

Vacant Positions 4/6/23

← 0-100000
Desig. number

General Fund Impact
Year

	FICA	MEDICARE	UNEMPLOYMENT	MHBF Monthly	MHBF - Annual	LOPFI	APERS	Deduct for Q1	Annual Total	General Fund Impact
Finance										
PURCHASING AGENT	\$3,720.00	\$970.00	\$60.00	\$1,004.42	\$12,053.04	-	\$9,192.00	\$28,682.00	\$57,213.04	\$57,213.04
Animal Control										
ANIMAL CARE TECH - FULL TIME**	\$1,921.01	\$449.27	\$60.00	\$1,004.42	\$12,053.04	-	\$4,746.75	\$50,214.06	\$3,012.84	\$3,012.84
ANIMAL CARE TECH - FULL TIME - 2022 addition**	\$1,921.01	\$449.27	\$60.00	\$1,004.42	\$12,053.04	-	\$4,746.75	\$50,214.06	\$3,012.84	\$3,012.84
ANIMAL CARE TECH - FULL TIME - 2022 addition **	\$1,921.01	\$449.27	\$60.00	\$1,004.42	\$12,053.04	-	\$4,746.75	\$50,214.06	\$3,012.84	\$3,012.84
Seasonal Animal Care Technician *** part-time	\$186.00	\$43.50	\$18.00					\$3,247.50	\$194.85	\$194.85
Seasonal Animal Care Technician*** part-time	\$186.00	\$43.50	\$18.00					\$3,247.50	\$194.85	\$194.85
Police										
PT DISPATCHER	\$916.39	\$214.32	\$60.00	\$0.00	\$0.00	-	\$0.00	\$15,971.21	\$15,971.21	\$15,971.21
PT DISPATCHER	\$916.39	\$214.32	\$60.00	\$0.00	\$0.00	-	\$0.00	\$15,971.21	\$15,971.21	\$15,971.21
Engineering										
ENGINEERING DESIGNER	\$3,410.00	\$797.50	\$60.00	\$1,004.42	\$12,053.04	-	\$8,426.00	\$28,682.00	\$51,054.54	\$51,054.54
Streets										
EQUIPMENT OPERATOR I	\$2,035.71	\$476.09	\$60.00	\$1,004.42	\$12,053.04	-	\$5,030.17	\$52,489.01	\$52,489.01	\$52,489.01
EQUIPMENT OPERATOR I - 2022 budget addition	\$2,035.71	\$476.09	\$60.00	\$1,004.42	\$12,053.04	-	\$5,030.17	\$52,489.01	\$52,489.01	\$52,489.01
EQUIPMENT OPERATOR II - 2023 budget addition	\$2,494.57	\$583.41	\$60.00	\$1,004.42	\$12,053.04	-	\$6,164.00	\$61,590.02	\$61,590.02	\$61,590.02
EQUIPMENT OPERATOR II - 2023 budget addition	\$2,494.57	\$583.41	\$60.00	\$1,004.42	\$12,053.04	-	\$6,164.00	\$61,590.02	\$61,590.02	\$61,590.02
EQUIPMENT OPERATOR II - 2023 budget addition	\$2,494.57	\$583.41	\$60.00	\$1,004.42	\$12,053.04	-	\$6,164.00	\$61,590.02	\$61,590.02	\$61,590.02
MS4 (Stormwater)										
STORMWATER INSPECTOR - 2023 Budget addition	\$2,379.87	\$556.58	\$60.00	\$1,004.42	\$12,053.04	-	\$5,890.58	\$51,054.62	\$51,054.62	\$51,054.62
Water										
OFFICE ASSISTANT	\$2,150.41	\$502.92	\$60.00	\$1,004.42	\$12,053.04	-	\$5,313.59	\$47,299.96	\$47,299.96	\$47,299.96
Wastewater/Wastewater Treatment										
WASTEWATER FIELD SUPERVISOR	\$4,363.35	\$1,025.14	\$60.00	\$1,004.42	\$12,053.04	-	\$10,831.12	\$83,637.38	\$83,637.38	\$83,637.38
UTILITY WORKER I - 2022 budget addition	\$2,265.17	\$529.76	\$60.00	\$1,004.42	\$12,053.04	-	\$5,597.16	\$49,177.80	\$49,177.80	\$49,177.80
WASTEWATER OPERATOR	\$2,494.57	\$583.41	\$60.00	\$1,004.42	\$12,053.04	-	\$6,164.00	\$52,931.45	\$52,931.45	\$52,931.45
WASTEWATER OPERATOR - 2022 addition	\$2,494.57	\$583.41	\$60.00	\$1,004.42	\$12,053.04	-	\$6,164.00	\$52,931.45	\$52,931.45	\$52,931.45
WW CHIEF PLANT OPERATOR	\$3,297.53	\$771.20	\$60.00	\$1,004.42	\$12,053.04	-	\$8,148.10	\$66,070.24	\$66,070.24	\$66,070.24
** (94% funded with Designated Fund, 6% GF - Total 50,214.06/position *** (94% funded with Designated Fund, 6% GF - Total 3,247.50/position										
Total Impact									\$990,408.16	- All frozen
Total Gen Fund Impact									\$149,648.23	

I am speaking to you tonight regarding the possible hiring freeze. If you vote to impose this freeze, the department that will be most deeply affected is animal control.

I understand that the City Council is facing a very tough decision, and I fully support our police and fire departments, and strongly believe that they do not get the compensation they deserve, in fact, no amount of money is enough for the incredible work that they do and the dangers that they face.

But, I implore you to reconsider instituting a hiring freeze that includes the animal control department. Our department is a vital part of public safety, and we currently have 5 positions open - all are Animal Care Technicians.

Before I go any further, I want to remind you that 94% of our employee expenses are paid for out of designated tax. Our portion, which is only 10% of a one cent sales tax is mandated to be used for animal control, it cannot be used for any other purpose. While our expenses are paid out of the General Fund Accounts to make it easier for our Finance Department's daily operations, the funds that cover the majority of those expenses are paid out of this designated tax, and it is only recently that we have begun to share in the General Fund to cover some of our department's costs.

If you freeze all of these 5 positions, you would only be able to access about \$26,000 to put toward the shortfall.

Two of those positions are temporary part-time, and are seasonal. The remaining three are full-time permanent positions. While it will be tough to do the work we need during our busier months as we are going into the summer season which is our busiest season, we can do it without those temporary part-time positions. But the full-time positions, we can't.

Please remember that animal control is a vital part of public safety, and we, like the police department, are tasked with providing services to all of our citizens. But unlike them, we provide city-wide coverage with only 4 officers - three ACOs and a Senior Animal Control Officer.

Not only that, we must also take calls, dispatch, investigate, collect and store our own evidence, keep records, write reports as well as operate what would be similar to the operation of the jail because we operate the shelter. This is a 365 days a year operation, and we have an officer on-call every day of the year, 24 hours a day.

We do all of these things with a fraction of the personnel that comparable Cities employ. Our citizens enjoy proactive and thorough animal control and sheltering services, with one of the highest life-saving rates in the state.

We have struggled with filling these positions since they were approved, but I recently met with our HR Director and the Mayor and together, we came up with a plan that we hope will attract quality applicants and it has worked - I recently met with several applicants, and have more interviews scheduled later this week.

Please understand that employee morale in our department is very low, and part of that is due to our struggles with filling these open positions, the burden of the department operations directly on the shoulders of our animal control officers. Because they are all we've got.

So, if you place this hiring freeze into effect it will diminish the overall morale of this department further, as well as force us to make some very difficult life and death decisions regarding the shelter animals because we cannot give the animals the time and attention they need to overcome what would simple health concerns or behavior problems because we just don't have enough hours in the day.

Now I have two more pages of stuff that I could talk about in animal control, but I am going to skip to the bottom.

For years our department has barely gotten by. Charlotte and I talked about this this morning. Up until the last couple of years, we've just been scraping by. Rushing from call to call. The officers go out and do a call and then rush back to the shelter because they are needed there. This is what we've been doing for years. We finally have an opportunity to expand our services, continue to serve the citizens and give our employees a break, and now we're here. And I don't think that we should give something to some employees, while taking something away from others. We are all in the same boat. And our department, like I said, is a vital part of public safety. And we need to be there to provide the services that the citizens expect.

I have personally given an incredible amount of my time for free to the City of Bryant. I lost 32 hours of vacation time last year because I cancelled vacations, I cancelled time with my family, cancelled my personal wants and desires to serve the citizens of the City because we are so short-handed. 32 hours, almost a week of time off I gave to the citizens.

So, I think I really worry about, if we institute this, that we will become something that we have worked years not to be and that's a kill shelter. A place where animals will come to die because we will not have the time to devote to life saving and that is something I don't want to do.

I know that council is facing a tough decision, and I implore you to reconsider this decision. I thank you so much for your time.

Tricia Power

April 17, 2023