH,
ARKANSAS THAT:

SECTION 1: The bid of GameTime for the above mentioned project is hereby
accepted.

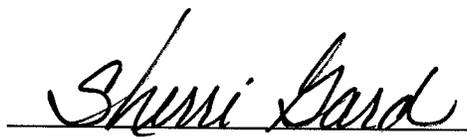
Section 2: The Mayor is hereby authorized to execute a contract with
GameTime for an amount not to exceed \$108,897.50, for performing said project.

This Resolution adopted this 2nd day of December, 2014.

APPROVED:


Mayor

ATTEST:


City Clerk

APPROVED AS TO FORM

 npr

RESOLUTION R-167-14

A RESOLUTION AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF FORT SMITH POLICE DEPARTMENT AND THE FORT SMITH PUBLIC SCHOOL DISTRICT CONCERNING THE ADDITION OF TWO FORT SMITH POLICE OFFICERS INTO THE SCHOOL RESOURCE OFFICER (SRO) PROGRAM

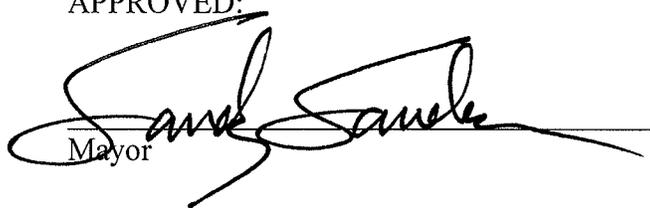
BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CITY OF FORT SMITH, ARKANSAS, THAT:

Section 1: The Memorandum of Understanding between the City of Fort Smith Police Department and the Fort Smith Public School District, which shall be substantially in the form attached hereto, is hereby approved and provides for the terms, conditions, and mutual understandings for the addition of two Fort Smith Police Officers into the School Resource Officer (SRO) program between the two parties.

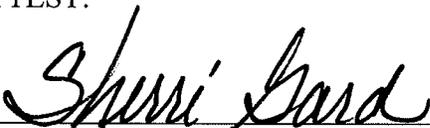
Section 2: The Mayor, his signature being attested by the City clerk, is hereby authorized to execute this Memorandum of Understanding to which the City of Fort Smith is a party.

THIS RESOLUTION ADOPTED this 2nd day of December 2014.

APPROVED:


Mayor

ATTEST:


City Clerk

Approved as to Form:


No Publication Required