



STATE OF THE CITY 2012

Mayor Jill Dabbs

Greetings and Thanks to:

The Citizens of Bryant for the privilege of serving you this past year.

- My family who continues to give me daily support, understanding and encouragement as I carry out the duties of office.
- The department directors and their wonderful staff who are devoted professionals, dedicated to the betterment of Bryant.
- To the Members of City Council.

Serving as your Mayor this year has been an honor and a rewarding journey with many success stories and some challenges as well. Those are to be expected, because with wide sweeping improvements, change is inevitable. Change itself is at times challenging, but my commitment "to serve you to the best of my ability" sometimes requires such change. With that being said, let yourself be encouraged because we have accomplished some outstanding milestones and there are many exciting plans in place on the horizon.

The State of the City is strong as we continue to see growth. My commitment is to see this growth continue in a planned, controlled method that results in a Bryant that holds onto the values and assets that built us. Bryant offers more than it could when we were smaller. We are financially sound during 2011, the completion of the census increased our State Turn back. Along with that and other efficiency measures we were able to increase our cash on reserve, our capital improvement funds, and improve city services all without increasing taxes.

The Vision for Our City

To promote a connected and unified city, one that is managed and organized in a way that promotes involvement, ownership and sense of community among all citizens. There are proven plans in place to begin achieving these goals and as the new year begins, I am excited that you will have the opportunity to become involved in this process in a more profound way

than has previously been available. Improved Communication is the first step in connecting each of us better as a City. In our fast paced world, improved communication requires improved technology. Bryant is growing bigger and as we grow we must act our size and act responsibly and be accountable to those we serve in order to meet the needs of this growing City without being a burden to the citizens we serve.

My Focus and Commitment to You

Move Bryant forward with intelligent planning and sound principles.

We have implemented Storm Water Ordinances just recently that should insure we do not continue to create storm water issues, such as flooding by poorly designed developments. We will continue to grow, we want to grow, but we must grow in a responsible manner that does not create infrastructure issues that will be layed on the backs of the tax payers.

Continue to put my whole mind and heart to work on the issues that are important to this city and the issues that are important to you. We must be solution oriented, thinking outside the box how can we work smarter, spend less, get more done.

Continue to provide and support a dynamic staff that is instrumental in helping us achieve the city's goals. I cannot tell you how proud I am of our City Employees and how hard they work to serve you. They are excited about the vision layed forth in my administration and they are the ones to receive credit for making that vision a reality.

Continue to make myself and my staff available to you through town hall meetings, social media outlets, lunches with the citizens, and continued improvement on technology and website development so we can better meet your needs.

Encourage & provide more ways for our citizens to get involved in the process of improving the community through volunteer programs, workshops, organizations and special events.

I am committed to keeping my focus and energy working on what is good and worthy of attention: accomplishments, goals, and building healthy, working relationships with elected officials and community leaders.

Continue to streamline processes, eliminate waste and reduce operating costs as much as possible, proving that local government can do more with less.

With the cost saving measures and cuts the city made last year we were able to fund the Storm Water Management Program and the Police Fleet Management Program. Coming into office in 2011, these were the two major budget obstacles we were facing for the coming year and were not sure how we were going to fund them within the existing budget. I commend the city staff for remaining committed to doing more with less and over the course of twelve months we realized

enough savings to fund both very important programs. I see today in Bryant a great opportunity for our future by connecting better as a community by taking great strides towards being a more engaged and accessible local government to the citizens, businesses, organizations, and schools that we serve. Continuing to build a “Bryant” that is beautiful, accessible and inviting that sustains and improves the quality of life and supports economic development. There is much to be done and many opportunities to pursue together. Looking at what we have accomplished and the plans for the immediate future, I am excited about the possibilities.

With a Great Team comes Great Accomplishments

I believe strongly that every once in awhile it is important to shift our focus away from all that needs to be done and celebrate what we have done in order to stay motivated, focused and encouraged. Now comes the time to recognize the outstanding accomplishments of our departments under the direction of our dedicated directors. There were many projects completed in 2011 and many new ones got underway.

Public Works Achievements & Infrastructure Projects Completed

The Department saved thousands of wasted dollars by a complete efficiency restructuring.

Completed the Waste Water Treatment Plant Aeration System (Funded by the Wastewater dept)

Completed Griffis Drive Pipe-bursting (Funded by the Wastewater Dept.)

Highway 5 Utilities Relocation/Bridge Project currently underway (Street Dept & HWY Dept Funded)

Debswood Drive Overlay (Street Department Funded)

Neal Street Speed Control (Street Department Funded)

Improved Bishop Park's Back Entrance

Dogwood Drive overlay

Maintained an Aggressive Mowing Schedule during the growing months

Forest Cove Street and Bridge Project Completed(Grant Funded)

Augusta Cove Project Completed (Street Department Funded)

Sewer System Evaluation Survey Completed (Wastewater Dept. Funded)

Public Works Projects Currently in Progress

2MG Water Tank

Water Tank Rehabilitation

Booster Pump Station

Transmission Main Improvements

Hwy 5 Widening at Forest Cove

Public Works Upcoming Projects

Waste-water Telemetry System

Hilldale Road Bridge

Three Crossing Project in Sunset Meadows

Construction of Raymar Road North to Hwy 5

Springhill Road to Woodland Road

Woodland Road to Prickett Road

Planning the Widening of Boone Road

North Tank Rehab Project

South Tank Rehab Project

Relocating lines along Highway 5

Public Works – Water Achievements

2011 was very productive. The department completed several projects such as rerouting the water line at Forest Cove. The water repair crew has been very productive as well; repairing around 100 service lines.

Public Works – Wastewater Achievements

1. Estimated 25,000-30,000 feet of new gravity sewer line
2. Estimated 8,000-10,000 feet of new force main,
3. Several hundred new manholes
4. Rehabbed 1674 feet of gravity sewer line.
5. Ready to accept 3 new duplex dump stations
6. 249 Work Orders completed
7. Outside flood lights at nine pump stations to comply with new ADEQ regulations.
8. 1,120 Work Orders completed for the year 2011.

The Waste-water Treatment Department has been extremely busy processing all of the stored waste-water from the period the plant was under maintenance. I am happy to report that we have been able to process an additional 22% above maximum capacity with the recent plant improvements. This improvement will help reduce the effect major storm events have on our collection system.

Public Works – Street

1. Repaired unsafe sections of concrete at Colonial Drive, Providence Drive, Byron Drive, and Sedgefiled Drive
2. Replaced culverts at Hurricane Lake Road to improve drainage
3. Completed staff training sessions on road repair techniques
4. Completed 438 work orders dealing with repair, cleaning & mowing

2012 Street Dept Goals

1. Continue to repair as many streets with the limited amount of funds available.
2. Identify Breaks in Street and Sidewalk Connectivity in order to better plan for infrastructure improvements that will increase our quality of life by improving our transportation choices and making biking and walking safer than it is currently.
3. Develop 5 and 10 year Master Connectivity Plans for all areas of our city that will enhance our quality of life, improve and maintain economic sustainability and improve property values. This plan will require input from Neighborhood and Community Leaders in order to identify the areas of needed improvement beyond a side walk or a pothole patch. I am hopeful we could see some public private partnerships emerge that will fast track some of these improvements. Quick victories will encourage us to strive harder towards the more challenging victories of neighborhood development and improvement.
4. Partner with Keeping Bryant Beautiful in order to have a litter free streets with the help of volunteers through the newly launched Adopt a Street Program.

I want to commend our Public Works Director, Monty Ledbetter for doing an outstanding job in leading his Department. Monty has incredible Managerial Skills and excels in motivating his team and empowering the Managers who directly report to him to do an Excellent Job and without micromanaging them. This attribute can be seen in the efficiency and productivity across all of Public Works... Streets, Water, Waste Water, and Storm Water Management.

Planning Department Achievements

1. Control and approval of the final plat and plan approvals of subdivisions Courtyard Cottages, Springhill Village Phase IV, Remington Place Phase III
2. Control and approval of final plat and plans for Edward's Food Giant, Saline Orthopedics, Horton Orthotics Lab, Datsaburger, Whole Hog Cafe, Orange Leaf Yogurt, Dollar General Stores, and a new Elementary School.
1. Maintenance of storm-water drainage system involving inspection, training, cleaning and maintenance management to ensure compliance and aid in flood prevention.
2. Created Drainage District map in GIS as part of of Operation Cleanout
3. Worked with Code Enforcement to establish Storm Water Ordinance

4. Worked with GIS to create a more precise flood map
5. Worked with Code Enforcement to generate MS4 stormwater report

2012 Planning Department Goals

1. To review and improve all controls, processes and requirements in the construction planning process to ensure the community gets a finished product that functions properly and endures.
2. Maintain strong working relationships with Developers
3. Attract Great Businesses to our City that enhance our Community and enhance our Quality of Life.

Dave Green, Planning Director, following LaVenia Jones retirement took over the helm of the Planning Department. He brings 30 plus years of extensive planning experience to Bryant and he has already shown in his short time with us his passion for building on our already great Planning Department. Bryant is where we are today in large part to a very forward thinking Planning Department that seized great opportunities in the past when our real growth started.

By no means were we perfect in this area, but let's not allow the enemy of perfection to overshadow what is good. We did a lot of things right and one I would like to highlight is our tree preservation efforts which were inspired by longtime Bryant residents and reflected in Landscaping Ordinances which were passed in the last couple of decades. When you look around Bryant this spring realize all the trees that line our streets, and the green ways between businesses and City Streets is a result of positive planned growth. Now let's continue to build on those principles as we continue to grow.

Animal Control & Adoption Center Achievements

1. Received over \$8,000 in monetary donations
2. Bryant Middle School donated 150 treats, toys, beds and bags of food
3. Pasta Jack's sponsored a donation drive to benefit the shelter. This resulted in donations of food, cat litter, toys and other supplies
1. This Department Leads our Social Media Campaign reaching over 550 fans on Facebook
2. Began SNIP (Spay/Neuter Initiative Program)
3. Held first ever golf tournament to benefit the shelter
4. "Doggie Dunk" Event at Mills Park was a huge success

5. "Dog Gone Crazy" Adoption Program

6. Implemented the Canine Influenza Vaccine Grant at no cost to the citizens

1. A new City of Bryant Animal Shelter Billboard has been ordered.

2. Pet Adoption rates rose to 78% for the year, which is still well above the national average of 45%.

1. Citizen and adopter service was improved greatly over the past year. We continue to see this as a work in progress, as we can always improve

2. Follow-up procedures were streamlined and approved. New software program was introduced which will allow an even greater immediate and sustained improvement to follow-ups and call responses

3. Officers are communicating more effectively regarding problem areas and are working diligently to keep the lines of communication open. Software will continue to aid in this regard

Animal Control & Adoption Center Goals for 2012

1. Continue to improve procedures and programs, reduce cost and serve community

2. Update and streamline city ordinances regarding animals within the city limits

3. Complete the Animal Disaster Response Plan and aid Saline County with theirs

1. Continue to support and assist the other City departments in all ways possible

1. Create a new program each quarter that connects our department more with community

Code Enforcement Achievements

1. Proper enforcement and handling of all Health & Safety and building issues.

1. Addressed and handled all trash, junk and debris accumulations within our authority, and continue to work on those that are less compliant.

1. Responded to and rectified many unsightly and unsanitary issues

1. Total number of Business Privileged Licenses for 2011 was 708
2. Relocated from City Hall to the Public Safety Building in order to be more accessible to the citizens and developers they serve.

Greg Huggs, does a phenomenal job leading the Code Enforcement Department. His position requires a lot of cooperation with other departments and he works in such a way that he is not only an asset within his own department he is to others as well. I commend Gregg and his staff for their excellent service to our city. It is not a job many could do better. He is often the bearer of bad news and does it with such class most say Thank-You when he leaves. Gregg was instrumental in drafting the storm water ordinance and led the way in making this possible in 2011.

Fire Department Achievements

1. The Bryant Fire Department received a grant from Firehouse Subs for approximately \$18,000.00 for the purchase of three thermal imaging cameras. The thermal imaging cameras were placed on the apparatuses, so that the firefighting crews can work more efficiently while performing firefighting duties.
2. FM Global awarded a grant in the amount of \$2,400.00 to the Bryant Fire Department for the purchase of equipment that will aid in fire investigation operations.
3. Took applications and held employment testing to create a hiring list for the department resulting in the creation of a hiring list of seven prospective employees for future needs
4. Purchased a heavy duty Rescue Cutter

Firefighter Community Participation & Assistance

1. Presented Fire Prevention Programs to the three elementary schools within the Bryant Fire Department district. The Fire Department successfully presented the Fire Prevention Program to over 1500 elementary students within the Bryant School District. The department held its Annual Fire Prevention Festival at the Central Fire Station, ending Fire Prevention Week with success.
2. Assisted the Saline County Junior Auxiliary with the Breakfast with Santa by hosting the event

at the Central Fire Station. The event was held in early December and was a big success. Over 700 pancakes were served to the Saline County children and their parents. It was estimated that over 400 children were present for this event.

3. Assisted the Bryant Boys and Girls Club staff with setting up for the first ever Starlight Gala. The event was held as a fund raiser for the Bryant Boys and Girls Club.
4. Participated in the 9/11 Ceremony at the State Capitol at the request of the Governor's Office
5. Assisted at Bryant's Fall Fest by providing a Water Rescue Team and providing information booth
6. These are just of a few of the many community outreach services provided by the Bryant Fire Department.

Fire Department Inspections

1. The Fireman work diligently throughout the year to insure our communities safety by performing numerous Fire Inspections throughout the entire community.
2. Hydrant Testing was performed throughout the district.
3. The Fireman also assisted in checking in on Bryant's elderly population during the Heat Waves to insure they were cool, safe, and hydrated.

Fire Department Training/Classes

1. The Bryant Fire Department had three Lieutenants complete the Arkansas Fire Academy's Chief Officer Course in the fourth quarter. The course will aid in the development of leadership skills for these upcoming officers.
2. Participated in forming of Arkansas' first USAR Team (Task Force 1) with six department members selected and now receiving training in technical rescue operations. They will specialize in building collapse rescue/operations. Goal is to reach national response level team
3. Completed Haz-Mat Technician Level (Highest) training for eight of our members
4. Conducted department wide Water Rescue Training to prepare for water emergencies

5. Secured training for five of our members in the Task Force One's Truck Academy Course in Conway provided by New York's Fire Department. The program covered truck operations, tactics and strategies.

Chief Randy Cox and his Administrators do a wonderful job leading our Fire Department. There is no doubt how much each of them loves our City and is Passionate about protecting it's Citizens. A good day at the Fire Department is always a Slow Day. These Fireman stay busy on the Slow Days training, inspecting, serving our community and often assisting other City Departments in one way or another. I have tremendous respect for these men and women and I encourage you to take the time to get to know these people that you hope you never need but will always be there when you do.

Police Department Achievements

1. Started the SAT Unit with a zero impact to the budget, which added three additional officers to the streets during the busy hours of the day.

2. Procured nearly \$400,000 worth of police equipment for approximately only \$4,000 cost to the city. Equipment includes such items as vehicles, surveillance gear and weaponry. This equipment improves our department's overall ability to serve and protect.

3. Made the Administration Offices more accessible to the Public

4. Chief Kizer in cooperation with the School Administrators re-instated the School Resource Program within the first five months on job

5. Conducted and participated in multi-jurisdictional task forces: warrant round-ups, DWI Task Force, RX Drug drop-off, and Drug Interdiction

6. Focused efforts in detecting and deterring crimes resulting in several arrests in connection with increased area burglaries

7. Established the Crimes Against Children Policy to improve & strengthen investigations

8. Improved department operations via re-organizational planning and consolidation

Chief Kizer has brought great leadership to the Police Department, Set goals that the officers have embraced and made a reality. In a few weeks you will begin to see a new Police Fleet on the Streets of Bryant and you should swell with pride to know we were able to do this without increasing your taxes. The Police Department in addition to keeping our City Safe will be adding community services throughout 2012 and serving you in ways we have not been capable of in the past. The details to programs will be available to you very soon. With Chief Kizer's

leadership I can honestly say this department wins the award for doing more with less in 2011.

We should all be so grateful for the selfless dedication of our Police Officers and Fire Fighters, who put their lives on the line every single day to protect and serve our citizens.

Human Resources Department Achievements

1. Reference and Criminal Background Check policy
2. Drug Free Workplace policy
3. New process for employee random drug screening
4. Pending Internal Posting policy
5. Deletion of the Internal Transfer policy
6. Payroll processed with fewer errors or discrepancies
7. Personnel files were changed over to a new system and files were updated to be in compliance with auditors expectations
8. Initiated a Volunteer program to allow citizens of Bryant to help in areas of need within city departments, organizations and functions. This program will be fully in place this year.
9. Worked tirelessly in the structural reorganization of the Public Works department.
10. Attended training with Arkansas Municipal League & Employment Labor Law Audit
11. Redesigned the orientation process and updated content for improved training
12. Revamped the evaluation process
13. Completed employee performance appraisals and awarded merit increases
14. Streamlined and organized the employee benefits process

This department has not been without challenges in 2011 but through those challenges it is a stronger, more effective, employee focused, department than it has ever been before. I'm very proud of Shari Knight and her team. They are visionaries and have a clear picture of how they plan to improve this department even more and to better serve the City Departments and Employees they represent.

Finance Department Achievements

1. Consolidated all cell phone services to one primary vendor (savings \$15K/yr approx.)
2. Eliminated the courtesy envelope from water invoices (savings \$9K/yr approx.)
3. Implemented a Water Bill newsletter to keep you better informed.
4. Streamlined many processes in order to be more efficient, this is still a work in progress and much of it hinges on pending technology upgrades that are long overdue in the City.
5. In cooperation with the City Council purchased 15 acres in the heart of Bryant that will someday possibly lend itself to becoming a town center or a main street area a place we have never had in Bryant due to the fact we are a City that grew faster than a downtown could be built. This is probably the most significant decision made in 2011 that will have unrealized and incredible potential for our future.
6. The Finance Department Received customer service training and has remarkably improved customer service to the Citizens of Bryant.
7. Currently is working in cooperation with the IT department to improve the Cities Telephone Phone services and when this is done the city will save thousands of dollars a year compared to our current service.

I commend Coleen Hyde for taking the responsibilities of the Finance Department as an Interim Director. She brings a lot to this department, she has shown to be an excellent Finance Manager and is pulling a great team together in this very important department. We are currently hiring for a few positions within the Finance Department including the Director's position.

Parks Department Achievements

1. Opened Bishop Park Aquatic Center
1. Held the first annual Bryant Kids Triathlon at Bishop Park
2. Hosted Relay for Life, Bryant Family Fest, Fall Fest and numerous other tournaments and events at Bishop Park
3. Started Fitness and Aquatic classes and a Silver Sneakers Program
4. The Aquatics staff is probably running the strongest program in our state and is still growing. It starts with Make a Splash Swim Lessons and opens opportunities for children to participate in three different levels of competition all the way up to Nationals. We already have state ranked

swimmers training at Bishop and I am certain we will soon have nationally ranked swimmers. Our local High School won regional in Swimming for the Third Year in a Row.

5. Many successful ball tournaments were held at Bishop Park last year and we are looking forward to our winning ball clubs continuing to excel. It is our hope to each year reinvest in our park infrastructure, and in partnership with our Leagues continue to grow into our State of the Art First class facility. We have a great foundation now we simply need more amenities such as shade structures, play ground areas, improved landscaping, batting cages etc.... This will only add to the positive economic impact our Park System has the potential to make for our community.

6. Last year we Installed new equipment in the softball and baseball fields such as foul poles, padding and fence crowning for safety. This year it is my hope to assist the Soccer leagues in meeting some of their needs for goals and netting structures. We are also very optimistic that we will have a Splash Pad installed in Bishop Park in the very near future. This along with some pavilions will be great amenities and are excellent income generators that will support ongoing parks improvements.

Derek Phillips has done a great job following in his Mentor, Jeremy Lemons, footsteps. Derek took on this Park at a critical and challenging time. As Bishop Park was gearing up to be in full swing Lemons was offered a great career opportunity at about the same time we unexpectedly lost our Dear Friend and Maintenance Director, Ken Palmquist to a sudden illness. Ken was not only the cornerstone of the Parks Maintenance Department, he was also a dear friend to many City Employees. His family has shared with me the City was his second family, and City Employees continue to honor him in the stories they share and the standard he set is to this day the benchmark his department seems to hold themselves to. Parks Director Derek Phillips along with his remaining Parks Staff took on 2011 with zeal and passion they grew stronger and with Derek's incredible leadership and team building skills through and unbelievably challenging time showed to be capable of doing a job bigger than what should have been realistically possible.

Derek has just recently put in place great staff and they are all back to doing the job of just two people at a time instead of four. I am amazed that 13 full time employees and a smattering of part-timers are capable of running Bishop Park that is the equivalent of a small convention center plus oversee all of our other parks. It is my goal to keep our overhead low in the Parks Department by implementing a robust volunteer program that will enable Derek and his Staff to do more with more help without negatively impacting the budget. A well run park such as Bishop, can lend itself to improving the overall parks system when managed like a business.

We will continue to reinvest the income generated by this wonderful amenity paid for by tax payers back into our community.

Looking at these accomplishments, I am very proud because I know how hard everyone is working for the betterment of Bryant. Our goal and mission is simple, "Continue to Sustain and Grow a Thriving, Beautiful Community." That has been the goal of my administration and together we have made great progress. I am excited to say that we plan to keep it up and exceed expectations with your help. My administrations hope and mission for 2012 is that as a

Community and local City Government that we will realize the opportunities for unity and opportunities of how we can work together in unison with different entities, such as: the chamber, schools, organizations, neighborhoods, churches, to accomplish far more than we can imagine. We accomplished a lot in 2011 and should be proud and I am confident we will accomplish more in 2012. Let's Go Positive and Let's Make a Difference!!

I believe in leading with Action

The first opportunity for positive community driven growth in 2012 will be at the Livable Bryant Workshop on March 15, 2012 in the upstairs meeting room at Bishop Park, we will be asking for your help as we host the *Livable Bryant Workshop*. We will be asking for your ideas for projects, programs and initiatives on how to make Bryant a better community in which to live, learn, work, shop, worship, and play. We will be looking at ways to:

1. Encourage economic growth
2. Improve community health
3. Improve how we move about the city and addressing connectivity challenges.
4. Create specific programs for specific neighborhoods in order to improve our neighborhoods quality of life and improve property values.

I hope to see you at Bishop Park for the Livable Bryant Workshop. This program will be facilitated by MetroPlan's staff, that are highly trained and share our love of creating a beautiful, vibrant connected community. It is exciting to think of what wonderful ideas you will contribute. This will be a fun experience for everyone. I have invited the Mayor's Youth Advisory Council to participate in this Workshop. Please come out and see what is ahead in our Great City.

We are fortunate to call Bryant home. By God's grace we live here in this great Country, in this Great State, in this Great City and in your Great Neighborhood. Our best days are ahead of us and we will build upon the great foundation that has been given us. As we go into this new era, we need to remember what made Bryant great in the first place: love of neighbor, pride in place and sense of community. If we all work together we will achieve our heart's desire. That is my dream and that is what we shall work toward every day in 2012.

I want to thank you again for attending tonight or taking the time to log onto the internet and listen to the 2012 State of the City in Bryant, AR The Center of Arkansas.

Thank you,

Mayor Dabbs