



Bryant City Council

2021 Budget Workshop Discussion

11/17/2020

5:30 PM Virtual Meeting

[Click Here To Attend the Live Meeting](#)

To speak during the public comment section of the meeting
you must pre-register by clicking [HERE](#)

AGENDA

CALL TO ORDER

PUBLIC COMMENTS

- *Public Comments should be limited the three (3) minutes per speaker*

NEW BUSINESS

Budget Workshop Discussion

100 Admin - Joy to do intro on whole overall budget, major changes, etc.

100 HR - Charlotte to go over Eval Change, Merit vs. COLA, Cert Pay, Education pay, etc.

110 IT - Gordon Miller

120 Planning - Truett Smith

160 Engineering - Ted Taylor

200 Animal - Tricia Power

300 Courts - Joy to go over this budget with Council

400 Parks - Chris Treat

500 Fire - Chief Jordan

600 PD - Chief Minden

700 Code - Greg Huggs

800/140 Street/Storm - Mark Grimmatt

900/950 Water/WW - Mark Grimmatt

Documents:

[November Workshop DRAFT 2021 BUDGET BOOK.pdf](#)

MAYOR COMMENTS

COUNCIL COMMENTS

ADJOURNMENT

210 SW 3rd St.
Bryant, AR 72022
[\(501\)943-0999](tel:(501)943-0999)

The City of Bryant, AR

Bryant Fire Department Fire Training Facility



Over 40 Participants Completed Bryant 101



State of Arkansas

ANNUAL 2021 BUDGET



Prepared by City of Bryant
Finance Department



Ashley Park Renovations

Table of Contents

Table of Contents	2
Local Bio	3
Census Data of Bryant, Arkansas	4-5
Letter of Transmittal	6-8
Budget and Process Timeline	9
Cutting Items Each Year to Balance	10
Budget/City Strategic Focus Areas	11
Adopting Resolution	12
GFOA Distinguished Budget Presentation Award	13
City Organization Chart	14
Policies for Debt and Capital and Auditing and Accounting	15-16
Fund Structure Organization Chart and Description	17-20
Summary of 2017-2021 and Category Totals for Major Funds with Pie Charts	21-22
Review of Major Revenues and Expenses with Pie Charts	23-25
Summary of City's Debt, Governmental and Business Type	26-28
HR, Personnel, and JESAP Overview	29-30
Full Time Equivalent Budgeted Employees by Function/Program	31
Governmental Funds	32
Elected Officials - Mayor, City Clerk and City Attorney	33-34
Human Resources	35
Finance	36
Information Technology	37
Engineering	38
Administration Budget Numbers	39
Planning	40
Planning Budget Numbers	41
Animal Control	42
Animal Control Budget Numbers	43
Court	44
Court Budget Numbers	45
Parks and Recreation	46-47
Parks and Recreation Budget Numbers	48
Fire	49
Fire Budget Numbers	50
Police	51-52
Police Budget Numbers	53
Code	54
Code Budget Numbers	55
Public Works Administration	56-57
Street	58
Street Budget Numbers	59
Stormwater	60
Stormwater Budget Numbers	61
Historical Review of 515 Stormwater Capital Enterprise Fund	62
Enterprise Funds	63
Water and Wastewater	64
Water and Wastewater Budget Numbers	65-66
Appendix 1 - Major Vendor List	67
Appendix 2 - SWB (Salaries, Wages, and Benefits Calculation)	68
Appendix 3 - Bryant General Fund Capital and Maintenance Plan Template	69-71
Glossary	72-73

LOCAL BIO

The City of Bryant received its start as a very small township in central Arkansas as European settlers established themselves along Hurricane Creek in the early 19th century. Over the years the city saw its times of economic struggles, but as the demand for the area's Bauxite grew during the WWII era, development and a steady slow growth began. Since then, the economic landscape of the city has seen many changes, as Bryant evolved from a typical railroad community, into one focused on family, education and quality of life for its residents.

Once, a small industrial town Bryant is now the fastest growing city in Central Arkansas. With a public education system deemed as one of the best in the state, as well as its proximity to the state's capital city of Little Rock, Bryant has more than doubled in population size over the past two decades. A stable and diversified business community as well as a high demand real-estate market now makes Bryant a much sought after community for families and entrepreneurs.

The backbone of Bryant being its competitive spirit, organized youth and adult sports have thrived here. Making Quality of Life for residents a focus of Bryant's growth plan over the years, the city and school have created joint partnerships to ensure the best use of citizen taxpayer money is being invested back into the community. This has allowed both entities to offer a multitude of sports and educational opportunities to local residents.

The creation of Bishop Park, which opened in 2010 created additional opportunities for many local sports organizations to develop and grow, thus creating a robust sports tourism trade for the city. Bryant hosts numerous sporting events for all ages including baseball, softball, swimming, soccer, football, disc golf, pickleball, and tennis.

Community events are also important to those living in Bryant, connecting people new to the city to many traditions that have been a part of the community for decades. The Bryant Fallfest Celebration, hosted by the local Chamber of Commerce, is entering its 33rd year and is well attended by locals and visitors alike. The city has recently recreated the 4th of July celebrations from years ago, and are now planning the third annual Pops in the Park event.

However, the largest event for this area is the annual "Salt Bowl" Competition. This competition, normally held in August/September is the most attended high school football game in Arkansas. During this battle for the title of Salt Bowl Champion, Bryant takes on its neighbor to the south, Benton. With a normal attendance of over 30,000 fans, this long standing rivalry extends out past the football field. The weeks leading up to the game will include competitive food drives between the two cities, including the schools and residents. Local businesses, community sponsors, churches and other organizations also find a way to join in on the friendly community wide rivalry. The event was still held during COVID during 2020 but attendance was restricted, and the community looks forward to supporting the event in full force for 2021.

Economic Development and growth in Bryant has held strong through many market challenges. Mostly due to the comprehensive business make-up of the city. The Bryant School District along with the city government itself are the city's largest employers. There were 528 business licenses re-issued with another 75 new licenses requested in 2020. Local industry is varied and it is that myriad of retail, healthcare, restaurants, financial services, and other entrepreneurial opportunities that offers stability to the city's economic development. With Bryant's residential growth still climbing, there is still much opportunity for commercial growth in the city.

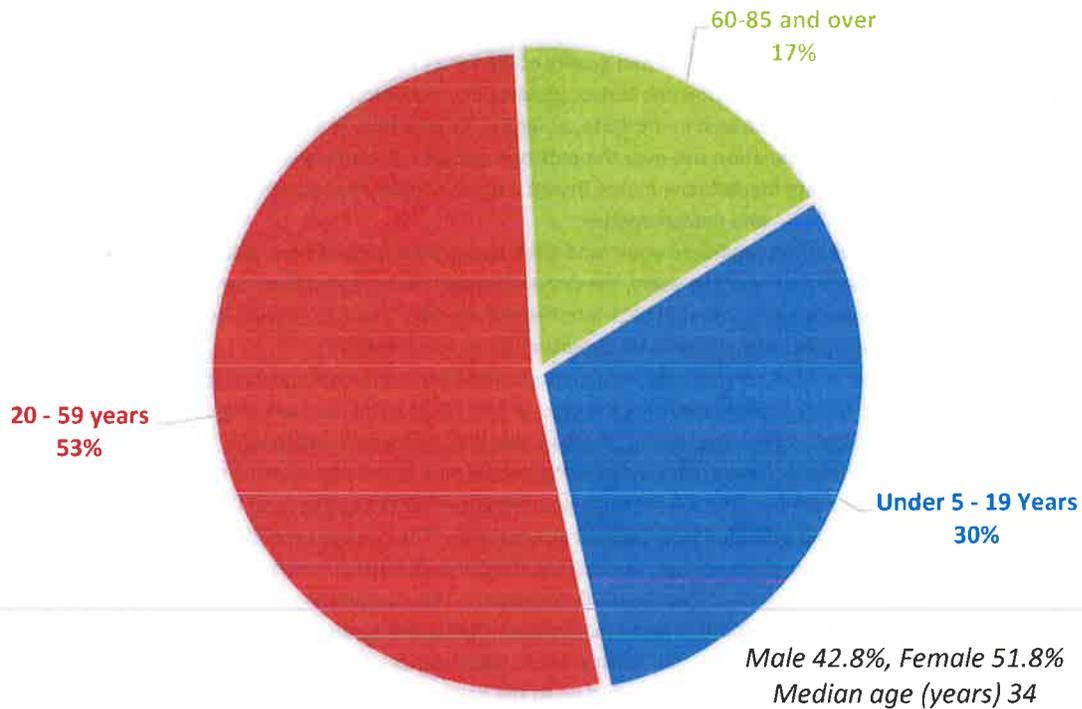
In 2021 Bryant will see the opening of The Arkansas Heart Hospital's Encore Medical Center that is currently under construction. This four story building is a general acute hospital care facility with a focus on bariatric surgery and peripheral vascular disease. It will also feature a full-service emergency department, restaurant and medical offices, bringing an additional 200 jobs to the local healthcare industry.

Arkansas' local economies are commonly supported by sales tax. Arkansas has a statewide sales tax of 6.5%. In Bryant, another 3% is collected and used by the city. This sales tax makes up approximately 80% of the general fund income.

I hope you enjoyed this brief Local Bio on the City of Bryant. Please continue reading to see how we plan to use the resources granted to us by the citizens for the calendar year of 2021.

Census Data of Bryant, Arkansas

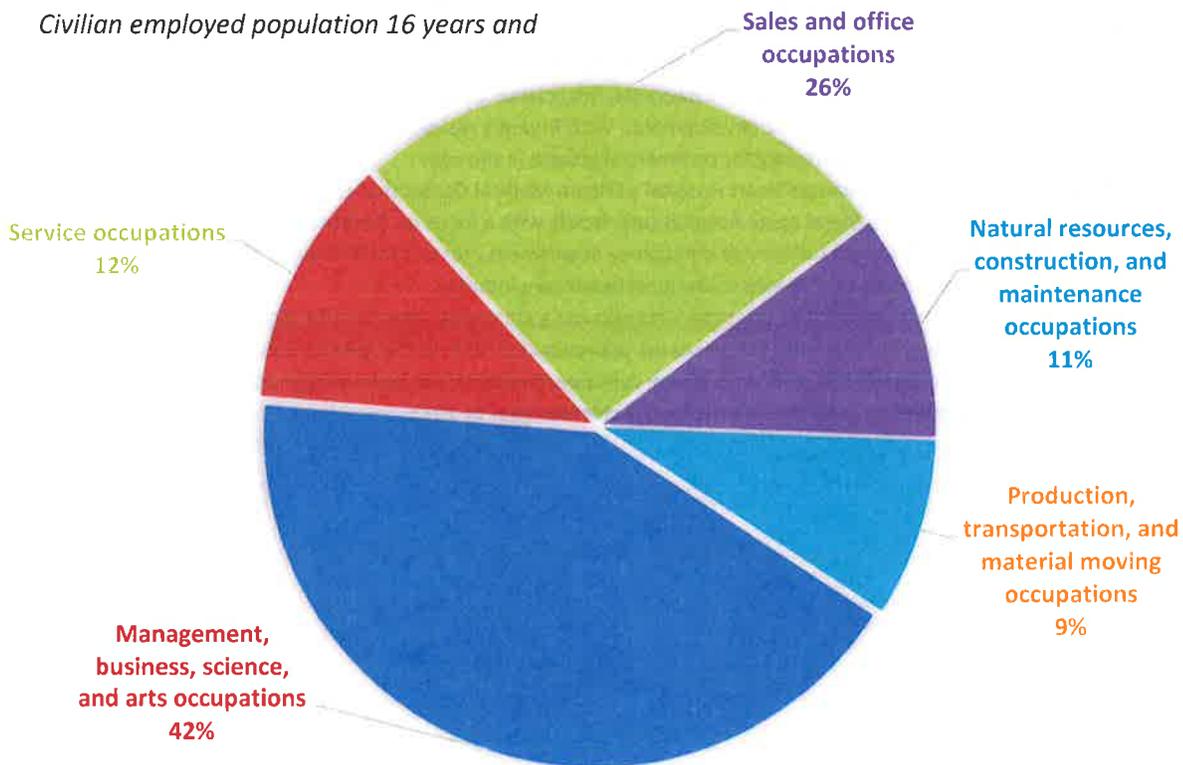
AGE OF TOTAL POPULATION



Census Data of Bryant, AR per the U.S Census Bureau for 2010

OCCUPATION

Civilian employed population 16 years and

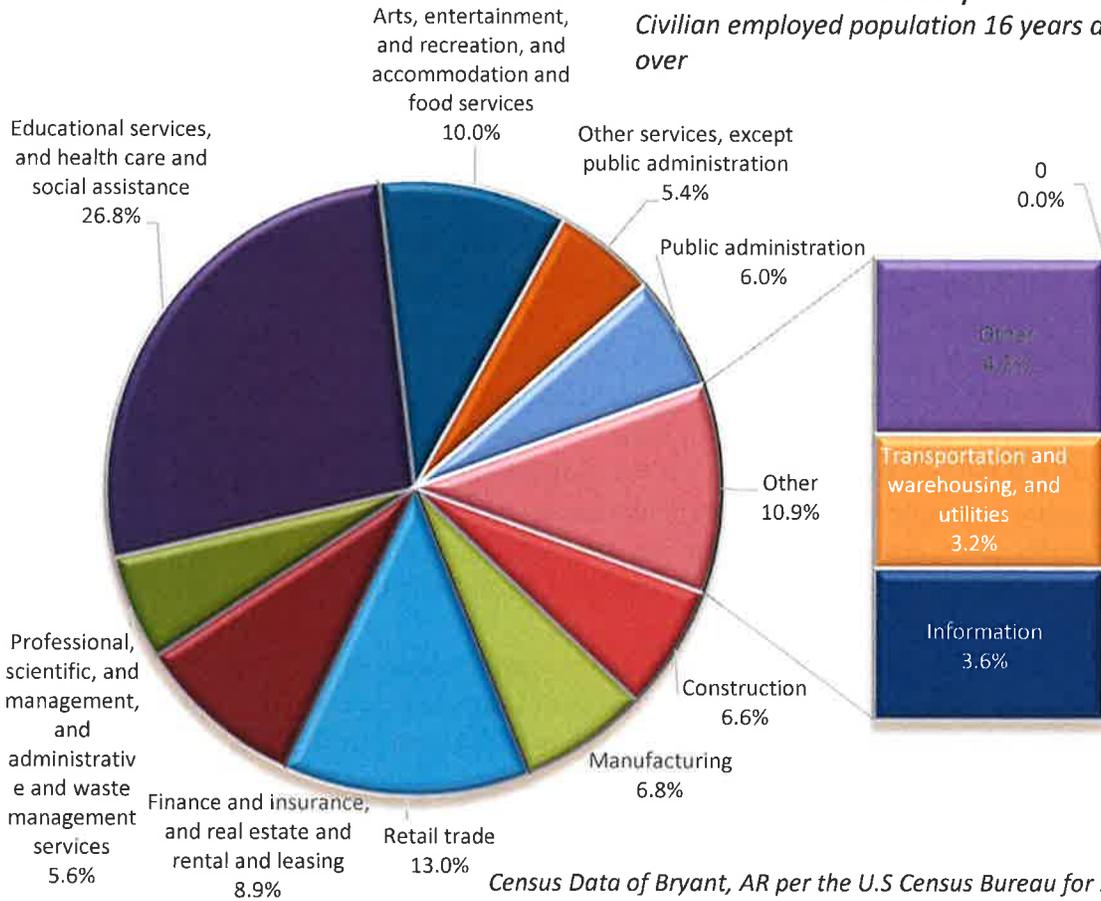


Census Data of Bryant, AR per the U.S Census Bureau for 2010

Census Data of Bryant, Arkansas

Industry

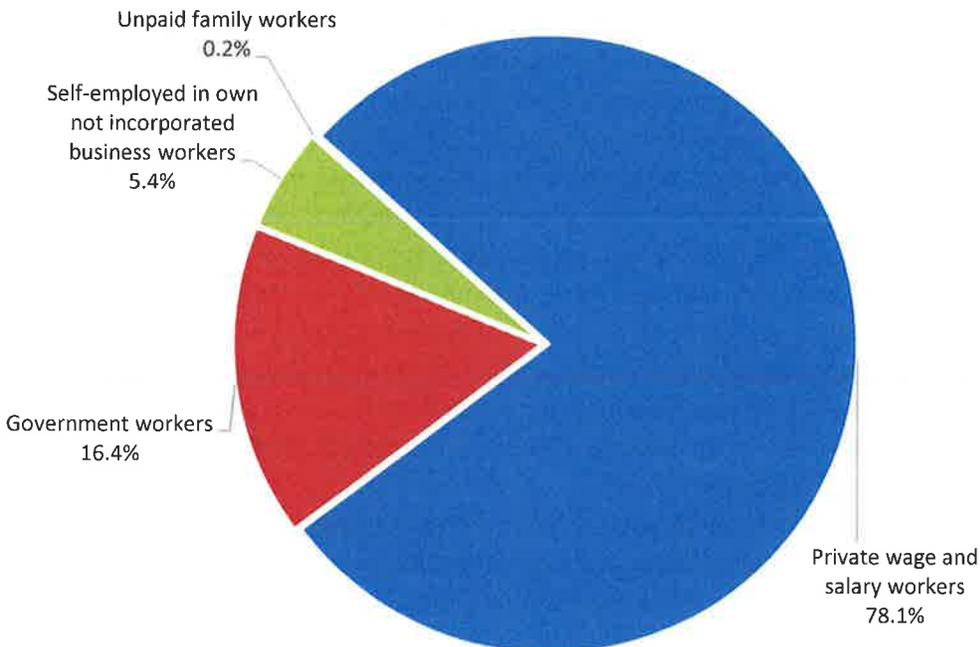
Civilian employed population 16 years and over



Census Data of Bryant, AR per the U.S Census Bureau for 2010

Class of Worker

Civilian employed population 16 years and over



Census Data of Bryant, AR per the U.S Census Bureau for 2010

Letter of Transmittal

Dear Citizens of Bryant, AR,

The annual construction of a budget for the upcoming year is important to your community on many levels. First it creates a road map and a mission on how your city government will utilize the resources allotted to them through sales tax, franchise fees, utility rates, fines, and as well as permits. This roadmap is then set into place to create, and ultimately fulfill, a long term vision for the city.

It is the desire of the mayor, council and city employees to seek and create smart, positive and sustainable growth so that Bryant is considered a healthy American city, capable of sustaining itself even during periods of slow growth.

It is our desire to continue this proactive stance toward our city's growth and avoid being reactive when possible. To do this takes very deliberate action, which begins with good policy and a long-term plan. This plan is then implemented one year at a time. The City currently has long-term plans for some funds like Water and Wastewater but not for General Fund. The City is continuing to work towards this goal of a long-term plan for each department.

As we work to achieve this vision, many small goals are set. One of the most important of these would be public safety. Keeping our citizens and visitors safe while in our community is imperative to the healthy growth of our community.

The administration of Public Safety for the city is implemented by way of several departments, including Police, Fire, Courts, Code, Public Works and Animal Control. As you read this document, you will find that much of our allotted resources (funding) are consumed by our Public Safety Departments.

From the more obvious safety and community response actions that our Police, Fire and Animal Control perform to the behind the scenes work of Code Enforcement as they ensure our new buildings are constructed correctly or the Public Work staff ensuring our local water quality is meeting all standards keeping our community healthy is a main priority.

The importance of public safety is one reason these areas of Police, Code, and Public Works have been some of the only departments to increase personnel over the last few years.

It is no secret that as Bryant has grown so has its traffic concerns. Traffic congestion is frustrating, bad for businesses and diminishing to a good quality of life. We devote substantial resources to creating a well-connected community, again part of our long-term planning process.

Every year, we work to improve our pedestrian and cycling infrastructure focusing first on connecting our parks, neighborhoods and schools. Many of these improvements are funded through grants that the city applies for in conjunction with city resources. In 2013, Bryant implemented a Complete Street Policy. This policy ensures that as Bryant grows, new developments that will affect our city sidewalk and road infrastructure share in the cost of that impact. By implementing this policy, the city will have to spend less tax revenue on building infrastructure in these areas and can reallocate that money for other much-needed uses within the city. In the future, we will also have the ability to build a connector to the now under design Southwest Trail Project. This trail will allow us to link Bryant with communities throughout Central Arkansas through a safe and protected trail system.

The construction of Bryant Parkway, the new north/south traffic corridor partially paid for through a bond refinancing approved by the voters, will also have a huge positive impact on Bryant. Not only will it relieve the traffic congestion on Reynolds Road allowing alternate routes for school transportation it also creates additional pedestrian and bicycle access to these schools as well as neighborhoods and parks. During 2019 and 2020, progress on this projection has been slow as the city waited on official FAA approval, which was required due to the proximity to the Saline County

Letter of Transmittal

Regional Airport.

During 2020, a budding Engineering department was moved out of Public Works and made into its own Administrative Department in order to better service all the departments of the city. This new department is key to our focus area of smart growth. It will help the other departments make wiser decisions and be better stewards of their resources.

Finally, the last significant focus area to be mentioned here is the Health and Quality of Life for the Citizens and Visitors to Bryant. All departments contribute to this goal in one way or another, but the department whose sole focus of this goal is Bryant Parks and Recreation.

As Bryant has grown, it has struggled to balance its growth with the desires of those living in our community. There is no doubt that the Parks and Recreation department has felt this struggle the most. Often, when budget time rolled around Parks was looked upon as a want versus a need. It has received cutbacks in areas that did not allow the employees of that department to deliver the level of services desired by citizens and visitors.

To assist in closing that gap, in July of 2018 Bryant implemented an Advertising and Promotion Tax. This tax was a way for the city to capitalize on its close proximity to the interstate by capturing food and lodging revenue on many of the travelers stopping in our city. A 1% Restaurants and 2% Hotels Lodging tax rate was placed and over the course of a year almost \$720,000 was collected. Per Arkansas state law this type of tax can only be used in two areas: advertising and parks. This placed the Bryant Parks and Recreation department on a more level competitive field with those parks in surrounding areas many of whom have had an A&P tax in place for several years.

Unfortunately, the Commission could not reach consensus and the Commission disbanded in August of 2019, leaving approximately \$856,000 worth of collections. A portion of that was determined to be used by Council for the completion of services desired by citizens and visitors. Some of those improvements include the construction of a pavilion at Bishop Park, the construction of restrooms at Alcoa and Ashley Park and the creation of a new playground for Ashley Park. It is important to note during the very short time that the A&P tax was collected it had a major impact on our park system. If this funding were still available, it would allow our parks department to remain competitive with surrounding communities. The remaining funds that will be carried over to 2021 have yet to be allocated to a particular project. Once those funds are depleted, there will be no additional funding outside of our general fund for the parks department in 2021 and beyond. Note General Fund alone with the current revenues sources available cannot fund the Five-year plan for Parks included as an appendix to this document.

The 2020 Budget year was different from anyone's expectations all across the world when the COVID 19 Pandemic hit. The city's administration immediately curbed spending and city staff began reevaluating their current budget items. When needed, funding was diverted to cover COVID-19 related costs as we anticipated a drop in sales tax revenue.

As of October 2020, Bryant has not seen a drop of anticipated sales tax revenue during the pandemic. We believe we owe this consistency to a couple of areas. The first, a large percentage of Bryant residents work outside of our city. Many of these workers were asked to stay and work from home causing their spending habits to change. Money that was maybe used in other cities for lunch, was instead used locally for groceries and eating out as the quarantine extended. The second is the convenience that many residents found in shopping online. In April of 2019 cities in Arkansas began receiving online sales tax by jurisdiction. These two combined items have helped Bryant to weather the pandemic.

Personnel costs make up the largest percentage category for the General Fund each year.

Therefore, it makes sense that each year a lot of discussion during budget time is devoted to personnel items. This year we discussed Education Pay, which is included in this proposed budget

Letter of Transmittal

for 2021 and Certification Pay, which was not included in this proposed budget for 2021. Each year the Council reviews the JESAP study and its recommendations along with the budget. A section of this document explores this study's recommendations in detail along with a five-year comparison of personnel numbers for the city as a whole.

The only true solution to keep pace with market demands in payroll is growth in sales tax and a diversification of revenue sources. Sales tax makes up the bulk of the General Fund Revenue sources in most Arkansas cities, including Bryant. It is imperative there is a multifaceted approach to business retention, expansion, and recruitment to insure our businesses are successful so that in turn the city is successful. It is only by doing this that the city can hope to maintain the levels of services to which its citizens have become accustomed and maintain a city workforce that is competitive in the employee market. In addition to this growth, other sources of General Fund revenue need to be explored and bolstered.

With growth comes opportunities, change, and challenges. The Mayor, Council and city employees look forward to 2021 and the continued service to you and this community. We are committed to ensuring at all times we are finding creative ways to make the most of the resources you have entrusted to us. We hope you find the following pages breaking down the Budget process, department accomplishments, goals and accompanying resources to your satisfaction and that we are being the best stewards possible with the revenues we receive to operate the City of Bryant.

Sincerely, Joy Black

City of Bryant, Finance Director

Budget and Process Timeline

Budget Process

The City of Bryant typically begins constructing the budget for the following year in August/September of the previous year. The Finance Director and Mayor meet with the Department Heads and make a listing of any anticipated notable large changes from one year to the next. The Finance Director opens up a draft in the city software and asks Department Heads to go in and input their budgets. Then the Finance Director pulls all of that detail out and puts it into a draft booklet for the Mayor and Department Heads to review. The Mayor and Department Heads make any adjustments and a draft is then presented to Council for adoption, typically at the last Council meeting of the year.

While the audited financial Statements of the City are prepared using a modified accrual method the budget is prepared using the cash method. The main difference between these two methods for the city of Bryant is the depiction of fixed assets and debt. For budgetary purposes fixed assets are shown as expenses that are approved by Council. These are shown as the 58XX series of accounts. However, in the audited financial Statements these are converted via adjustments to the balance sheet. Similarly, during the year debt principal and interest payments are shown as expenses and approved as such by Council in the budget but in the audited financial statements these two are converted via adjustment to balance sheet items.

Prior to the 2018 Adopted Budget, the budget was adopted by line item which was very cumbersome. In 2018 Council adopted the budget by expense category in the major funds, keeping the limited number of Revenue lines still by line item. This was much easier and efficient to administer the work of the City. With this in mind this 2021 budget will be prepared and presented to Council for approval in that same fashion. This means that the budget can be amended along the same categories/lines that it was adopted for expenses/revenues. Between categories or between depts or funds requires bringing the adjustment back to be approved by City Council. Within the category with in the same department small adjustments can be made with the approval of the Finance Director and the Department Head.

Budget Timeline

Budget started in Springbrook (General Ledger Software) by Dept Heads, Revision I	Week	9/14/20- 9/18/20
Dept Head meetings to discuss 2021 Budget	Tuesday	10/13/2020
	Tuesday	10/20/2020
	Tuesday	10/26/2020
Budget Workshop with Council		
Fulfilling 14-58-201 Mayor to give Budget to Council by Dec 1st		11/17/2020
Budget Adopted by Resolution at Council Meeting	Tuesday	12/22/2020

Each year the Mayor and the Department Heads have to go through a series of negotiations for what can be included and what can not to balance the general fund. It is an exercise in estimating in many cases. For instance Fuel Costs. There are many ways to determine the cost of fuel to be budgeted for in the coming year. Do you take a five year average? Only use last year's use as a model? Many times maintenance items such as computer replacements and overseeding are cut not because they are not needed but because they are not already contractually obligated. Often times these items will be brought back to council to be added back to the budget. We need to increase and diversify our revenues sources in the coming years or the City will not be able to maintain its current assets or service levels.

Needed to balance found/cut	\$142,579	Item to Cut	Item General Ledger Act
	(7,000)	Finance Computer Replacements	001-0100-5604
	(1,200)	VMWare	001-0110-5604
	3,600	Sophose, Salarwinders, SSL	001-0110-5608
	2,000	IT Certs	001-0110-5060
	(9,800)	Parks Computer Replacements	001-0400-5604
	(6,000)	Fire Computer Replacements	001-0500-5604
	(6,000)	PD Computer Replacements	001-0600-5604
	(11,000)	PD Computer items	001-0610-5606
	(6,000)	Code Computer Replacements	001-0700-5604
	(20,000)	PD fuel	001-0600-5200
	29,500	PD Rent	001-0600-5245
	17,000	PD Tasers	001-0600-5310
	(19,600)	resurface basketball courts	001-0430-5102
	(10,000)	misc. Maintenance	001-0430-5102
	(60,000)	adding Parks Revenue	001-0430-4300
	(5,500)	PD radios	001-0600-5230
	(3,000)	PD Tires	001-0600-5218
	(5,000)	Mayor Training	001-0100-5062
	(5,000)	Pops in the Park	001-0100-5505
	(5,000)	Fallfest	001-0100-5505
	(5,000)	Overseeding at Midland	001-0420-5104
	(10,000)	Overseeding at Bishop	001-0430-5104
Balanced	(\$421)		

Budget/City Strategic Focus Areas

Since 2014 the Four Areas shown below have been the identified and pursued Strategic Focus Areas of the City of Bryant. In this document we have tried to align the Letter of Transmittal along these focus areas as well as all departmental goals and accomplishments. Certain departments meet more than one of these goals and are listed as such. This format provides a clear framework around which Department Heads and Departments as a whole can organize their time and resources.

	Governmental	Enterprise W/WW	Gov Debt	W/WW Debt	Totals
Public Safety Fire, PD, Code, Animal, Court	\$11,414	\$5,205	\$ 296	\$867	\$17,782
Health and Quality of Life for the Citizens and Visitors to Bryant Parks	\$2,631	\$5,205	\$ 296	\$867	\$8,999
Connectivity Street, MS4 (Stormwater)	\$4,784		\$ 1,525		\$6,309
Smart Growth Planning, Admin, IT, Engineering	\$1,055				\$1,055
Totals	\$19,884	\$10,410	\$ 2,118	\$1,733	\$34,145

Adopting Resolution

RESOLUTION NO. 2020 -XX

A RESOLUTION PROVIDING FOR THE ADOPTION OF A BUDGET FOR THE CITY OF BRYANT, ARKANSAS FOR THE TWELVE MONTH PERIOD BEGINNING JANUARY 1, 2020 AND ENDING DECEMBER 31, 2020

WHEREAS, the City Council has reviewed the proposed budget submitted by the Mayor and;

WHEREAS, it is the finding and conclusion of the City Council that the schedules and exhibits of anticipated revenues and expenditures for the calendar year appear appropriate for budgetary purposes.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BRYANT, ARKANSAS THAT:

Section 1. This resolution shall be known as the budget resolution for the City of Bryant, Arkansas, for the twelve (12) month period beginning January 1, 2020 and ending December 31, 2020. The attached budget, incorporated herein, reflects estimated revenues and expenditures as set forth on the

Section 2. The respective funds for each item of expenditure proposed in the budget for 2020 are hereby approved and adopted for the operation of the City of Bryant, Arkansas, by the City Council on this date and constitute an appropriation of funds which are lawfully applicable to the items contained with the budget.

Section 3. The Mayor or her duly authorized representative may approve for payment, out of funds appropriated by this budget or otherwise approved by the City Council for that purpose or may disapprove any bills, debts, or liabilities asserted as claims against the City up to a maximum amount allowed by Arkansas law and the payment or disapproval of any bills, debts, or liabilities exceeding that amount shall require the confirmation of this governing body.

PASSED AND APPROVED this 17 day of December, 2019.

APPROVED:


Allen E. Scott, Mayor

ATTEST:


Sue Ashcraft, City Clerk

GFOA Distinguished Budget Presentation Award



GOVERNMENT FINANCE OFFICERS ASSOCIATION

Distinguished Budget Presentation Award

PRESENTED TO

City of Bryant

Arkansas

For the Fiscal Year Beginning

January 1, 2019

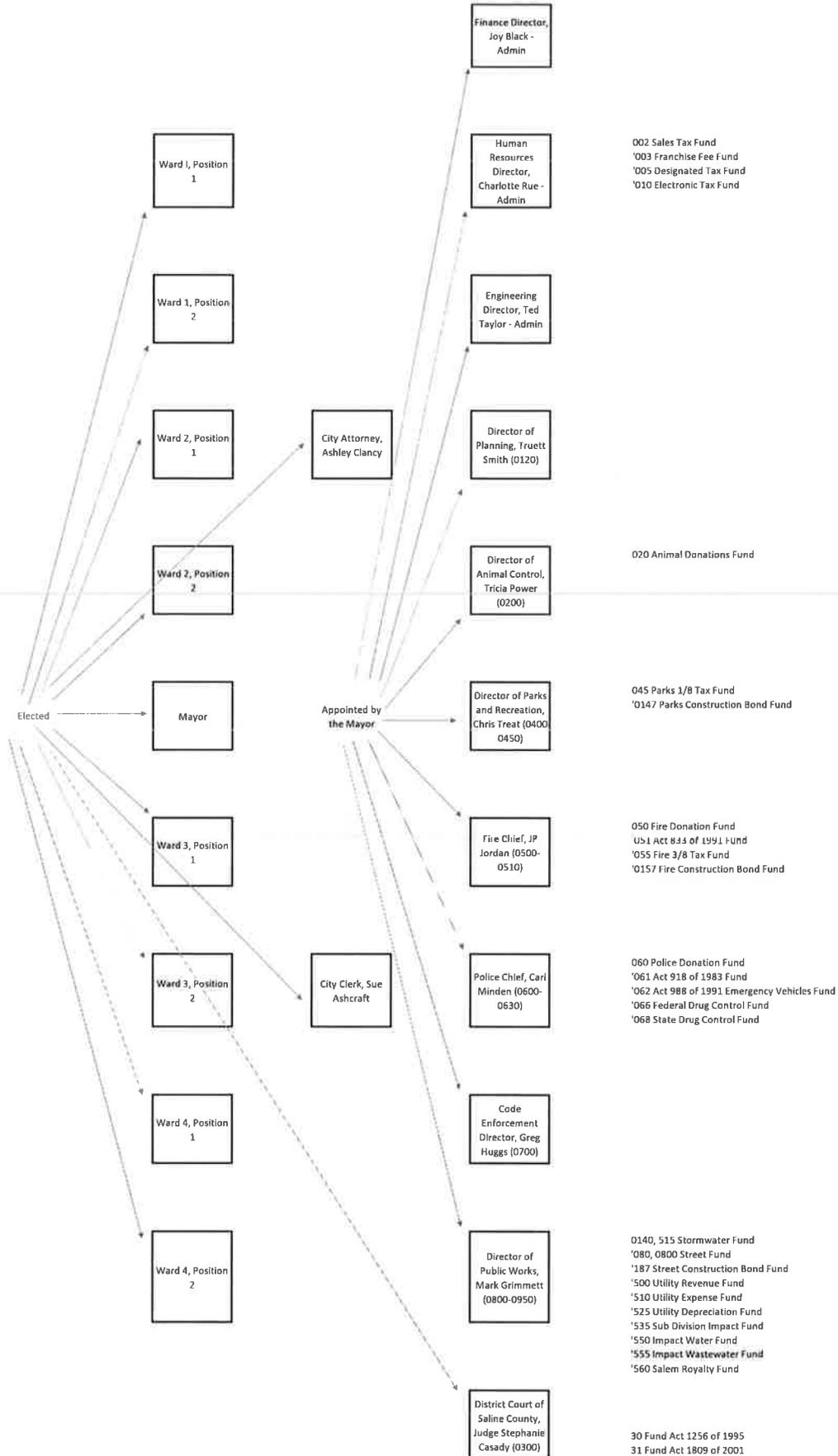
Christopher P. Morill

Executive Director

Government Finance Officers Association of the United States and Canada (GFOA) presented a Distinguished Budget Presentation Award to the City of Bryant, Arkansas, for its Annual Budget for the fiscal year beginning January 1, 2019. In order to receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, as a financial plan, as an operations guide, and as a communicative device. This award is valid for a period of one year only. We believe our current budget continues to conform to program requirements, and we are submitting it to GFOA to determine its eligibility for another award.

City Organization Chart

CITIZENS OF BRYANT



Policies for Debt and Capital and Auditing and Accounting

ACCOUNTING, AUDITING AND FINANCIAL REPORTING CITY POLICIES

The City's accounting and financial reporting systems will be maintained in conformance with Generally Accepted Accounting Principles (GAAP) and the standards set by the Governmental Accounting Standards Board (GASB) and the Government Finance Officers Association (GFOA).

An independent public accounting firm will perform an annual audit. The auditor's opinion will be included with the City's published Annual Financial Reports.

The City's Budget should satisfy criteria as a financial and programmatic policy document, as a comprehensive financial plan, as an operations guide for all organizational units and as a communications device for all significant budgetary issues, trends and resources.

Monthly Reports shall be prepared and presented to the Bryant City Council on a timely basis.

Balancing the budget - the state of Arkansas requires that a balanced budget be presented to Council by December 1st before the year of the budget proposed in State Statute 14-58-201.

Policies for Debt and Capital and Auditing and Accounting

DEBT MANAGEMENT CITY POLICIES

The City will seek to maintain and, if possible, improve its current bond rating in order to minimize borrowing costs and preserve access to credit. The City will encourage and maintain good relations with financial bond rating agencies and will follow a policy of full and open disclosure.

Every future bond issue proposal will be accompanied by an analysis showing how the new issue combined with current debt impacts the City's debt capacity and conformance with City debt policies.

Financing shall not exceed the useful life of the asset being acquired.

The City will not use long-term debt to finance current operations.

The general policy of the City is to fund capital projects (infrastructure) with new, dedicated streams of revenue or voter approved debt. Nonvoter approved debt may be utilized when a dedicated revenue source other than general revenue can be identified to pay debt service expenses.

Interest earnings on bond proceeds will be limited to: 1) funding the improvements specified in the authorizing bond ordinance; or 2) payment of debt service on the bonds.

Utility rates will be set to ensure debt service coverage exceeds the bond indenture requirement of 110%.

The City shall comply with the Internal Revenue Code Section 148 - Arbitrage Regulation for all tax-exempt debt issued.

Proceeds from debt will be used in accordance with the purpose of the debt issue. Funds remaining after the project is completed will be used in accordance with the provisions stated in the bond ordinance that authorized the issuance of the debt.

CAPITAL MANAGEMENT CITY POLICIES

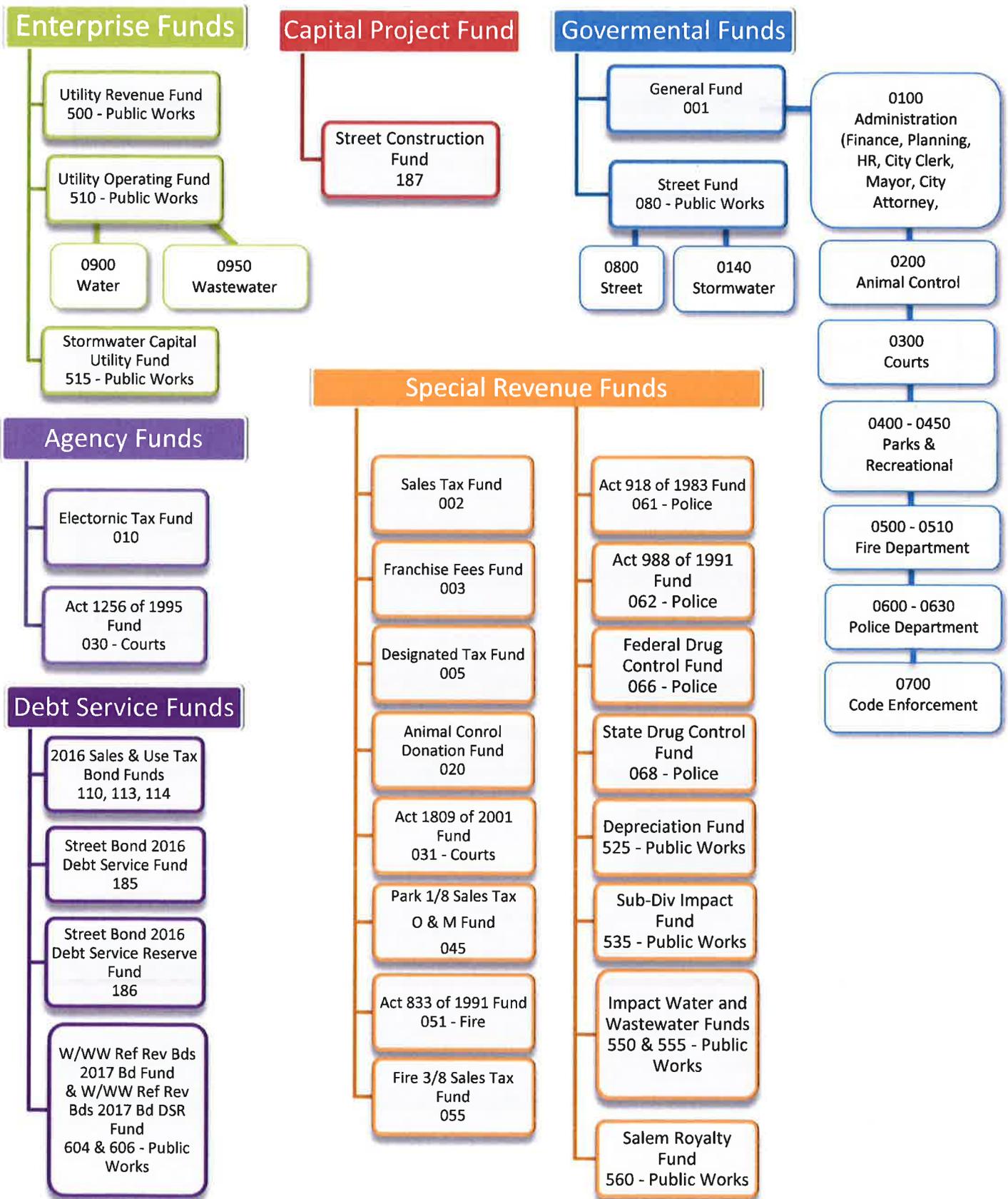
A Capital Improvement Plan will be updated annually, including anticipated funding sources. Capital improvement projects are defined as infrastructure or equipment purchases or construction that results in a capitalized asset costing more than \$2,500 and having a useful life (depreciable life) of two (2) years or more, per Ordinance 2002-09.

Proposed capital projects will be reviewed by a cross-departmental team for accurate costing (design, capital, and operating), congruence with City objectives and prioritized by a set of deterministic criteria. Financing sources will be sought for the highest-ranking projects.

Capital improvement operating budget impacts will be coordinated with the development of the annual operating budget. Future operating, maintenance, and replacements costs will be considered.

Fund Structure Organization Chart and Description

FUND STRUCTURE ORGANIZATION CHART



Fund Structure Organization Chart and Description

Governmental Funds

General Fund (001) is the city's primary operating fund. It accounts for all financial resources of the general government except those required to be accounted for in another fund.

Street Fund (080) is a special revenue fund to account for all activities associated with maintaining and constructing streets. Arkansas statutes that provide funding for street and drainage projects require that these activities be accounted for separately. The Street fund is financed by state turnback funds, and a portion of a state-wide 1/2 cent sales tax approved by the voters in July 2013.

Capital Project Fund

Street Construction Fund (187) were designated to be spent within three years of the 2016 Sales & Use Bond for park and street capital projects. Bond funds remaining in 2020 are encumbered for work in progress.

Enterprise Funds

Utility Revenue Fund (500) is used to account for activities associated with collecting the revenues of water, wastewater, and stormwater via the monthly bill collections.

Utility Operating Fund (510) is used to account for activities associated with collecting, treating, and disposing sewage from customers in one department 0950 and the treatment and distribution of drinkable water to customers in another department 0900.

Stormwater Utility Fund (515) is used to account for activities associated with completing major capital stormwater projects.

Agency Funds

Electronic Tax Fund (010) is used to house payroll associated liabilities and sales taxes as they come in from the state. Any funds left in this fund over a period belong to another entities such as the state or county or to employees, etc. This fund merely serves as a clearing fund.

Act 1256 of 1995 (030) Administration of Justice Fund - ACA 16-10-308 established that cities would receive a share of the uniform court costs and filing fees levied by the state law. These may be used to defray a part of the expenses of the administration of justice in the City. These funds are kept and spent from this fund.

Fund Structure Organization Chart and Description

Special Revenue Funds

Sales Tax Fund (002) is where the initial deposits of sales tax collections from the state before being distributed to other funds. For audit purposes it is shown with the General Fund (001).

Franchise Fees (003) is where the initial deposit of franchise fees collected from utility companies before being distributed to other funds. For audit purposes, it is shown with the General Fund (001).

Designated Tax Fund (005) Bryant Ordinance no. 1996-08 (March 25, 1996) provided for the levy of a one cent sales and use tax for the purpose of street improvements (30%), fire department (25%), police department (25%), city parks (10%), and animal control (10%).

Act 1809 of 2001 (031) District Court Automation Fund ACA 16-13-704 established that 1/2 of \$5 per month on each person in the court could only be used for court-related technology. These funds are kept and spent from this fund

Park 1/8 Sales Tax O & M (045) Bryant City Code 12.32.01 (2013) levied a .125% sales and use tax to be used to acquire, construct, improve, expand, equip, furnish, operate and maintain new or existing park and recreational facilities, including parking, landscaping, signage, lighting, concession, road and utility improvements, and to pay and secure the repayment of park and recreational bonds.

Animal Control Donation (020) Bryant City Code 6.12.01 (2013) via Ordinance 2011-24 established fund to receive donations for the animal control department to be used for any purpose reasonably related to the care, custody, and control of animals secured by the department including training, education, and assistance.

Act 833 of 1991 (051) Fire Equipment and Training fund is used to account for specific revenues per ACA 14-284-403, 404 which requires insurance premium tax funds to be distributed by the County to municipal fire departments for training, purchase and improvement of fire fighting equipment, initial capital construction or improvements of fire departments, insurance for buildings and utilities costs.

Fire 3/8 Sales Tax (055) Bryant City Code 2.36.07 (2013) levied a .375% sales and use tax to be used to operate and maintain; acquire apparatus and equipment, acquire, construct, improve, and expand facilities; to pay and secure repayment of fire department bonds

Act 918 of 1983 (061) ACA 12-41-701 established the ability of cities to receive a portion of fines and penalties from the Courts to be used for law enforcement purposes. These funds are kept and spent from this fund.

Act 988 of 1991 (062) ACA 27-22-103 established the ability of cities to receive the fine for citizens who fail to insure their motor vehicles and use those fines for the purchase and maintenance of rescue, emergency medical, and law enforcement vehicles, communication equipment, animals owned or used by law enforcement agencies, life saving medical apparatus, and law enforcement apparatus. These funds are kept and spent from this fund.

Federal Drug Control (066) and State Drug Control (068) established that asset forfeitures resulting from drug offense cases should go to the arresting agency. These revenues shall only be used for law enforcement purposes.

Depreciation WW (525) holds money set aside each month by the Customer Service Management Group per the Bond Debt Covenants.

- Sub-Div Impact Fund (535) collected by Code Enforcement for Water and Wastewater.

Impact Water and Wastewater Funds (550 & 555) holds money collected by Code Enforcement as well approximately \$600 collected for Water and \$500 for Wastewater.

Salem Royalty Fund (560) holds charges on the Water and Wastewater bills then predetermined amounts based on zip codes are sent back to the Salem Water Group.

Fund Structure Organization Chart and Description

Debt Service Funds

2016 Sales & Use Tax Bond Funds (110, 113, 114) These bonds were obtained to fund two Fire Stations, several Parks Projects and the Street connection from I30 to the Airport.

Street Bond 2016 Debt Service Fund (185) These bond funds were refunded in 2016 and the proceeds used to fund the on off ramp connecting I30 to the Street discussed above connecting I30 to the Airport and providing traffic relief along Reynolds Road.

Street Bond 2016 Debt Service Reserve Fund (186) is the Debt Bond Requirement for the 2016 Franchise Fee Funded Bonds.

W/WW Ref Rev Bds 2017 Bond Fund and W/WW Ref Rev Bond Debt Service Revenue Fund (606) hold money associated with the 2017 Water/Wastewater Revenue Bonds - These bonds have been refunded and used several times to fund various Water and Wastewater infrastructure needs.

Summary of 2017-2021 and Category Totals for Major Funds

	Admin	Planning	Animal Control	Court	Park	Fire	Police	Code	General TOTAL	Street	Water/WW	
Adopted 2017 Revenues	5,067,750	7,000	448,500	704,900	2,177,888	2,713,100	1,557,500	308,195	12,984,833	2,686,550	7,717,039	
Adopted 2017 Expenses	1,099,109	367,143	452,282	428,985	2,559,011	3,836,556	4,466,512	342,850	13,552,448	4,992,968	13,930,607	
Adopted 2017 Net	3,968,641	(360,143)	(3,782)	275,915	(381,123)	(1,123,456)	(2,909,012)	(34,655)	(567,615)	(2,306,418)	(6,213,568)	
Adopted 2018 Revenues	5,707,250	7,000	477,500	719,420	1,922,268	2,680,420	1,549,000	294,045	13,356,903	2,822,445	7,717,039	
Adopted 2018 Expenses	1,090,039	264,304	479,541	430,820	2,352,212	3,884,678	4,511,276	343,696	13,356,566	5,520,980	13,930,607	
Adopted 2018 Net	4,617,211	(257,304)	(2,041)	288,600	(429,944)	(1,204,258)	(2,962,276)	(49,651)	337	(2,698,535)	(6,213,568)	
Adopted 2019 Revenues	5,452,200	7,000	484,500	743,420	2,061,495	2,880,450	1,614,980	409,045	13,653,090	3,031,568	8,386,653	
Adopted 2019 Expenses	934,405	321,732	448,711	460,748	2,510,195	4,004,408	4,587,375	383,943	13,651,517	3,302,697	12,285,972	
Adopted 2019 Net	4,517,795	(314,732)	35,789	282,672	(448,700)	(1,123,958)	(2,972,395)	25,102	1,573	(271,129)	(3,899,319)	
Adopted 2020 Revenues	5,749,000	7,000	511,500	743,420	2,165,495	3,060,950	1,585,480	550,755	14,373,600	3,132,833	8,067,892	
Adopted 2020 Expenses	1,089,839	265,467	525,860	485,408	2,573,923	4,167,010	4,879,244	386,849	14,373,600	3,822,657	12,961,816	
Proposed 2020 Net	4,659,161	(258,467)	(14,360)	258,012	(408,428)	(1,106,060)	(3,293,764)	163,906	(0)	(689,824)	(4,893,925)	
Requested Revision I	Engineering	Admin	Planning	Animal Control	Court	Park	Fire	Police	Code	General TOTAL	Street	Water/WW
Proposed 2021 Revenues		5,925,004	7,000	554,004	743,420	2,209,495	3,243,454	1,914,984	532,870	15,130,231	3,862,833	11,074,735
Proposed 2021 Expenses	31,960	763,059	260,618	552,845	508,236	2,631,470	4,469,173	5,478,426	434,022	15,129,809	4,851,829	11,936,345
Proposed 2021 Net	(31,960)	5,161,945	(253,618)	1,159	235,184	(421,975)	(1,225,719)	(3,563,442)	98,848	422	(988,996)	(861,610)
Revenues												
Tax		5,923,004		525,004		1,150,000	3,187,504	1,312,504	38,000	12,136,016	3,136,058	
Other		2,000	7,000	29,000	743,420	1,059,495	55,950	602,480	494,870	2,994,215	726,775	11,074,735
Total		5,925,004	7,000	554,004	743,420	2,209,495	3,243,454	1,914,984	532,870	15,130,231	3,862,833	11,074,735
Expenses												
Personnel	7000	415,944	180,218	445,556	458,838	1,574,066	3,905,970	4,150,335	367,532	11,505,457	1,200,206	2,235,888
Building&Grounds		44,570	3,450	44,494	23,646	623,382	151,728	118,845	6,040	1,016,155	76,520	690,802
Vehicle	14960	3,425	8,800	9,600	11,000	40,500	119,900	235,250	12,500	455,935	325,930	174,800
Supply	5000	9,500	1,200	14,750	3,000	98,100	103,700	61,600	2,500	299,350	291,490	2,256,624
Operations		51,400	20,100	15,945		33,523	13,550	16,600	16,600	167,718	345,278	777,900
Professional Services		53,250	34,300	20,500	5,500	179,720	1,500	12,450	27,350	334,570	327,250	116,000
Miscellaneous	5000	94,970	12,550	2,000	6,252	15,280	800	135,120	1,500	273,472	19,655	120,160
Contract/Donations/Overlays		90,000								90,000	300,000	
Grant/Bonds/Transfers								31,200		31,200		1,732,838
Fixed Assets/Leases						66,899	172,025	717,027		955,951	1,965,500	4,038,000
Total	31,960	763,059	260,618	552,845	508,236	2,631,470	4,469,173	5,478,426	434,022	15,129,809	4,851,829	12,143,012

Each month the City receives 3% of sales tax back from the State of Arkansas. This 3% is mandated by the Citizens via vote to be spent on the following listed categories. You can see from the charts above and below what a large percentage Sales Taxes make up of the overall total Revenues for the General Fund.

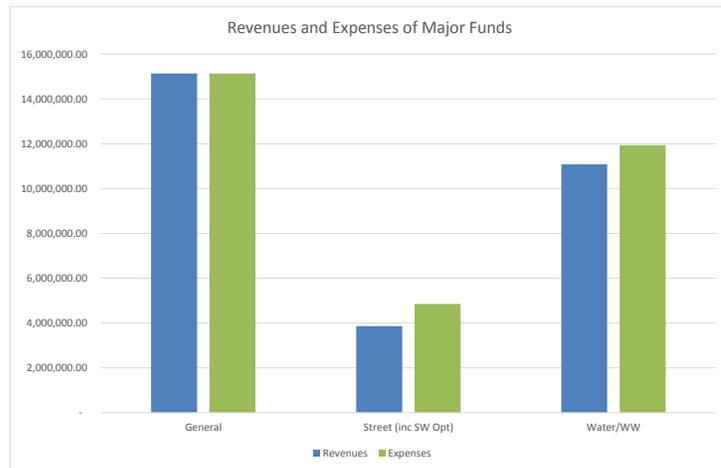
The chart below shows how the 3% sales tax above is allocated and budgeted for 2021.

	Monthly	Annually	Added for 2021
1% GF	416,667	5,000,004	
1/8 Parks	52,083	625,000	
3/8 Fire	156,250	1,875,000	
4/8 Bond	208,333	2,500,000	
Animal 10%	41,667	500,000	25,000
Parks 10%	41,667	500,000	25,000
Fire 25%	104,167	1,250,000	62,500
Police 25%	104,167	1,250,000	62,500
Street 30%	125,000	1,500,000	
Total	1,250,000	15,000,000	175,000

Divided by 3

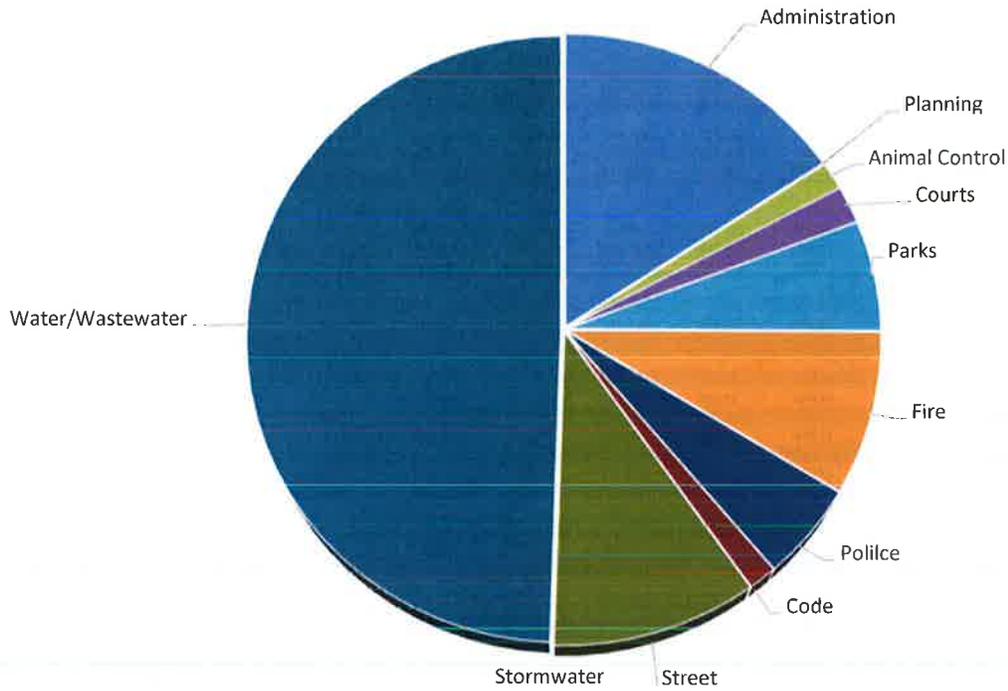
Plans for Fund Balances for the three major funds (General, Street, and Water/Wastewater) are shown above and to the right in the chart. Street completed several projects in 2020. However, a few projects for both Street and Water/Wastewater were carried over via Purchase Order Encumbrances so separately adopted by Council and not in this budget. Any dipping into Fund Balances is the result of Capital Plans. Street adopted capital plans for \$1,965,500 in this budget and Water/Wastewater adopted plans for \$XXXXX. While these plans were adopted in this budget in these amounts it is likely that they will be on going in part into 2022. These capital plans for Public Works (Street, Stormwater, and Water/Wastewater) will necessitate that the Finance Director and the Public Works Director work closely together to monitor and adjust as needed the cash flow plans. Note further that some one time capital projects were approved out of General Fund savings in January of 2021 after this initial budget was adopted. Council wisely waited to see how the year ended before approving these projects.

Stormwater Related Cap in Street Fund matched in 515 Fund	845,500
Street Cap	1,120,000
Total	1,965,500

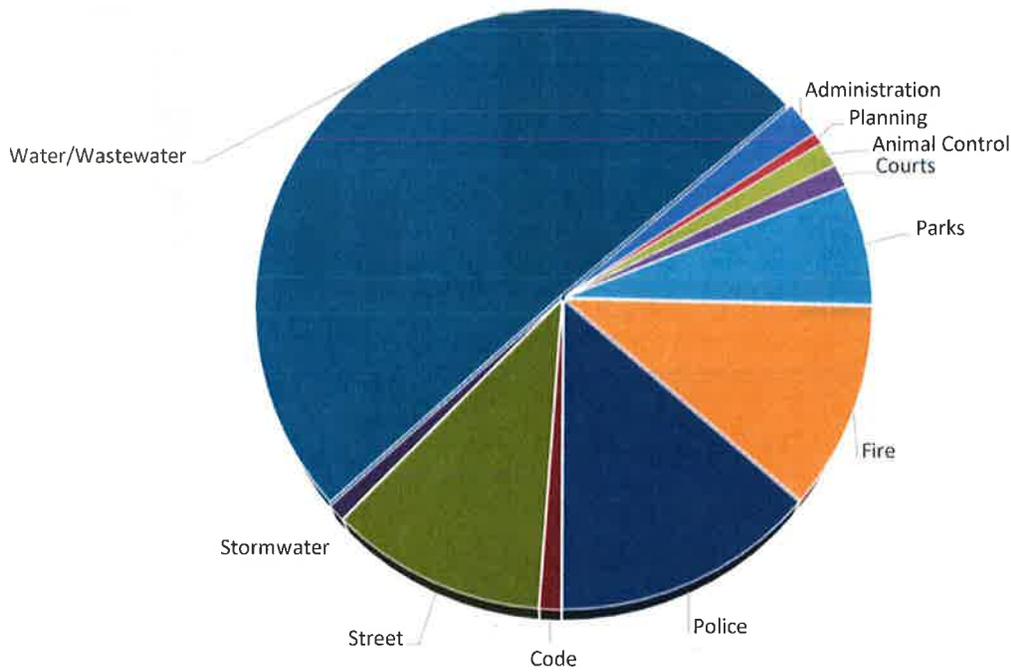


Summary of 2019, Proposed 2020, and Category Totals for Major Funds

General Total Revenue per Department



General Total Expenses per Department

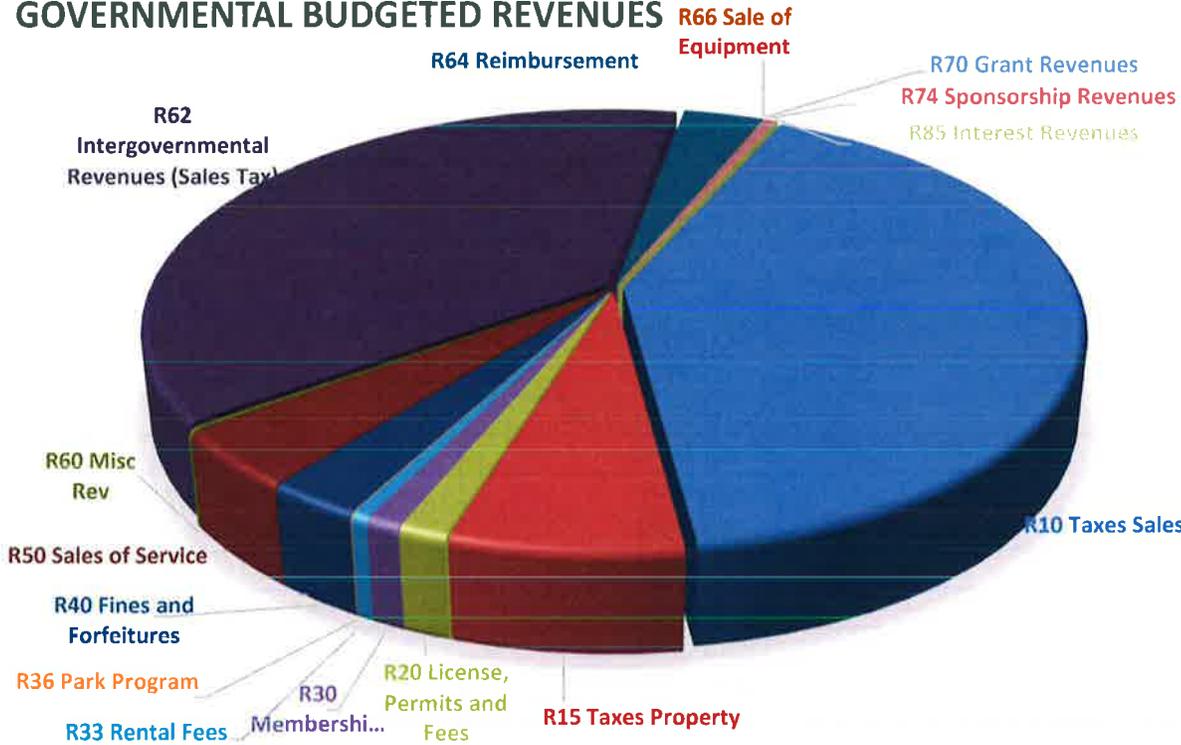


Review of Major Revenues and Expenses

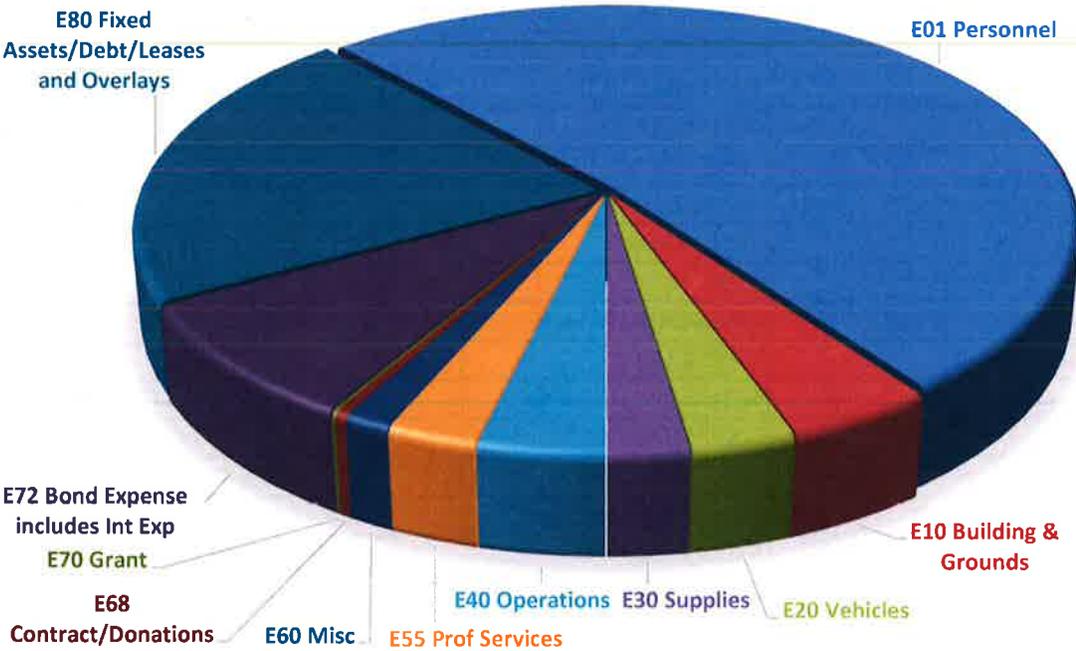
Category	Accounts	Budgeted Amounts	Enterprise/ Governmental
R50 Sale of Services	4504-4569	10,943,535.00	E
R60 Misc Rev	4600	200.00	E
R62 Intergovernmental Revenues	4625-4632	8,160,500.00	E
R64 Reimbursement	4640-4560	0.00	E
R66 Sale of Equipment	4900	0.00	E
R85 Interest Revenues	4850	0.00	E
E01 Personnel	5000-5070	2,235,887.23	E
E10 Building & Grounds	5102-5145	690,802.00	E
E20 Vehicles	5200-5225, 5240	174,800.00	E
E30 Supplies	5300-5380	2,412,524.00	E
E40 Operations	5405-5547	622,000.00	E
E55 Prof Services	5550-5593	116,000.00	E
E60 Misc	5600-5650	120,160.00	E
E62 Intergovernmental Transfers	5625-5642	8,160,500.00	E
E68 Contract/Donations	5680-5682	0.00	E
E70 Grant	5700-5705	0.00	E
E72 Bond Expense includes Int Exp	5722	1,732,838.00	E
E80 Fixed Assets/Debt/Leases and Overlays	5800-5910	4,717,500.00	E
R10 Taxes Sales	4656	14,762,060.00	G
R15 Taxes Property	4150-4152	2,459,758.19	G
R20 License, Permits and Fees	4200-4258	519,870.00	G
R30 Membership Fees	4300-4323	370,000.00	G
R33 Rental Fees	4332-4354	186,995.00	G
R36 Park Program	4259-4260, 4360, 4390	11,000.00	G
R40 Fines and Forfeitures	4400-4428	999,856.00	G
R50 Sales of Service	4500-4534	1,518,000.00	G
R60 Misc Rev	4600, 4602, 4394, 4650	69,770.00	G
R62 Intergovernmental Revenues (Sales Tax)	4626-4629	13,499,016.00	G
R64 Reimbursement	4640, 4560	1,183,000.00	G
R66 Sale of Equipment	4900	25,000.00	G
R70 Grant Revenues	4700-4705	33,700.00	G
R74 Sponsorship Revenues	4740-4742	127,500.00	G
R85 Interest Revenues	4850	3,220.00	G
E01 Personnel	5000-5070	12,710,863.00	G
E10 Building & Grounds	5102-5145	1,092,675.40	G
E20 Vehicles	5200-5225	770,865.00	G
E30 Supplies	5300-5380	595,640.00	G
E40 Operations	5405-5547	942,346.40	G
E55 Prof Services	5550-5593	667,819.80	G
E60 Misc	5600-5650	350,642.00	G
E68 Contract/Donations	5680-5682	90,000.00	G
E70 Grant	5700-5705	31,000.00	G
E72 Bond Expense includes Int Exp	5722	2,129,346.00	G
E80 Fixed Assets/Debt/Leases and Overlays	5800-5910	5,221,450.90	G

Review of Major Revenues and Expenses

GOVERNMENTAL BUDGETED REVENUES

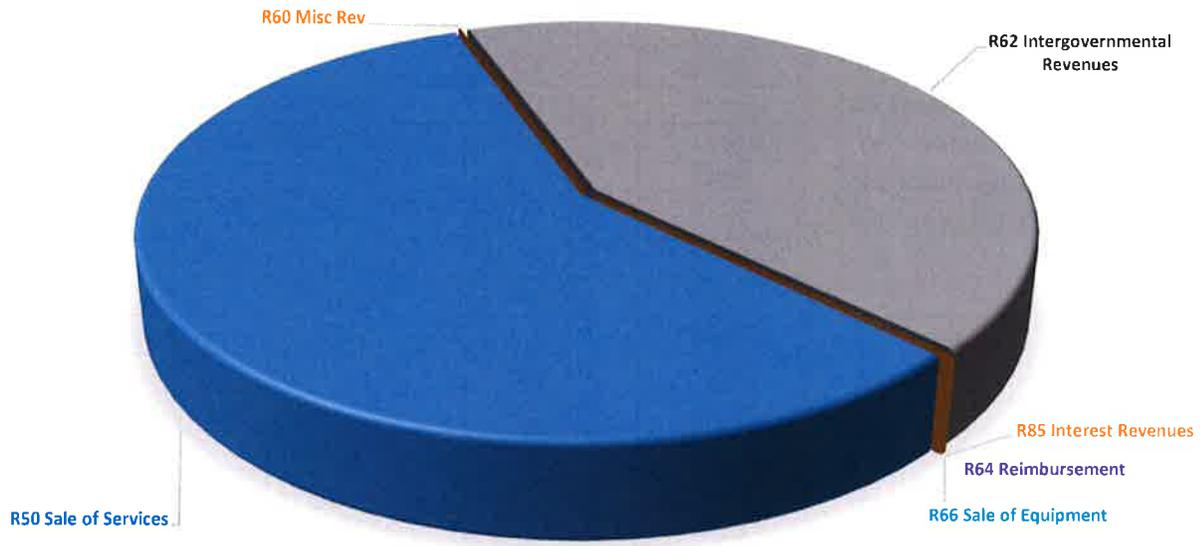


GOVERNMENTAL BUDGETED EXPENSES

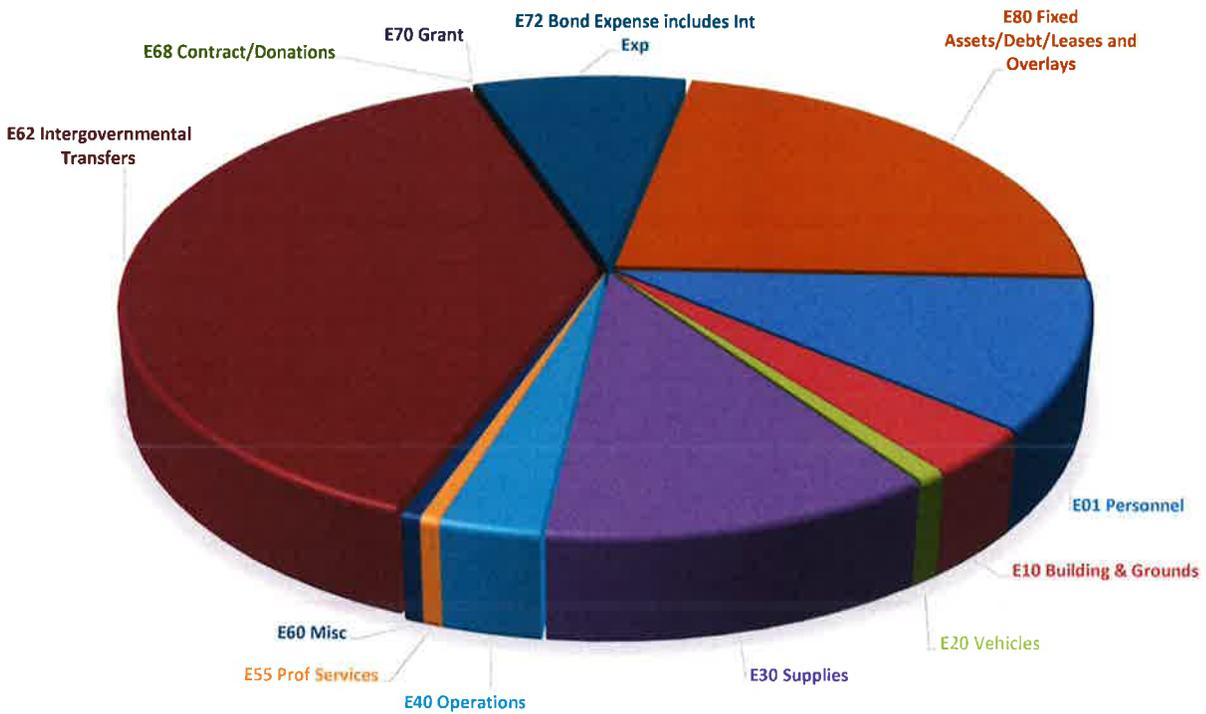


Review of Major Revenues and Expenses

ENTERPRISE BUDGETED REVENUES



ENTERPRISE BUDGETED EXPENSES



Summary of City's Debt, Governmental and Business Type

The use of Long Term Debt or Bonds is an essential item to many municipalities to allow them to fund larger more costly projects. Similar to individual financing a car, bonding allows city's to spread the expense of an item over the life of the item. In many cases city's assets like roads and water plants have thirty plus year life spans.

TOTAL CITY DEBT PAYMENTS			
Year	Total Govt	Total Bus.	Total City
Original Par	39,380,000	20,245,000	59,625,000
2018	2,121,531	1,516,742	3,638,273
2019	2,120,256	1,608,758	3,729,015
2020	2,121,856	1,609,158	3,731,015
2021	2,119,681	1,609,358	3,729,040
2022	2,117,469	1,614,358	3,731,827
2023	2,123,044	1,233,543	3,356,587
2024	2,117,569	1,230,498	3,348,067
2025	2,115,588	1,236,873	3,352,461
2026	2,117,063	1,232,998	3,350,061
2027	2,116,613	1,233,736	3,350,348
2028	2,121,425	1,234,336	3,355,761
2029	2,115,675	1,234,386	3,350,061
2030	2,121,613	1,234,286	3,355,898
2031	2,120,788	1,228,817	3,349,605
2032	2,120,272	1,233,348	3,353,620
2033	2,121,988	1,232,336	3,354,323
2034	2,116,597	1,019,894	3,136,491
2035	2,117,966	235,919	2,353,884
2036	2,117,806	233,744	2,351,550
2037	2,120,263	236,131	2,356,394
2038	2,115,225	233,156	2,348,381
2039	2,118,434		2,118,434
2040	2,119,734		2,119,734
2041	1,480,750		1,480,750
2042	1,483,550		1,483,550
2043	1,480,150		1,480,150
2044	1,480,700		1,480,700
2045	1,480,050		1,480,050
2046	1,483,200		1,483,200
Total	57,626,854	23,482,376	81,109,229

The Enterprise Debt Issuances are Revenue Bond Debt. Prior to issuing enterprise fund bonds, an analysis of current revenues and expenses is conducted to determine the revenues required to support a bond issue.

Only the City's limited Amendment 78 Financing counts as General Obligation Debt limited by State Statute to 20% of the assessed value of the property located within the City.

The City's two Governmental Debt Issuances are Special Obligation Debt which is limited by the maximum amount of the special source (such as Sales tax or Franchise Fee) can generate within terms of bond covenants.

Summary of City's Debt, Governmental and Business Type

Governmental Debt										
Series	2016					2016			Total Govt	
Type	Sales and Use Tax Bonds					Franchise Fee Rev Impr				
	12/1/2016					3/31/2016				
Original Par	28,755,000					10,625,000			39,380,000	
Year	Annual Prin (12/1) Tax-Exempt	Annual Prin (12/1) Taxable	Interest Rate	Interest Tax-Exempt	Interest Taxable	Annual Prin (2/1)	Interest Rate	Interest		
2018		650,000	2.00%	686,932	146,406	325,000.00	2.000%	313,193.76	2,121,531	
2019		660,000	2.00%	686,932	133,406	335,000.00	3.000%	304,918.76	2,120,256	
2020		675,000	2.00%	686,932	120,206	345,000.00	3.000%	294,718.76	2,121,856	
2021		690,000	2.125%	686,932	106,706	350,000.00	2.000%	286,043.76	2,119,681	
2022		700,000	2.25%	686,931	92,044	360,000.00	2.250%	278,493.76	2,117,469	
2023		720,000	2.375%	686,931	76,294	370,000.00	2.500%	269,818.76	2,123,044	
2024		735,000	2.375%	686,931	59,194	375,000.00	2.000%	261,443.76	2,117,569	
2025		750,000	2.375%	686,931	41,738	385,000.00	3.000%	251,918.76	2,115,588	
2026		770,000	1.875%	686,931	23,925	395,000.00	2.500%	241,206.26	2,117,063	
2027	95,000	690,000	75%/3.5%	686,931	9,488	405,000.00	3.000%	230,193.76	2,116,613	
2028	800,000		3.50%	683,606		420,000.00	3.000%	217,818.76	2,121,425	
2029	825,000		3.75%	655,606		430,000.00	3.000%	205,068.76	2,115,675	
2030	860,000		3.75%	624,669		445,000.00	3.000%	191,943.76	2,121,613	
2031	890,000		4.00%	592,419		460,000.00	3.000%	178,368.76	2,120,788	
2032	925,000		4.00%	556,819		475,000.00	3.375%	163,453.13	2,120,272	
2033	965,000		4.00%	519,819		490,000.00	3.375%	147,168.75	2,121,988	
2034	1,000,000		3.125%	481,219		505,000.00	3.375%	130,378.13	2,116,597	
2035	1,030,000		3.125%	449,969		525,000.00	3.375%	112,996.88	2,117,966	
2036	1,065,000		3.125%	417,781		540,000.00	3.375%	95,025.00	2,117,806	
2037	1,100,000		3.125%	384,500		560,000.00	3.625%	75,762.50	2,120,263	
2038	1,130,000		3.125%	350,125		580,000.00	3.625%	55,100.00	2,115,225	
2039	1,165,000		3.125%	314,813		605,000.00	3.625%	33,621.88	2,118,434	
2040	1,205,000		3.125%	278,406		625,000.00	3.625%	11,328.13	2,119,734	
2041	1,240,000		3.00%	240,750					1,480,750	
2042	1,280,000		3.00%	203,550					1,483,550	
2043	1,315,000		3.00%	165,150					1,480,150	
2044	1,355,000		3.00%	125,700					1,480,700	
2045	1,395,000		3.00%	85,050					1,480,050	
2046	1,440,000		3.00%	43,200					1,483,200	
Total	21,080,000	7,040,000		14,042,462	809,407	10,305,000		4,349,985	57,626,854	
Insurance	No					No				
Current Rating	A+					A				
Call Schedule	12/1/2026			Special Election 8/9/16			8/1/2021 @ 100			
Purpose	63			Amendment 62			Street Impr			
Security	64			Series A Taxable; Series B Tax-Exempt			Franchise Fees			
Refundable	Advance Refundable			\$24.5 mil in project funds; Restructured 2006;2007			Advance Refundable			
City Fund #	110-114, 147, 157, 187					185,186				
Amendment 78 Borrowing (Approx. total of both Principal and Interest)										
Year	2017	2018	2019	2020	2021					
Police Fleet	342,000	342,000	342,000	356,000	0	Not renewed yet				
Fire Trucks	176,000	160,500	172,500	172,500	172,500	Renewed in 2018				
Parks Equip	0	50,400	67,000	67,000	67,000	Renewed in 2018				
Totals	518,000	552,900	581,500	595,500	239,500					

Summary of City's Debt, Governmental and Business Type

Business Type/Enterprise Debt										
Series	2017			2011			2012			Total Bus
Type	Water and Sewer Refunding			Water			Wastewater			
	11/30/2017			10/15/2014			4/15/2015			
Original Par	5,245,000			6,500,000			8,500,000			20,245,000
Year	Annual Prin (12/1)	Interest Rate	Interest	Semi Annual (4/15, 10/15)	Interest and 1% Service Fee	Interest	Semi Annual (4/15, 10/15)	Interest and 1% Service Fee	Interest	
2018	380,000	2.00%	138,500	268,783	2.95%	163,789	346,374	2.95%	219,296	1,516,742
2019	480,000	2.00%	130,516	276,769	2.95%	155,803	356,667	2.95%	209,003	1,608,758
2020	490,000	2.00%	120,916	284,995	2.95%	147,577	367,267	2.95%	198,403	1,609,158
2021	500,000	2.00%	111,116	293,465	2.95%	139,107	378,181	2.95%	187,489	1,609,358
2022	515,000	2.10%	101,116	302,186	2.95%	130,386	389,420	2.95%	176,250	1,614,358
2023	145,000	2.10%	90,301	311,166	2.95%	121,406	400,992	2.95%	164,678	1,233,543
2024	145,000	2.50%	87,256	320,413	2.95%	112,159	412,909	2.95%	152,761	1,230,498
2025	155,000	2.50%	83,631	329,934	2.95%	102,638	437,814	2.95%	127,856	1,236,873
2026	155,000	2.75%	79,756	339,739	2.95%	92,833	437,814	2.95%	127,856	1,232,998
2027	160,000	2.75%	75,494	349,835	2.95%	82,737	450,825	2.95%	114,845	1,233,736
2028	165,000	3.00%	71,094	360,232	2.95%	72,340	464,224	2.95%	101,446	1,234,336
2029	170,000	3.00%	66,144	370,938	2.95%	61,634	478,019	2.95%	87,651	1,234,386
2030	175,000	3.125%	61,044	381,961	2.95%	50,611	492,225	2.95%	73,445	1,234,286
2031	175,000	3.125%	55,575	393,312	2.95%	39,260	506,853	2.95%	58,817	1,228,817
2032	185,000	3.25%	50,106	404,999	2.95%	27,573	521,914	2.95%	43,756	1,233,348
2033	190,000	3.25%	44,094	417,035	2.95%	15,537	537,424	2.95%	28,246	1,232,336
2034	200,000	3.50%	37,919	213,134	2.95%	3,144	553,422	2.95%	12,275	1,019,894
2035	205,000	3.50%	30,919							235,919
2036	210,000	3.625%	23,744							233,744
2037	220,000	3.625%	16,131							236,131
2038	225,000	3.625%	8,156							233,156
2039										
2040										
2041										
2042										
2043										
2044										
2045										
2046										
Total	5,245,000		1,483,529	5,618,896		1,518,534	7,532,344		2,084,073	23,482,376
Insurance	No			No			No			
Current Rating	Not Rated			Not Rated			Not Rated		Interest	5,086,136
Call Schedule	12/1/2022			10/15/2020						
Purpose	Current Refund 2008A,B			Water			WW		int % of Debt	0.22
Security	Water/WW			Water			WW			
Refundable	Not Advance Refundable			Advance Refundable						

HR, Personnel and JESAP Overview

The city of Bryant uses the Job Evaluation and Salary Administration Program known as JESAP to evaluate its overall Personnel costs. This system is provided by an independent vendor named DB Squared. DB Squared also provides these services for several other city's within Arkansas and for the Arkansas Municipal League. The system compares the City of Bryant with 12 of these data sources. For the last five years with the budget process the most currently available JESAP study is reviewed and accepted by Council as well. During the last five years in every JESAP report the City of Bryant has been significantly below the market. The City used to request the JESAP study only every other year. In an attempt to help to mitigate these issues the city now requests this review each year. See the most recent JESAP recommendations below:

NOTE V - The last JESAP before this budget document was received in August of 2020. JESAP used the same 12 sources of data and the overall market variance was a -5.69% comparing the 208 full-time employees salaries to the marketplace (Note the next page defines Full Time positions slightly differently than JESAP, see Glossary). This was an improvement of 1.95% from the prior year's variance.

No employees are in the 4th quartile or Over Maximum and JESAP is recommending that the current salary ranges remain in effect for 2021. There are only five employees Under Minimum and the amount of funds to move them to Minimum for their respective salary range is \$3,644. This has been done in these proposed Budget numbers.

JESAP recommended a five percent budget increase in base salaries due to the -5.69% variance to market. This would allow most employees to be compensated near and/or above the market average (midpoint of the salary ranges). Currently, 88% of the 208 full-time employees are below their respective salary range midpoint. However, the City can not financially afford the five percent recommendation, so only up to a 3% merit raise is in these proposed budget numbers. However, the city's administration hopes to revisit these recommendations mid year of 2021 and see if across the board raises can be considered at that time. Also administration is contiuing to pursue employee compensation via Education and Certification Pay. Education Pay has been included in these prospsed budget numbers; however, certification pay has not and will be reviewed as well during the year for affordability.

After reviewing all of the outside market data, JESAP recommended job ratings changes for 13 positions. Eight positions moved up and five positions moved down in points. These positions included Director of Finance from 1998 to 2007, Animal Control Director from 1839 to 1759, Warrant Training Sergeant from 986 to 1016, Finance Coordinator I from 921 to 827, Planner from 838 to 787, HR Assistant/Receptionist from 708 to 603, Animal Control Officer from 530 to 492, Park Labor/Foreman from 421 to 465, Wastewater Operator from 402 to 504, Senior Office Assistant from 390 to 505, Equipment Operator II from 384 to 520, Park Labor from 251 to 260 and Animal Care Technician from 235 to 252. These changes were recommended for the following reasons: Outside market numbers, moving some positions in line with other like-type positions, creating a better spread between levels of positions and the last two positions were moved up and into Grade 2 which ensures that all entry level positions will be paid at least \$11.00 per hour to be compliant with 2021 Arkansas minimum wage. These recommendations have been enacted within this budget document.

In this proposed budget you will find education and certificate pay increases included for employees as they qualify. This recognition program created by city administration and staff has taken years to finalize, but we believe this finished product will help to shift the JESAP pay curve in a positive direction. In the upcoming 2021 year education pay will be implemented with the goal then to follow with the certificate pay as soon as fiscally possible. We are currently reviewing increasing and diversifying revenue streams that would allow for this to be included in our future budget.

	Certification	Education	
Human Resources	0	3,000	
Finance	1,200	2,600	
Information Technology	0	600	
Planning	0	3,000	
Engineering	11,700	1,200	
Animal	3,000	600	
Courts	2,160	3,000	
Parks	6,900	12,800	
Fire	67,644	14,400	
PD	48,865	13,200	
Code	8,100	1,200	
Street	11,190	1,650	
Stormwater	15,990	1,650	
Water	9,150	1,950	
Wastewater	30,150	1,950	
Total	216,049	62,800	278,849
General Fund Total	149,569	55,600	205,169
Public Works Total	66,480	7,200	73,680

Full Time Equivalent Budgeted Employees by Function/Program

Function/Program		2017	2018	2019	2020	2021
General government	Staff attorney	1	1	1	(D) 0	0
	Elected attorney	1	1	1	1	1
	Mayor 's office	(A) 4	4	(C.)3	3	3
	Human resources	3	3	3	3	3
	Finance	4	4	4	4	4
	City clerk	1	1	1	1	1
	Office of Technology	1	1	1	(D) 2	2
Community development	Engineering	0	0	0	(D) 4	4
	Planning	2	2	2	2	2
Animal Control	Code	(A) 5	5	(C.) 5.5	5	5
		4	4	4	(D) 6	6
Court (includes the Judge who is paid by the County)		8	8	8	8	8
Parks	Admin	4	4	4	(D) 3	2
	Parks	(A) 13	14	14	13	17
	Recreation/Part Time Starting in 2021	10	(B) 3	3	4	10
Public Safety - Fire	Uniform	48	48	48	(D) 49	49
	Clerical	1	1	1	1	1
Public Safety - Police	Uniform (Patrol) (SAT)	(A) 23	26	26	(D) 27	25
	Uniform (SRO)	7	7	(C.) 8	8	8
	Uniform (K9)	2	2	2	2	4
	CID	4	4	4	4	4
	Communication (Dispatch)	10	10.5	10.5	(D) 10	10
	Admin/Warrants/Training/PIO	10	(B) 5	6	(D) 8	8
Public works	Admin (includes Customer Service 3 and Pumps&Controls 4)	(A) 5	13	12	12	12
	Stormwater (MS4)	3	3	3	3	3
	Street and drainage	14	14	14	13	13
Enterprise funds	Water	10	5	5	7	7
	Wastewater	13	13	19	14	14
Total		211	206.5	213	217	226 (E.)
SOURCE: HR						

(A) In 2017 a temporary multidepartmental position was added in the Mayor's office to address one time software training items. A new code officer, two new police officers, three parks positions and two public works positions were also added in 2017. These positions had been requested for some time and when funding became available were added.

(B) In 2018 a review was made of the calculation of the Part Time Positions in Parks and new numbers were determined. Staff hopes to continue to refine this review during 2018. Also more careful review was given to the presentation of the Police sub departments.

(C.) For the 2019 Budget the temporary position in the Mayor's office was removed and a Part Time Code Enforcement Officer was proposed and a new SRO officer to be paid half from the school was added to PD.

(D)in 2020 the Staff Attorney position was combined with Elected City Attorney position. IT was hired in house with one staff. Engineering was moved out of Public Works to become its own four person department. Animal control added two new postions. Parks reduced its Admin by one position and moved one from Parks to Rec. The new Fire Marshal position was added in 2020. One SAT was added in PD along with a Public Information Officer and Administrative Assistant.

(E.) a more precise budgeting for Parks Part Time Position led to 10 being reflected here, see the Parks organization chart for further clarification

Governmental Funds

The City has two major Governmental Funds - the General Fund and the Street Fund. The General Fund includes the Sales Tax Fund 002, the Franchise Fee Tax Fund 003, the Fire and Police Donation Funds when it is shown in the audited financial statements. However, so that the individual budgeted lines can be viewed by Council those funds are broken out in this budget book and shown under the Non Major Governmental Funds section. General Fund includes the following departments as well. Administration which includes the Mayor, City Clerk, Office of Technology, Human Resources, and Finance. 0100 is this department's code. IT has a code of 0110. Planning is department 0120. The new Engineering Department has a code of 0160. Animal Control is department 0200. The Court system is shown in department 0300. However, note that the Judge is elected and half of the Courts costs are borne by the city and half by the county. Parks and Recreation is shown by park in the following departments 0400 for Parks General, 0410 for Mills Park, 0420 for Midland Park, 0430 for Bishop Park and Center, 0440 for Alcoa Park and 0450 for Ashley Park. The city has a few more small parks but the expenses associated with these are shown under Parks General 0400. The Fire Department is in the General fund under 0500 and the reciprocal agreement the City has with Springhill Fire District is shown under department 0510. The Police Department is shown under Departments 0600 for General Patrol and Administration of PD. 0610 is the department that shows the costs and revenues associated with Dispatch and 911 calls. The 0620 department shows the costs and revenues associated with the School Resource Officer Program. The City and the School District split these costs. The K9 unit costs are shown under department 0630. The Code department is shown under department 0700. The General Fund accounts for all the City's financial resources of the general government except those required to be accounted for in another fund.

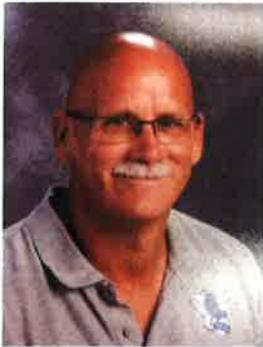
The Street Fund is 080 and is a special revenue fund used to account for all activities associated with maintaining and constructing streets. Arkansas statutes that provide funding for street and drainage projects require that these activities be accounted for separately. The Street Fund is financed by state turnback funds and a portion of a state wide 1/2 cent sales tax and 30% of the 1% Designated Tax.

While Street is a Governmental Fund it is managed under the Public Works Director with all the Enterprise Funds.

Other Governmental Funds are shown together and listed in this document as Non Major. These Non Major Funds include some Agency, Debt and Construction Funds.

Elected Officials

Elected Mayor (2019 -) at City Hall - 210 SW 3rd St.



The Mayor's office is responsible for overseeing departments and executing policies, including:

- Assuring that all City services are delivered to the citizens of Bryant in an effective, efficient, and equitable manner and in compliance with City Council policy
- Overseeing long-range planning and improvement of departmental management and service delivery
- Serving as a catalyst for developing community-wide goals and mobilizing the resources to attain them
- Serving as the primary outreach arm of the City government to other cities the business community, and other government agencies.

2020 Accomplishments:

1. Responded to the COVID pandemic to protect the health and welfare of city employees and residents.
2. We have improved hardware and connectivity to live stream council meetings and other public meetings.
3. Closely monitored city spending during the COVID pandemic to ensure expenses did not exceed revenues.
4. The city received \$4,195,000 in grants from Metroplan for the Bryant Parkway.
 - a. \$195,000 for Bryant Parkway Trail
 - b. \$1.5 million for Bryant Parkway
 - c. \$2.5 million for Bryant Parkway
5. Acquired funding for new restroom facilities at Ashley Park and Alcoa 40 Park and began construction as part of the multi-year program adopted in 2019.
6. Completed the construction of the new pavilion at Bishop Park
7. Began the right-of-way acquisition and utility relocation at the intersection of Parkway, Hilltop, and Hilldale.
8. Obtained funding for new radios for Police and Fire Departments to replace obsolete radios.
9. Obtained funding for the construction of a new AWIN tower to improve radio coverage for Police and Fire Departments.
10. Continued the improvements to water and wastewater infrastructure.
11. Continued improvements to the stormwater infrastructure to help mitigate flooding issues.
12. Continued regular meetings and discussions with officials in the surrounding area.
13. Continued updating and improving city policies and procedures to improve city government.

Goals:

1. Continue to Strengthen communication between the city administration, council, and residents.
2. Continue to collaborate with the Chamber of Commerce to attract new business and industry to Bryant.
3. Continue to update and improve city policies and procedures to enhance the efficiency of city government.
4. Continue with the construction of Bryant Parkway.
5. Continue to improve the city water and wastewater infrastructure.
6. Continue to improve connectivity to improve traffic flow through Bryant.
7. Continue to ensure public safety through continuous improvements in the police and fire departments.
8. Continue to improve the city stormwater system to mitigate flooding problems and improve property values.
9. Continue the multi-year improvements to the city park system to increase livability in Bryant.
10. Improve fiscal responsibility and community communication through the implementation of new software.
11. Continue to work with City Council to ensure the smooth running of the city government.

In addition to all the department heads reporting directly to the Mayor two other positions do as well, the Mayor's Assistant/Legal Assistant and Maintenance for City Hall.

Mayor's Secretary/Legal
Assistant, Dana Poindexter

Maintenance, Jimmy
Ashley

Elected Officials

Elected City Clerk at City Hall - 210 SW 3rd St.



Elected City Clerk, Sue Ashcraft

Mission Statement: To ensure the City's legislative processes are open and transparent by providing a bridge between citizens and government through the dissemination of information, and to ensure the preservation, access and integrity of records required to be stored for legal and business purposes.

The City Clerk is an elected official, who like the Mayor and Council, works for the citizens.

The Clerk's office is a source of information for the public, city staff, government agencies, and elected officials. The Clerk is the legal custodian of the city's official records and city seal. These records include but are not limited to: ordinances, resolutions, council agenda's, meeting minutes, contracts, agreements, deeds, etc.

The Clerk's office provides staff support for the City Council, and is responsible for the agenda process, gathering all corresponding paperwork and electronically sending it as a packet to the council. The City Clerk is also for recording and publicizing the proceedings of the meetings, preparing the council approved ordinances and resolutions which are numbered, signed by the mayor and attested by the clerk and sealed.

It is also the duty of the City Clerk to receive, file, and retain the Code of Ethics and Financial Disclosure Statements from appointed municipal commissioners and elected officials, including the mayor, aldermen, clerk, treasurer, city attorney, and municipal judge and to work in cooperation with the Saline County Election Commission to prepare for City Elections. The term of office for the City Clerk is four years.



Ashley Clancy

Elected City Attorney at City Hall - 210 SW 3rd St.

Human Resources

The Human Resources Department at City Hall

HR Assistant, Osha
Martin

HR Manager, Alisha
Runnells



Human Resources Director,
Charlotte Rue

Charlotte started at the City in Oct of 2015.

Mission Statement: The City of Bryant Human Resources Department is committed to providing all of our employees a stable and safe work environment with equal opportunity for learning, professional and personal growth. We strive to support our City's mission through the development of programs designed to help us recruit and retain the best of the best to serve our City. Through effective and consistent HR processes we are able to provide essential services to our employees.

2020 Accomplishments:

1. Successfully navigated the onset of COVID-19. Implemented protocols for employees to remain in compliance with CDC guidelines.
2. Implemented new procedures that insured that the City was in compliance with new federal laws and regulations related to COVID-19.
3. Worked closely with all departments to build successful work from home strategies, new schedules that allow for employee spacing and updated procedures for payroll.
4. Eliminated paper paystubs and converted all employees to electronic pay stubs through the Employee Self Service portal.
5. Began work on implementing Education and Certification pay programs.
6. Streamlined our employee onboarding process. Reduced costs to both pre-employment physicals and background checks.
7. Successfully hired forty-five new employees since the start of the year, twenty-nine of those under new COVID procedures.

2021 Goals:

1. Continue work to update the entire Employee Handbook.
2. Implement the proposed Education Pay program on January 1, 2021
3. Continue to work towards implementing the proposed Certification pay program.
4. Provide continuing education to HR staff
5. Continue to work towards upgrading our HR and Finance software system
6. Implement the proposed updated employee evaluation program

Finance

The Finance Department at City Hall



Finance Director, Joy Black, joined the City of Bryant in August of 2014

Finance Coordinator I, Crystal Winkler

Accounts Payable Technician, Tabatha Koder

Finance Coordinator II, Nichole Manley

Mission Statement: In the spirit of excellence, integrity, and dedication, the Finance Department is committed to providing timely, accurate, clear and complete information to other city departments, the Council, and the community.

2020 Accomplishments:

1. Completion of the 2019 Audit, submitted to Council in September of 2020.
2. For the 3rd year in a row obtained the GFOA Budget Book Award - **Still waiting to hear fingers crossed**
3. Assisted in closing out the 2016 Parks Bond Projects.
4. Continued to adhere to the Record Retention and Destruction Policy
5. Continued to streamline the use of the Fixed Asset Module in Springbrook
6. Trained and put procedures in place to have back ups in the Finance Department for key functions

2021 Goals:

1. Complete the 2020 Audit on or before September of 2021
2. For the 4th year in a row obtain the GFOA Budget Book Award
3. Continue to explore aligning the funding for fleet vehicles across the city
4. Assist the Mayor in finding funding opportunities for the completion of the Bryant Parkway
5. Continue to support the personnel in continuing their accounting and department education goals, including obtaining certificates.
6. Continue to work with the Department Heads on 5 year plans for Capital and Operations
7. Complete the process of upgrading the General Ledger Software

Engineering and IT

Information Technology (IT) Department

- at City Hall



IT Director
Gordon Miller

Systems Administrator Stacy
Reynolds

Prior to 2019 IT was handled by a Contractor. At the end of 2019 IT had only one employee. That department has requested another individual be added to that department's headcount to assist with addressing trouble calls from network users. Without the addition of this increased personnel IT does not expect to be able to complete all the goals listed below.

Mission Statement: The City of Bryant Information Technology Department is committed to providing timely technical support for all departments in the city. We are responsible for maintaining, updating, and growing the City's network, as well as keeping it secure. We assist all departments with finding technical solutions that fit their needs, and strive to keep up with the ever-changing technology advances.

2020 Accomplishments:

1. Replaced over 25 computers that were outdated
2. Upgraded over 30 computers to the Windows 10 operating system
3. Kept maintenance and licensing current on our network hardware and software
4. Implemented a trouble ticketing system to track user support requests
5. Implemented Internet connectivity at Mills Park for telephone service and security cameras
6. Negotiated a \$5,000 annual savings on our Comcast Internet bills

2021 Goals:

1. Get training for IT staff and obtain some certifications (funded in this proposed budget)
2. Ensure all computers are running Windows 10
3. Upgrade or decommission any servers that are running Server 2008
4. Implement network wide web filtering
5. Migrate servers that are still at City Hall to Public Safety
6. Build a full network inventory database
7. Implement/re-configure city-wide Wi-Fi network
8. Work with Courts to build a relationship that may facilitate City IT to manage Courts' network resources
9. Replace all computers that are 5 years old or older (not funded in this budget, would have to come back to Council for an adjustment)
10. Replace network copiers (not funded in this budget, would have to come back to Council for an adjustment)

Engineering

Engineering Department - at City Hall

Previously (pre 2020) under the Public Works Area, Engineering was moved to Administration in order to be used by all departments not just Public Works going forward.

Engineering
Department Director,
Ted Taylor

Mission Statement: Provide a centralized department to design, review, and commission engineering and construction projects for the responsible growth of this City. To further institute construction practices and inspection standards to insure strong and well maintained city infrastructure.

Construction Project
Coordinator
Scott Chandler

Construction Project
Coordinator
Joe Henry

Construction Project
Coordinator
Daran Robertson



2020 Accomplishments:

- 1 Updated the city GIS data to reflect the current status
- 2 Developed scorecard to show the quality of service provided by the contractor.
- 3 Updated Subdivision list
- 4 Provided a cost analysis showing the savings to the City using our own engineering department versus contract engineering. Estimated savings of \$300,000.00+ annually.
- 5 Completed a fire Hydrant and end of line analysis
- 6 Developed a comprehensive "New Construction checklist to ensure contractor follows the City of Bryant policies, procedures, and protocols upon project completion.
- 7 Developed a step by step phone script for customer service to provide contractors and customers consistent informations they acquire service
- 8 Managed and inspected 22 construction projects this year to date

2021 Goals:

- 1 Bryant Parkway completion
- 2 Sheaff Ave connection completion
- 3 North Parkway Roundabout completion
- 4 Maintain The City GIS and keep current
- 5 Continue to search for ways to improve our efficiency

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ 748,000.00	\$ 748,000.00	\$ -	\$ 929,482.62
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ 1,000.00	\$ 5,900.00	\$ -	\$ 14,156.07
R62	Intergovernmental Tsfrs	\$ 5,175,004.00	\$ 4,975,000.00	\$ -	\$ 4,695,000.58
R64	Reimbursement	\$ -	\$ -	\$ -	\$ -
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ 1,000.00	\$ 1,000.00	\$ -	\$ 2,486.33
	Totals	\$ 5,925,004.00	\$ 5,729,900.00	\$ -	\$ 5,641,125.60

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 422,944.19	\$ 671,729.47	\$ -	\$ 1,590,038.93
E10	Building & Grounds Exp	\$ 44,570.24	\$ 45,574.88	\$ -	\$ 75,650.95
E20	Vehicle Expense	\$ 18,385.00	\$ 3,925.00	\$ -	\$ 1,964.90
E30	Supply Expense	\$ 14,500.00	\$ 15,500.00	\$ -	\$ 7,000.63
E40	Operations Expense	\$ 51,400.00	\$ 64,400.00	\$ -	\$ 40,491.00
E55	Professional Services	\$ 53,249.80	\$ 47,099.80	\$ -	\$ 43,093.21
E60	Miscellaneous Expense	\$ 99,970.00	\$ 165,370.00	\$ -	\$ 128,063.24
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ 90,000.00	\$ 90,000.00	\$ -	\$ 90,000.00
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ -	\$ -	\$ -	\$ -
E80	Fixed Assets	\$ -	\$ -	\$ -	\$ -
E85	Interest Expense	\$ -	\$ -	\$ -	\$ -
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 795,019.23	\$ 1,103,599.15	\$ -	\$ 1,976,302.86

Planning

The Planning Department at City Hall

Colton Leonard, Planner

Truett Smith, Director of
Planning and Community
Development, effective
12.19.17



Mission Statement: The Department of Planning and Community Development assists developers and city policy makers in guiding the current and future physical development of the city. The Department accomplishes this by making sure that the Comprehensive Plan and Zoning Ordinance are enforced. The Department staff works with various planning boards and commissions including the Development Review Committee, Planning Commission, Board of Zoning Adjustment and the City Council.

2020 Accomplishments:

1. Implemented fully digital DRC Meetings via Zoom.
2. Assisted in the upgrade of Council Chambers to provide for "Live Streaming"
3. Transitioned Planning Commission meetings to be live streamed on City Youtube Channel
4. Used social media and other electronic methods to gather public input on new commercial zoning standards.
5. Assisted Planning Commission and City Council in drafting and passing new commercial zoning ordinance.
6. Heavily researched possible software solutions for the City and developed a solution for the Planning Department.
7. Obtained \$4.195 Million in funding for the Bryant Parkway from Metroplan.
8. Drafted and assisted in passing an Access Management Plan for Phase 2 of Bryant Parkway.
9. Continued to help in the review, development and logistics of the Bryant Parkway Project.
10. Attended multiple virtual training opportunities to help grow the Planning Department and the City.

2021 Goals:

1. Continue to help the City of Bryant grow in a smart economical way to develop Bryant into a stronger community.
2. Implement a comprehensive plan update.
3. Finish Rewriting Bryant Development Code
4. Assist in creating new standards for streets, driveways and intersections.
5. Implement Software Solutions to help with work flows, project storage and public engagement.
6. Continue to work towards a streamline process for development review and approval.

Planning Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ 7,000.00	\$ 7,000.00	\$ -	\$ 4,351.00
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ -	\$ -	\$ -	\$ -
R62	Intergovernmental Tsfrs	\$ -	\$ -	\$ -	\$ -
R64	Reimbursement	\$ -	\$ -	\$ -	\$ -
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 7,000.00	\$ 7,000.00	\$ -	\$ 4,351.00

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 180,217.61	\$ 158,926.80	\$ -	\$ 125,341.21
E10	Building & Grounds Exp	\$ 3,450.00	\$ 3,690.00	\$ -	\$ 3,871.00
E20	Vehicle Expense	\$ 8,800.00	\$ 10,700.00	\$ -	\$ -
E30	Supply Expense	\$ 1,200.00	\$ 1,200.00	\$ -	\$ 462.98
E40	Operations Expense	\$ 20,100.00	\$ 20,100.00	\$ -	\$ 16,902.66
E55	Professional Services	\$ 34,300.00	\$ 48,300.00	\$ -	\$ 12,539.83
E60	Miscellaneous Expense	\$ 12,550.00	\$ 91,474.50	\$ -	\$ 37,904.71
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ -	\$ -	\$ -	\$ -
E80	Fixed Assets	\$ -	\$ -	\$ -	\$ -
E85	Interest Expense	\$ -	\$ -	\$ -	\$ -
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 260,617.61	\$ 334,391.30	\$ -	\$ 197,022.39

Animal Control

Animal Control and Adoption Center

- located at 25700 Interstate 30

Sr. Animal Control Officer,
Beck Bennett

Animal Control Officer,
Jeanetta Bean

Animal Control
Director, Tricia
Power, has been
with the City of
Bryant since 1999



Animal Control Officer, Jackie
Skasick

Animal Control Officer, XXX

Animal Control Tech,
XXX

The mission of Bryant Animal Control and Adoption Center is to provide compassionate, timely and effective response to domestic animal situations in order to ensure the safety of all citizens and animals through the consistent enforcement of state and local laws relating to the humane treatment and control of domestic animals.

2020 Achievements: Bryant Animal Control & Adoption Center has had a very busy and eventful 2020!

1. Added 1 FT Animal Control Officer Position
2. Added 1 FT/Permanent Animal Care Technician Position
3. Decreased the average length of stay for cats by 36%! (We exceeded our goal which was 10%!) Unfortunately, the dogs' average length of stay held steady at 8 days. This is still very good for an animal control shelter, with little control over the number of animals it takes in.
4. We increased our live release rate to 80% in 2020, up from 72% in 2019.
5. Every ACO and ACT is now certified Fear Free, which is a behavior and procedure program designed to provide a safe and welcoming environment for animals brought into the shelter.
6. Partnered with 5 new out of state animal shelters and successfully transported 62 animals into other shelters and rescues through these new partnerships. Animals were taken to organizations in Texas, Nebraska and Wisconsin, all paid for with donated funds.
7. Replaced 13 kennels, and added 4 additional kennels, as well as replacing 2 kennel walls with pass-through doors. The pass-throughs give the staff the ability to move dogs from one kennel to another without having to handle them. This is an important improvement for officer safety for handling vicious and severely frightened dogs in the shelter. Additionally, it meets one of our goals to maintain the Fear Free Shelter Certification.
8. We are most especially proud of our department's ability to adapt and overcome this year. During the Covid-19 pandemic, we had to reduce our staff to a skeleton crew, and ACOs were working individually, and switching shifts. This schedule, designed to minimize their exposure to one another and the public, was difficult and quite stressful for all involved. However, I don't think that the animals at the shelter even noticed a difference in their level of care. All of our staff worked hard to provide the highest level of customer service, as all were extremely patient with the public during this unusual time, and all have gone above and beyond to provide needed services for those who have been financially impacted by this crisis.
9. We gave out over 2 tons of pet food in 2020 as part of our Free Pet Food Pantry to other organizations, shelters and individuals who have been adversely affected by the pandemic. Additionally, we left both pet and people food in Blessing Boxes all over Saline County.

2021 Goals:

1. Implement the improved Disaster Plan for the Shelter.
2. Implement the improved City-Wide Animal Disaster Plan.
3. Decrease length of stay for dogs by 10%.
4. Replace, if funds allow, 2 vehicles.
5. Review, and update as needed, the ordinances and fee schedule.
6. Begin initial planning for a new animal shelter to be built in the next 5 - 10 years.

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ 23,000.00	\$ 25,500.00	\$ -	\$ 35,534.99
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ 6,000.00	\$ 6,000.00	\$ -	\$ 5,360.00
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ -	\$ -	\$ -	\$ -
R62	Intergovernmental Tsfrs	\$ 525,004.00	\$ 480,000.00	\$ -	\$ 451,999.26
R64	Reimbursement	\$ -	\$ -	\$ -	\$ -
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 554,004.00	\$ 511,500.00	\$ -	\$ 492,894.25

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 445,556.15	\$ 425,115.66	\$ -	\$ 306,671.73
E10	Building & Grounds Exp	\$ 44,494.00	\$ 40,424.00	\$ -	\$ 44,601.43
E20	Vehicle Expense	\$ 9,600.00	\$ 9,100.00	\$ -	\$ 6,197.82
E30	Supply Expense	\$ 14,750.00	\$ 14,750.00	\$ -	\$ 8,407.15
E40	Operations Expense	\$ 15,945.00	\$ 15,945.00	\$ -	\$ 13,117.72
E55	Professional Services	\$ 20,500.00	\$ 18,525.00	\$ -	\$ 29,347.39
E60	Miscellaneous Expense	\$ 2,000.00	\$ 2,000.00	\$ -	\$ 3,891.36
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ -	\$ -	\$ -	\$ -
E80	Fixed Assets	\$ -	\$ -	\$ -	\$ -
E85	Interest Expense	\$ -	\$ -	\$ -	\$ -
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 552,845.15	\$ 525,859.66	\$ -	\$ 412,234.60

Court



Judge
Stephanie
Cassady

at City Hall 208 SW 3rd Street

Mission: To serve the people by efficient and accessible administration of justice for all, to treat everyone with integrity, fairness and respect.

Debora Midget,
Executive Assistant
to the Judge

District Court Clerk,
Lindsey Dinwiddle

Trial Coordinator,
Sarah Cummings

Deputy Court Clerks:
Elliott Pate
Melissa Zuber
Jackie Lindsey

Melanie Smith,
Ancillary District
Court Clerk

In Arkansas, district courts were formerly known as municipal courts before the passage of Amendment 80 to the Arkansas Constitution in 2000. Act 3 and Act 627 of 2009 created 25 pilot district judgeships in the state, two of which are in Saline County. The Saline County District Courts exercise countywide jurisdiction over misdemeanor criminal cases, preliminary felony cases, and in certain types of civil cases in matters of less than \$25,000. There are no jury trials in district court. In a district court trial, the judge makes both findings of fact and rulings of law.

A small claims division of the Saline County District Court is administered by the Bryant Department and presided over by Judge Casady of the Bryant Department. This small claims division provides the citizens of Saline County a forum in which citizens may represent themselves to resolve minor civil matters. No attorneys may take part in litigation in the small claims division.

Courts Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ 532,900.00	\$ 532,900.00	\$ -	\$ 682,037.40
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ 50,520.00	\$ 50,520.00	\$ -	\$ 53,487.64
R62	Intergovernmental Tsfrs	\$ -	\$ -	\$ -	\$ -
R64	Reimbursement	\$ 160,000.00	\$ 160,000.00	\$ -	\$ 123,386.85
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 743,420.00	\$ 743,420.00	\$ -	\$ 858,911.89

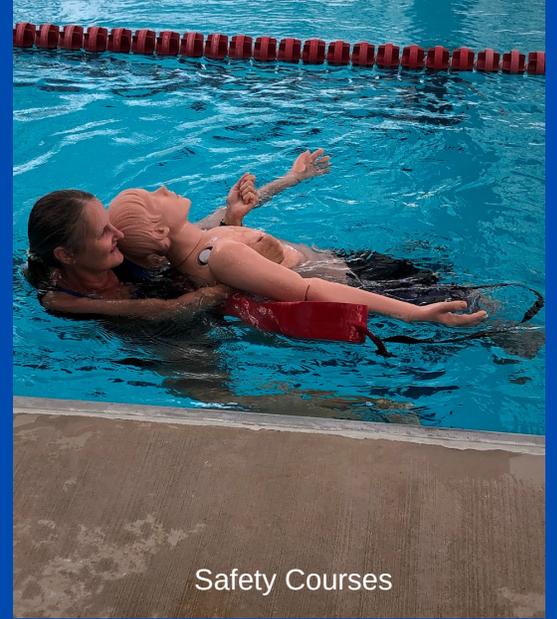
Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 458,837.91	\$ 435,497.94	\$ -	\$ 396,423.10
E10	Building & Grounds Exp	\$ 23,646.00	\$ 24,450.00	\$ -	\$ 17,176.62
E20	Vehicle Expense	\$ -	\$ -	\$ -	\$ -
E30	Supply Expense	\$ 11,000.00	\$ 11,000.00	\$ -	\$ 9,646.70
E40	Operations Expense	\$ 3,000.00	\$ 3,000.00	\$ -	\$ 1,824.48
E55	Professional Services	\$ 5,500.00	\$ 6,500.00	\$ -	\$ 2,540.40
E60	Miscellaneous Expense	\$ 6,252.00	\$ 4,959.90	\$ -	\$ 3,314.87
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ -	\$ -	\$ -	\$ -
E80	Fixed Assets	\$ -	\$ -	\$ -	\$ -
E85	Interest Expense	\$ -	\$ -	\$ -	\$ -
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 508,235.91	\$ 485,407.84	\$ -	\$ 430,926.17

Bryant Parks and Recreation

Bryant Parks and Recreations exists to provide exceptional opportunities to enjoy the beauty of nature, the wonder of relationships and experiences that remind us what it means to be human



Bishop Park Pavilion

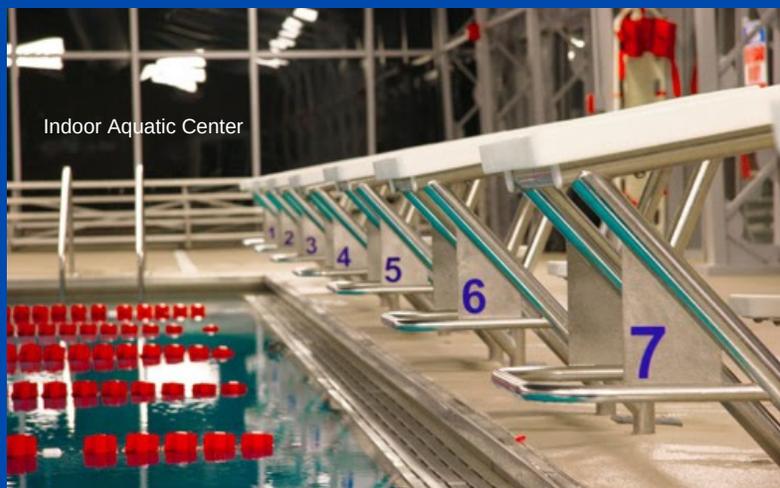


Safety Courses

BRYANT PARKS
VIRTUAL
RECREATION
RESOURCE CENTER



Ongoing Improvements



Indoor Aquatic Center



Dog Park Opening

Parks and Recreation

Parks and Recreation Department



Parks Director Chris Treat since 2016 (shown right)

Assistant Director - Recreation
Keith Cox

Center
Superintendent
Ebonee Scott

Grounds
Superintendent Matt
Martin

Aquatics
Coordinator Kristin
Robinson

Community
Outreach
Coordinator Cassie
Henry - Saorrano

Athletics &
Program
Coordinator
Chet Dycus

Assistant Center
Super Tyler
Rollins

Foremans
Robert Summerville
Mike Beckwith
Dale Samford

Assistant Aquatics
Coordinator
Vacant

Parks Staff
Tracy Butler
Sylvia Boyd

Parks Labor
Kevin Smith
John Stuckey
Tyler Mimms
Colton Heath

Lifeguards (XX)

Note: \$238,000 is budgeted for Part Time Payroll in this approved budget, at between \$11-\$12 it approximates 10 FTE Positions

Part Time Staff

Parks Labor 1 Full Time

The Parks Committee meets once a month on the first Monday of the month at 6:00pm at City Hall.

- 2020 Accomplishments:
1. Finished Phase II of Ashley Park
 2. Secured funding for Alcoa Park Pavilion & Restroom (Advertising and Promotion Commission Funds)
 3. Completed new entrance signs for Parks
 4. Installed a Pavilion and Festival Electric at Bishop Park
 5. Created virtual parks programming services during COVID

- 2021 Goals:
1. Field lighting at Midland Park - Funding Source?
 2. Complete Alcoa 40 Pavilion & Restrooms
 3. Complete Phase I of Aquatics Center Upgrades - Funding Source?
 4. Renovation of Springhill Park - Funding Source?
 5. Continue to grow programming to reach underserved residents

Parks and Recreation Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ 370,000.00	\$ 375,000.00	\$ -	\$ 321,538.70
R33	Rental Fees	\$ 186,995.00	\$ 186,995.00	\$ -	\$ 150,383.50
R36	Park Program Fees	\$ 167,000.00	\$ 167,000.00	\$ -	\$ 126,601.36
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ 203,000.00	\$ 167,000.00	\$ -	\$ 154,654.17
R60	Miscellaneous Revenue	\$ 5,000.00	\$ 256,796.00	\$ -	\$ 9,158.17
R62	Intergovernmental Tsfrs	\$ 1,150,000.00	\$ 1,080,000.00	\$ -	\$ 1,008,499.27
R64	Reimbursement	\$ -	\$ -	\$ -	\$ -
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ 127,500.00	\$ 127,500.00	\$ -	\$ 101,334.00
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 2,209,495.00	\$ 2,360,291.00	\$ -	\$ 1,872,169.17

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 1,574,065.62	\$ 1,487,150.06	\$ -	\$ 1,437,504.97
E10	Building & Grounds Exp	\$ 623,382.00	\$ 692,590.03	\$ -	\$ 789,699.25
E20	Vehicle Expense	\$ 40,500.00	\$ 45,100.00	\$ -	\$ 35,041.26
E30	Supply Expense	\$ 98,100.00	\$ 98,100.00	\$ -	\$ 97,909.90
E40	Operations Expense	\$ 29,623.40	\$ 29,623.40	\$ -	\$ 30,430.00
E55	Professional Services	\$ 179,720.00	\$ 174,253.44	\$ -	\$ 168,042.11
E60	Miscellaneous Expense	\$ 19,180.00	\$ 30,980.00	\$ -	\$ 43,714.98
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ 48,250.00	\$ -	\$ -
E72	Bond Expense	\$ 62,900.98	\$ 63,200.00	\$ -	\$ 61,763.40
E80	Fixed Assets	\$ -	\$ 233,802.74	\$ -	\$ 286,001.01
E85	Interest Expense	\$ 3,997.80	\$ 4,000.00	\$ -	\$ 5,268.56
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 2,631,469.80	\$ 2,907,049.67	\$ -	\$ 2,955,375.44

Fire

Fire Department



Fire Chief, J.P. Jordan

Fire Station 1 at 312 Roya Lane
Fire Station 2 at 1601 S. Reynolds
Fire Station 3 at 2620 Northlake

Assistant Chief, Brandon Futch

Executive Assistant - Cindy Bell

Battalion Chief - A

Battalion Chief - B

Battalion - C

Fire Marshal-
Battalion Chief

Captain A

Captain B

Captain C

Training Officer

Lieutenant A (3)

Lieutenant B (3)

Lieutenant C (3)

Firefighters A (10)

Firefighters B (10)

Firefighters C (10)

Mission:

- *Reduce and prevent the loss of life and property damage through adequate, efficient, and timely response
- *Continue to strive for excellence by providing the highest quality of customer service through continued training and education
- *Provide timely and effective life and fire safety education throughout our community and schools
- *Adapt to the ever changing needs of our community
- *Adequately plan and have a vision for progressive growth of our Fire Department within the community

2020 Accomplishments:

1. Maintained ISO Rating
2. Continued to serve our stakeholders without any decline in service levels despite COVID-19.
3. Tested for an additional Battalion Chief Position to staff the approved Fire Marshal Position.
4. Video conferencing was installed and trained for use at all three fire stations.
5. The new Training site was used extensively during 2020 and allows the continued onboarding of newly hired replacement personnel.

2021 Goals:

1. Develop the office and position of the new Fire Marshal to best serve the department and city
2. Increase retention rate of personnel (this is an on going goal, during 2019 4 were lost, during 2020 7 were lost however, this could have been affected by COVID)
3. Add to department IT and training infrastructure
4. Maintain ISO rating
5. Continue to offer quality professional development and training opportunities to our personnel

Fire Department Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ 55,700.00	\$ 55,700.00	\$ -	\$ 56,853.39
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ 250.00	\$ 250.00	\$ -	\$ 54,170.91
R62	Intergovernmental Tsfrs	\$ 3,187,504.00	\$ 3,000,000.00	\$ -	\$ 2,799,499.26
R64	Reimbursement	\$ -	\$ -	\$ -	\$ -
R66	Sale of Equipment	\$ -	\$ 5,000.00	\$ -	\$ 19,746.64
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
Totals		\$ 3,243,454.00	\$ 3,060,950.00	\$ -	\$ 2,930,270.20

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 3,905,969.72	\$ 3,594,976.58	\$ -	\$ 3,638,306.99
E10	Building & Grounds Exp	\$ 151,727.96	\$ 146,138.43	\$ -	\$ 177,911.91
E20	Vehicle Expense	\$ 119,900.00	\$ 117,007.77	\$ -	\$ 101,191.85
E30	Supply Expense	\$ 103,700.00	\$ 94,850.00	\$ -	\$ 165,257.28
E40	Operations Expense	\$ 13,550.00	\$ 13,550.00	\$ -	\$ 12,972.70
E55	Professional Services	\$ 1,500.00	\$ 3,000.00	\$ -	\$ 2,008.27
E60	Miscellaneous Expense	\$ 800.00	\$ 12,900.00	\$ -	\$ 28,969.48
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ 161,745.38	\$ 163,000.00	\$ -	\$ 158,820.16
E80	Fixed Assets	\$ -	\$ -	\$ -	\$ 41,928.80
E85	Interest Expense	\$ 10,280.04	\$ 10,005.00	\$ -	\$ 13,547.76
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
Totals		\$ 4,469,173.10	\$ 4,155,427.78	\$ -	\$ 4,340,915.20

Police

Police Department - station at 312 Roya Lane



LT = Lieutenant
 SGT = Sergeant
 CPL = Corporal
 PTL = Patrol
 OFC = Officer
 SRO = School Resource Officer
 RES = Reserve Officer
 SAT = Strategic Accident Traffic Unit
 CID = Criminal Investigation Division

Police Chief Carl Minden
 Serving Since 2019

Captain JW Plouch Serving
 Since 1998

Laura Beck, Administrative Assistant

Jan McDermott, Records Secretary

Admn. Lt. J. Payte

SRO Lt. S. Fullington

PTL Lt. P. Tarvin

PSU SAT SGT

PIO/Com. Relations SGT

Training - SGT

SRO SGT

PTL SGT X 4

SAT OFC X 3

CID SGT

Dispatch Supervisor

SRO CPL

PTL CPL X 4 (one K9)

CID CPL

Dispatch X 8

SRO X 5 (one K9)

PTL OFC X 17 (3 K9)

CID X 2

Part - Time Dispatch X 2

RES OFC X 15 (unpaid)

Mission Statement: The mission of the Bryant Police Department is to work in harmony with all citizens of the community to create a safe and secure environment and to improve the quality of life for our residents with an emphasis on equality, fairness, integrity and professionalism.

- 2020 Accomplishments:**
1. Revised salary grade for the officer position.
 2. Added 2 additional officer positions.
 3. Installed security fencing around the rear area of the Public Safety Building.
 4. Added six more drone pilots and one additional drone.
 5. Purchased software for policies and procedures.

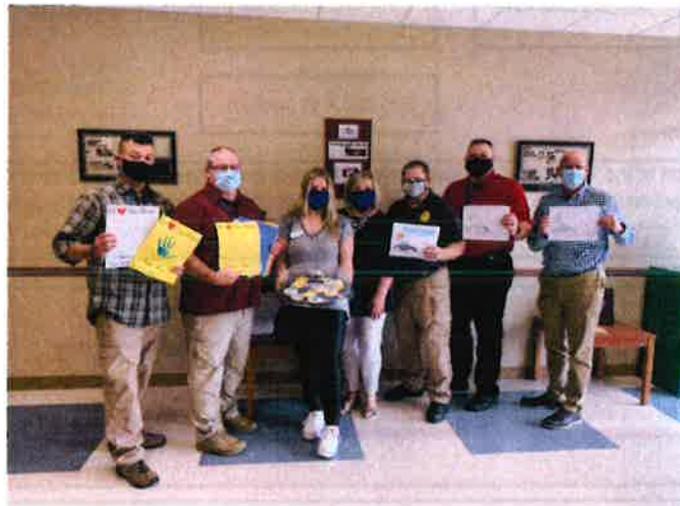
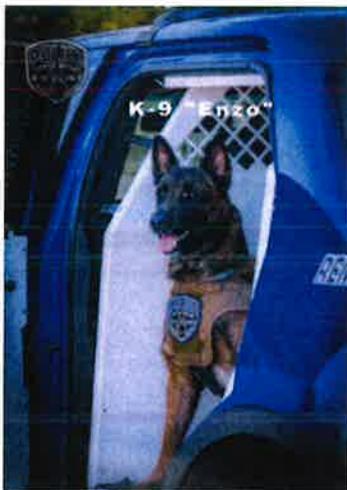
- 2021 Goals:**
1. Become "Recognized" with the AACP while working toward full ALEAP accreditation.
 2. Add two additional canines to the K9 unit.
 3. 40+ hours of annual training (minimum) for every officer.



One of our four Patrol Squads ready for duty (above).



BPD receiving thanks from some of our "biggest" fans (left) and during the COVID-19 pandemic, BPD received several donations of PPE and sanitizer (right)



One of our three K-9's ready to hit the streets for some patrol time (left) and the Bryant Boys & Girls Club paying a visit to the station to thank our Officers for their service to the community (right)

Police Department Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ 780.00	\$ 780.00	\$ -	\$ 805.68
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ 250,000.00	\$ 194,000.00	\$ -	\$ 121,717.08
R62	Intergovernmental Tsfrs	\$ 1,312,504.00	\$ 1,200,000.00	\$ -	\$ 1,331,050.21
R64	Reimbursement	\$ 293,000.00	\$ 239,000.00	\$ -	\$ 274,041.66
R66	Sale of Equipment	\$ 25,000.00	\$ 25,000.00	\$ -	\$ 36,444.70
R70	Grant Revenue	\$ 33,700.00	\$ 33,700.00	\$ -	\$ 33,909.90
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 1,914,984.00	\$ 1,692,480.00	\$ -	\$ 1,797,969.23

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 4,150,334.54	\$ 3,859,662.70	\$ -	\$ 3,887,289.78
E10	Building & Grounds Exp	\$ 118,844.96	\$ 124,141.68	\$ -	\$ 130,240.72
E20	Vehicle Expense	\$ 235,250.00	\$ 312,200.14	\$ -	\$ 377,682.41
E30	Supply Expense	\$ 61,600.00	\$ 48,600.00	\$ -	\$ 48,126.21
E40	Operations Expense	\$ 16,600.00	\$ 16,600.00	\$ -	\$ 13,225.11
E55	Professional Services	\$ 12,450.00	\$ 12,450.00	\$ -	\$ 7,051.43
E60	Miscellaneous Expense	\$ 135,120.00	\$ 226,340.00	\$ -	\$ 152,684.34
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ 31,200.00	\$ 31,200.00	\$ -	\$ 39,105.66
E72	Bond Expense	\$ 717,026.70	\$ 351,000.00	\$ -	\$ 379,770.79
E80	Fixed Assets	\$ -	\$ -	\$ -	\$ -
E85	Interest Expense	\$ -	\$ 5,000.00	\$ -	\$ 13,108.17
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 5,478,426.20	\$ 4,987,194.52	\$ -	\$ 5,048,284.62

Code

Department of Code Enforcement

-located at 312 Roya Lane



Records and Permits
Secretary, XXX

Code Enforcement
Director, Greg Huggs

Chief Building
Inspector, Doug
Smith

Code Enforcement
Officer, Allen Carver

Code Enforcement
Officer, Joe Thomas

Mission Statement: to preserve and improve the quality of life for residents and businesses within the community, through the enforcement of the City of Bryant codes and ordinances. To be sensitive to the needs of the community while involved in planning and redevelopment. To serve the citizens of Bryant by encouraging voluntary compliance with city ordinances, through effective public contact and education, while building cooperative partnerships throughout the community and enforcing the law in an equitable and impartial manner.

2020 Accomplishments:

1. Successfully worked with builders and developers to create a better working relationship between inspectors, Code Enforcement Officers, and the public.
2. Hired and trained a new records and permits clerk.
3. Implemented new pricing and procedures for building permits, plumbing permits, HVAC permits, electrical permits and business licenses.
4. Implemented new process for issuing permits and collecting fees for the new burn ordinance.
5. Implemented new process for issuing storm water permits and collecting impact fees for the Public Works Department.

2021 Goals:

1. We have added several new ordinances and fees that we are responsible for collecting. The department will be working with the permits and records clerk to better streamline these processes.
2. The Department will be working with the Mayor and City Council to try and come up with a plan to find new office space. We are totally out of space at our current location and the Police Department could really use the space we are occupying.
3. We have three major commercial construction projects that are taking approximately 2 years to complete. They require one inspector on site daily. Our hope is they will finish them all up this year, and more businesses will start new development.
4. The City plans to send the inspectors to obtain more education and upgrade some of their licenses to better serve the industry and the community.

Code Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ 38,000.00	\$ 44,000.00	\$ -	\$ 42,407.80
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ 489,870.00	\$ 496,755.00	\$ -	\$ 381,246.89
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ -	\$ -	\$ -	\$ 15,098.21
R62	Intergovernmental Tsfrs	\$ -	\$ -	\$ -	\$ -
R64	Reimbursement	\$ 5,000.00	\$ 10,000.00	\$ -	\$ 725.00
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 532,870.00	\$ 550,755.00	\$ -	\$ 439,477.90

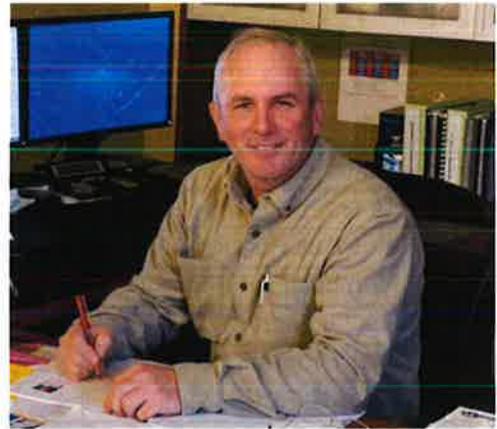
Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 367,531.51	\$ 321,028.99	\$ -	\$ 309,816.88
E10	Building & Grounds Exp	\$ 6,040.24	\$ 6,220.00	\$ -	\$ 8,026.89
E20	Vehicle Expense	\$ 12,500.00	\$ 12,500.00	\$ -	\$ 13,023.21
E30	Supply Expense	\$ 2,500.00	\$ 4,000.00	\$ -	\$ 2,031.60
E40	Operations Expense	\$ 16,600.00	\$ 18,100.00	\$ -	\$ 13,806.41
E55	Professional Services	\$ 27,350.00	\$ 25,400.00	\$ -	\$ 27,989.57
E60	Miscellaneous Expense	\$ 1,500.00	\$ 2,900.00	\$ -	\$ 1,520.00
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ -	\$ -	\$ -	\$ -
E80	Fixed Assets	\$ -	\$ -	\$ -	\$ -
E85	Interest Expense	\$ -	\$ -	\$ -	\$ -
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 434,021.75	\$ 390,148.99	\$ -	\$ 376,214.56

Public Works Administration

Public Works Department

- Office at 7064 Cynamide Road

Public Works oversees the Street, Stormwater, Water and Wastewater functions of the City.



Administrative Assistant
Christina Call

Public Works Director
Mark Grimmett

Customer Service
Supervisor, Angela
Shepard

Pumps & Controls
Manager
Bryce Rimmer

Inventory Control
Specialist, Nancy Addante

Senior Office Assistant
Brenda Lee

Utility Worker II Eric
Ahart

Mechanic, Dylan Hogue
(note this position is paid
out of Admin but reports to
the Street Superintendent)



Office Assistant
Robin Floro

Utility Worker II
Mindy Cox

Pumps & Controls
Operator
Josh Byrd

Mission Statement: Provide quality of life to residents by building and maintaining Public Works infrastructure to protect the health and welfare of the city residents, businesses, and visitors along with the environment. We will also provide superior customer service in a timely and efficient manner. The department works to provide these services, as well as to support economic growth and development, with the teamwork and trust of highly qualified and skilled personnel.



Public Works Administration

2020 Public Works Accomplishments:

Pumps and Controls

1. Added telemetry (SCADA) to the final lift stations 4, 9, 12, and 15
2. Infrastructure rehab for lift station 20
3. Upgrades to Lift Stations 6, 10, 14, 22, and 31

Meter Services

1. Continued to reduce the number of repeaters in the system by upgrading as available
2. Upgraded 200 1" meters
3. Upgraded 6 inch meter at the Arkansas Juvenile Assessment and Treatment Center
4. Continued to maintain high efficiency in meter reporting to reduce the number of manual reads monthly

Pumps and Controls/Meter Services 2021 Goals:

1. Upgrades to Lift Stations.....
2. Exploration of new meter system and Lift Station consolidation
3. Implementation of secondary chlorine injection system for the South tank on Highway 5
4. Addition of generator for the Highway 5 tank.
5. Bryant Meadows and Pleasant Pointe lift station elimination
6. Shobe Road force main improvement completion
7. AMI system upgrade from V3 to V6
8. Replace 2500 Meters

Employee	Certifications/License				Other
	Water	Water Treatment	Wastewater	CDL	
Jacob Carter				B	
Mike Keen			Class I		
Mark Olson		Class I			
Ken Gorden		Class II*			
Josh Evans	Grade 1		Class II	A	Soil Classification, Trench Safety
David Stephens	Grade 2		Class I	B	
Robert Green				B	
Tim Price			Class II	B	
Joshua Miller			Class I	B	
Frankie Glover				A	
Bryce Rimmer			Class I		
Josh Byrd	Grade 2		Class I		
Gregg Asher	Grade 4		Class IV		
Austin Anders			Class III		
Justin Causey			Class III		
Dale Watkins			Class I	A	
Gary Smith			Class I	A	
Tim Fournier		Class II*		A	
Jamie Sledd				B	
David Baker				A	
Nicholas Mitchell				A	
Charlie Drake				B	
Chad Moseley				B	
Ryan Ayres				B	
Don Tarvin				B	
Mark Grimmatt			Class II		
Christina Call				B	
Ben Wilson					Certified Stormwater Inspector, Certified Inspector for Sediment & Erosion Control
Jay Stake					Certified Stormwater Inspector, Certified Inspector for Sediment & Erosion Control
Troy Ellis					Certified Stormwater Inspector, Certified Inspector for Sediment & Erosion Control

Street

Street Department



Street Superintendent
Tim Fournier

Field Supervisor
Jamie Sledd

Equipment Operator III
Charlie Drake

Equipment Operator II
Nick Mitchell

Equipment Operator II OPEN

Equipment Operator I OPEN

Equipment Operator I OPEN

Field Supervisor
David Baker

Equipment Operator II
Chad Moseley

Equipment Operator II
Ryan Ayres

Equipment Operator I
Donald Tarvin

Equipment Operator I
Calvin Ray

Equipment Operator I
Cody Bryant



2020 Accomplishments:
1. Completed Street Asset Management Plan
2. Completed Phase III of Side Walk Program
3. Completed Henson/Ozark Phase III
4. Completed Raintree/Carrywood Projects 3, 4, 5, 7, and 9
5. Successfully implemented the Yard Waste Program
6. Overlays at Spanway Road, Ozark and Henson Intersection, Providence and Independence Intersection, Mills Park Rd., Evans Loop Rd., Boone Rd., and Midland

2021 Goals:
1. Completion of Henson/Ozark Phase II Construction
2. Culvert Inventory with Work Management and GIS Submetering Device
3. Continuation of the Pavement Management Program
4. Application process to receive State Aid Overlay Assistance
5. Street Spec Updaing for Compliance

Street Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ 396,058.19	\$ 396,058.19	\$ -	\$ 402,055.70
R15	Taxes - Property	\$ 1,240,000.00	\$ 1,295,000.01	\$ -	\$ 1,334,267.55
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ 1,000.00	\$ 1,700.00	\$ -	\$ 32,759.06
R62	Intergovernmental Tsfrs	\$ 1,500,000.00	\$ 1,440,000.00	\$ -	\$ 1,356,000.00
R64	Reimbursement	\$ 725,000.00	\$ 53,834.64	\$ -	\$ 272,793.59
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ 775.00	\$ 775.00	\$ -	\$ 882.31
	Totals	\$ 3,862,833.19	\$ 3,187,367.84	\$ -	\$ 3,398,758.21

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 959,178.89	\$ 855,374.24	\$ -	\$ 859,247.77
E10	Building & Grounds Exp	\$ 73,200.00	\$ 71,340.00	\$ -	\$ 73,271.14
E20	Vehicle Expense	\$ 314,930.00	\$ 303,773.07	\$ -	\$ 124,803.24
E30	Supply Expense	\$ 256,700.00	\$ 216,700.00	\$ -	\$ 229,761.43
E40	Operations Expense	\$ 343,228.00	\$ 343,228.00	\$ -	\$ 198,717.08
E55	Professional Services	\$ 252,000.00	\$ 222,000.00	\$ -	\$ 167,589.88
E60	Miscellaneous Expense	\$ 19,655.00	\$ 19,655.00	\$ -	\$ 30,531.18
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ -	\$ -	\$ -	\$ -
E80	Fixed Assets	\$ 1,965,500.00	\$ 1,657,157.59	\$ -	\$ 5,734,672.00
E85	Interest Expense	\$ -	\$ -	\$ -	\$ -
E90	Construction Projects	\$ 300,000.00	\$ 300,000.00	\$ -	\$ -
	Totals	\$ 4,484,391.89	\$ 3,989,227.90	\$ -	\$ 7,418,593.72

Stormwater Division/Fund



Stormwater Manager
Ben Wilson

Stormwater Inspector
Jay Stake

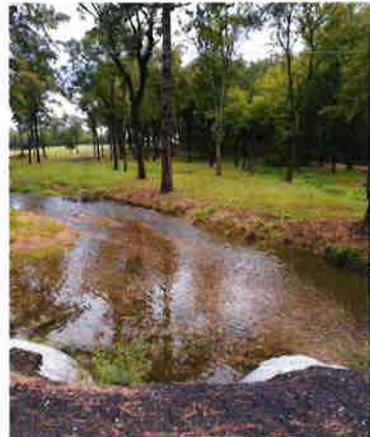
Stormwater Coordinator
Troy Ellis

2020 Accomplishments:

1. Assisted in the review and update of the Stormwater Management Manual 201931.
2. Updated, rewrote and helped with approval of the Stormwater Ordinance 201932.
3. Established the Stormwater Impact Fee and S.O.P. within the Ordinance.
4. Wrote S.O.P. for Stormwater Warranty Bonds for both public and private
5. Inspection technique improvements made for large-scale construction sites and area surveys through drone acquisition and training on the equipment. Unmanned Pilot License Certification to follow once meeting restrictions are lifted.
6. Added soil & water testing capabilities to inspection & enforcement operations.
7. Updated all Stormwater iWorq modules to improve and streamline operations.
8. Revamped and Updated the Adopt-A-Street Program to help support pollution prevention. Tasks included updating membership & education, contract renewals, signage review & update, and department membership in Keep Bryant Beautiful.
9. Increased emergency and spill response capabilities with new products & stocking.
10. Completed and received approval for the A.D.E.Q. Annual Report covering Bryant's MS4 Stormwater permit, and completed required updates to the Bryant Storm Water Management Plan (S.W.M.P.).
11. Increased Stormwater Infrastructure Inspections for city projects.

STORMWATER 2021 Goals:

1. Continue to provide more updates and edits to all of the Stormwater layers on City GIS in the areas of basins, outfalls, final plats, and Stormwater flow-line corrections/additions.
2. Improve operations and environmental protection through the Stormwater Ordinance updates.
3. Fully implement the Stormwater Impact Fee through cross departmental training (SOP) for all new development in the city. This will help improve Stormwater infrastructure and flood mitigation.
4. Begin Stormwater Warranty Bond inspections made possible through the Stormwater Ordinance updates. The end result will be the ability to provide improved drainage
5. Complete drone licensing and training and implement the operational benefits drones can provide for our program.
6. Increase Outreach & Participation activities in areas that will be more available in 2021.
7. Help facilitate Flood Mitigation & Stormwater Improvement Projects in the following areas: Boone Road, Mills Park, Northlake, Raintree, Springhill/Hilltop, and Stillman.
8. Provide more Stormwater Training and Outreach opportunities to the General Public, Construction Field and Municipal Operations in the following areas: Green Infrastructure vs. Grey Infrastructure, Low Impact Development, Municipal Operations/Good Housekeeping, and Stormwater Development/Operations.



Stormwater Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ -	\$ -	\$ -	\$ -
R60	Miscellaneous Revenue	\$ -	\$ -	\$ -	\$ -
R62	Intergovernmental Tsfrs	\$ -	\$ -	\$ -	\$ -
R64	Reimbursement	\$ -	\$ -	\$ -	\$ -
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ -	\$ -	\$ -	\$ -

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 241,026.86	\$ 234,570.04	\$ -	\$ 168,067.41
E10	Building & Grounds Exp	\$ 3,320.00	\$ 4,020.00	\$ -	\$ 2,960.37
E20	Vehicle Expense	\$ 11,000.00	\$ 11,000.00	\$ -	\$ 5,215.86
E30	Supply Expense	\$ 31,590.00	\$ 30,390.00	\$ -	\$ 14,955.33
E40	Operations Expense	\$ 5,250.00	\$ 4,450.00	\$ -	\$ 3,086.02
E55	Professional Services	\$ 75,250.00	\$ 75,250.00	\$ -	\$ 18,756.55
E60	Miscellaneous Expense	\$ -	\$ -	\$ -	\$ -
E62	Intergovernmental Tsfr	\$ -	\$ -	\$ -	\$ -
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ -	\$ -	\$ -	\$ -
E80	Fixed Assets	\$ -	\$ 14,610.00	\$ -	\$ 20,589.00
E85	Interest Expense	\$ -	\$ -	\$ -	\$ -
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 367,436.86	\$ 374,290.04	\$ -	\$ 233,630.54

Historical Review of 515 Stormwater Capital Enterprise Fund

	Budgeted/Estimated	Vendors/Engineers	Encumbered Currently in both Street and Storm	Out of 515 Stormwater Capital Fund				Total since 2017
				Spent in 2017	Spent in 2018	Spent in 2019	Spent in 2020 thru 10/1	
5808 Vehicles and Equipment				68,101	29,000			97,101
August Cove				164,991				164,991
Bame to White Blossom						11,250	750	12,000
Boone	600,000							0
Bridgeport						45,455		45,455
Cambridge				6,500				6,500
Carrywood/Raintree Acres Proj 2.6.8	272,000	Garver, Garnat, Scurlock	33,238			3,638	22,580	26,218
Dogwood		Redstone	7,860			73,849	4,290	78,139
Henson		Redstone, McC, Jcon, Sc	31,700			10,578	60,925	71,503
Hidden Creek		McC	2,688				8,156	8,156
Hilltop/Springhill Intersection	271,000	Redstone, Garnat, Pinac	549,189				3,450	3,450
Hwy 5 Sign			13,106					0
Jon Drive		Conso Pipe			12,370			12,370
Lexington					18,030	5,971		24,001
Mills Park Rd	83,000	McC	8,000				430	430
Monticello					1,415	147,759		149,174
Northlake	357,500						3,900	3,900
Oak Glenn								0
Richland park				210,500	5,202			215,702
Robinwood		McC					134,326	134,326
Springhill		McC, Consol Pipe	6,455					0
Stillman Loop	50,000	McC	4,000			9,557	7,000	16,557
StoneyBrook					8,360	2,776		11,136
SW 3rd Sidewalk		JCI	36,085					0
Target Parking Lot						17,289		17,289
Westpoint/Hensley			8,180			6,300	26,783	33,083
Woodland Park			2,423				8,289	8,289
Timbercreek							66,533	66,533
Totals	1,633,500		702,923	450,092	74,377	334,422	347,412	1,206,303

Enterprise Funds

The City has a major Enterprise Fund called the Utility Revenue Fund shown as number 0500. This fund started out housing the collections of the water payments on the utility bills; however, now both stormwater and wastewater funds are collected through this fund as well. Any Enterprise Fund revenues are collected through this fund and then distributed out to their separate funds via transfers.

Additionally, Fund 0510 Utility Operating shows both the water expenses and the wastewater expenses in respectively departments 0900 and 0950. The water expenses are derived from the treatment and distribution of water to approximately 9000 customers. The Water department received its water from the Central Arkansas Water Authority in Little Rock, Arkansas. The expense to pay for the water is listed under the supplies category.

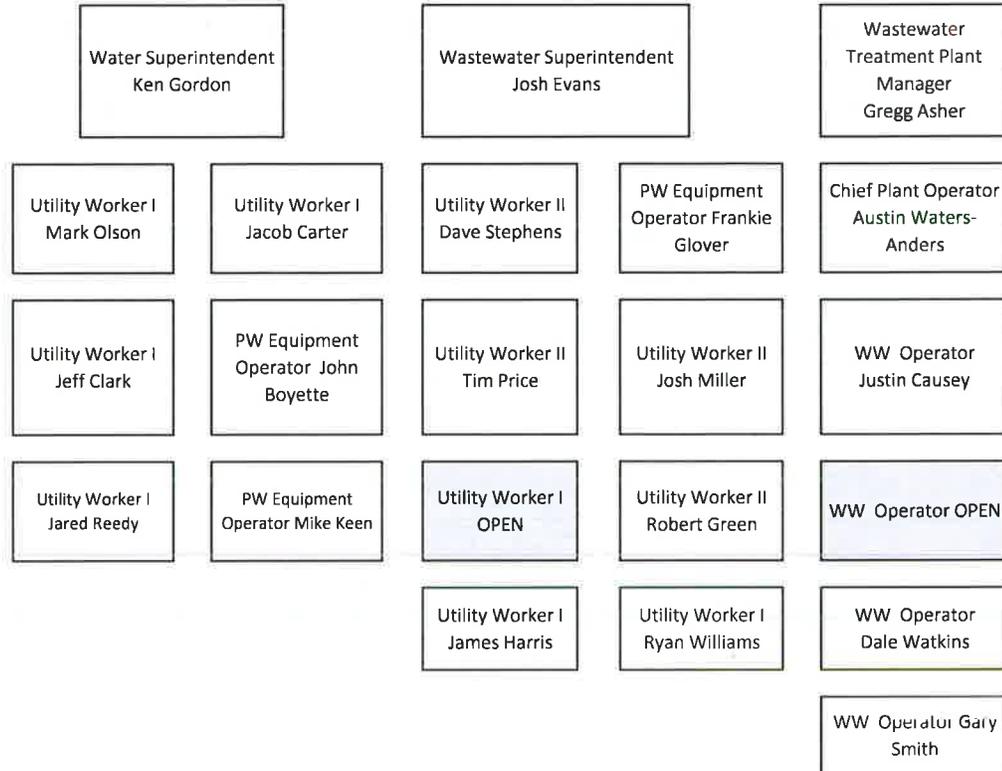
In 2016 the City added a new enterprise fund, one for Stormwater capital costs. The city collects on the Utility bills \$3.00 from all residential customers and \$6.00 from all commercial customers to help fund capital projects associated with stormwater issues. This is fund 515.

Water and Wastewater

Water and Wastewater Departments

- The Wastewater Plant is located at 7064 Cynamide Drive

The Water and Wastewater Committee (WSAC) meets on the last Tuesday of each month at 5:30 pm.



WATER/WASTEWATER 2020 Accomplishments:

- Completed over 2760 Work Orders and 89 After Hour Callouts.
- Solids handling operation processed 8,339,633 gallons of waste sludge producing 1545 tons of dewatered disposal
- Treatment process discharge of over 860,441,000 gallons of effluent released into receiving stream
- Completed 4 in house pipe bursting projects saving approximately \$125,000
- Inspected and cleaned over 193,800 feet of the Collection System Pipeline
- Completed rehabilitation of over 50 manholes throughout the city

Water 2021 Goals:

- Completion of the asset management plan
- Continue to implement and update the iWorqs inventory control module to produce real time reports
- Continue to improve the work order process
- Continue to add all infrastructure GPS locations into iWorqs and Edge
- Fire hydrant rehabilitation as needed throughout the city

Wastewater 2021 Goals:

- Completion of the Shobe Road Force Main relocation project
- Continue to upgrade current infrastructure as needed at Lift Stations
- Continue to raise 10 manholes above flood lines to assist in mitigation of I&I
- Continue to obtain Wastewater licenses for all employees
- Continue to achieve progress on CAO CIP for Wastewater Collections System
- Continue to implement and update the iWorqs inventory control module to produce real time reports

Water and Wastewater Budget Numbers

Revenues					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
R10	Taxes - Sale	\$ -	\$ -	\$ -	\$ -
R15	Taxes - Property	\$ -	\$ -	\$ -	\$ -
R20	Licenses Permits & Fees	\$ -	\$ -	\$ -	\$ -
R30	Membership Fees	\$ -	\$ -	\$ -	\$ -
R33	Rental Fees	\$ -	\$ -	\$ -	\$ -
R36	Park Program Fees	\$ -	\$ -	\$ -	\$ -
R40	Fines & Forfeitures	\$ -	\$ -	\$ -	\$ -
R50	Sale of Services	\$ 10,943,535.00	\$ 8,228,090.60	\$ -	\$ 8,060,153.04
R60	Miscellaneous Revenue	\$ 85,200.00	\$ 142,300.00	\$ -	\$ 146,694.82
R62	Intergovernmental Tsfrs	\$ 7,564,000.00	\$ 7,564,000.00	\$ -	\$ 8,500,000.00
R64	Reimbursement	\$ -	\$ -	\$ -	\$ -
R66	Sale of Equipment	\$ -	\$ -	\$ -	\$ -
R70	Grant Revenue	\$ -	\$ -	\$ -	\$ -
R74	Sponsorships	\$ -	\$ -	\$ -	\$ -
R85	Interest Revenue	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 18,592,735.00	\$ 15,934,390.60	\$ -	\$ 16,706,847.86

Expenses					
Cat.	Description	2021 Proposed	2020 Budget	2020 Estimated	2019 Actuals
E01	Personnel Expense	\$ 2,235,887.23	\$ 2,029,753.47	\$ -	\$ 1,973,582.30
E10	Building & Grounds Exp	\$ 690,802.00	\$ 570,312.70	\$ -	\$ 554,967.50
E20	Vehicle Expense	\$ 174,800.00	\$ 166,697.24	\$ -	\$ 165,535.98
E30	Supply Expense	\$ 2,256,624.00	\$ 2,232,287.00	\$ -	\$ 2,133,035.78
E40	Operations Expense	\$ 777,900.00	\$ 788,190.00	\$ -	\$ 551,938.70
E55	Professional Services	\$ 116,000.00	\$ 125,812.34	\$ -	\$ 104,417.11
E60	Miscellaneous Expense	\$ 120,160.00	\$ 107,360.00	\$ -	\$ 130,475.76
E62	Intergovernmental Tsfr	\$ 8,160,500.00	\$ 8,195,880.00	\$ -	\$ 9,234,105.07
E68	Donation Expense	\$ -	\$ -	\$ -	\$ -
E70	Grant Expense	\$ -	\$ -	\$ -	\$ -
E72	Bond Expense	\$ 1,237,516.00	\$ 1,232,273.11	\$ -	\$ -
E80	Fixed Assets	\$ 4,038,000.00	\$ 5,774,184.53	\$ -	\$ 2,822,257.96
E85	Interest Expense	\$ 495,322.00	\$ 514,643.28	\$ -	\$ 383,327.00
E90	Construction Projects	\$ -	\$ -	\$ -	\$ -
	Totals	\$ 20,303,511.23	\$ 21,737,393.67	\$ -	\$ 18,053,643.16

Public Works Department
2021 Fixed Asset Budget Proposal

		Inflation Factor	2021	2022	2023	2024	2025
Fixed Assets - Infrastructure 510-0900-5816							
1	Various Waterline Extensions and Replacements	101.5%	\$ 50,000	\$ 50,750	\$ 51,511	\$ 52,284	\$ 53,068
2	AMI upgrade from V3 to V6	101.5%	\$ 350,000	\$ 355,250	\$ 360,579	\$ 365,987	\$ 371,477
	Sub-Total		\$ 400,000	\$ 406,000	\$ 412,090	\$ 418,271	\$ 424,545
Fixed Assets - Other Equipment 510-0900-5821							
1	Gensets, Trailer	101.5%	\$ 30,000	\$ 30,450	\$ 30,907	\$ 31,370	\$ 31,841
	Sub-Total		\$ 30,000	\$ 30,450	\$ 30,907	\$ 31,370	\$ 31,841
	TOTAL		\$ 430,000	\$ 436,450	\$ 442,997	\$ 449,642	\$ 456,386

Public Works - Wastewater Department
2021 Fixed Asset Budget Proposal

Fixed Assets - Equipment 510-0950-5810							
1	Mower, Trailer, Pump, Generator Replacement	101.5%	\$ 30,000	\$ 30,450	\$ 30,907	\$ 31,370	\$ 31,841
	Sub-Total		\$ 30,000	\$ 30,450	\$ 30,907	\$ 31,370	\$ 31,841
Fixed Assets - Infrastructure 510-0950-5816							
1	CAO - Capital Improvements to abate SSO's - Ref #4 Basin BR-03 - \$535k*50%=\$321k	101.5%	\$ 267,500	\$ 271,513	\$ 275,585	\$ 279,719	\$ 283,915
2	CAO - Capital Improvements to abate SSO's - Ref #15 Pump Station Rehab - \$250k*50%=\$125k	101.5%	\$ 125,000	\$ 126,875	\$ 128,778	\$ 130,710	\$ 132,670
3	CAO - Capital Improvements to abate SSO's - Ref #16 Misc Gravity System Improvements - \$500k*50%=\$250k	101.5%	\$ 250,000	\$ 253,750	\$ 257,556	\$ 261,420	\$ 265,341
4	CAO - Capital Improvements to abate SSOs - Ref #6 - \$1,300k*50%=\$650k	101.5%	\$ 632,950	\$ 642,444	\$ 652,081	\$ 661,862	\$ 671,790
5	CAO - Engineering Design and CEI - Ref #15 Pump Station Rehab - \$45k*50%=\$22.5k	101.5%	\$ 25,000	\$ 25,375	\$ 25,756	\$ 26,142	\$ 26,534
6	CAO - Engineering Design and CEI - Ref #16 Misc Gravity System Improvements - \$90k*50%=\$45k	101.5%	\$ 45,000	\$ 45,675	\$ 46,360	\$ 47,056	\$ 47,761
7	CAO - SSES, Engineering Design and CEI Ref #4 Basin BR-03 - \$32.1k*50%=\$16.05k	101.5%	\$ 16,050	\$ 16,291	\$ 16,535	\$ 16,783	\$ 17,035
8	CAO - SSES, Engineering Design and CEI Ref #6 - \$78k*50%=\$46.8k	101.5%	\$ 39,000	\$ 39,585	\$ 40,179	\$ 40,781	\$ 41,393
9	CAO - SSES, Engineering Design and CEI Ref #8 - \$156k*50%=\$78k	101.5%	\$ 78,000	\$ 79,170	\$ 80,358	\$ 81,563	\$ 82,786
10	CAO - SSES, Engineering Design and CEI Ref #9 - \$170k*50%=\$85k	101.5%	\$ 85,000	\$ 86,275	\$ 87,569	\$ 88,883	\$ 90,216
	Sub-Total		\$ 1,563,500	\$ 1,586,953	\$ 1,610,757	\$ 1,634,918	\$ 1,659,442

Appendix 1 - Major Vendor List

Major Vendor List

* Under Contract, Sole Source, State Bid Contract Pricing, TIPS/TAPS, etc.

- * Arkansas Municipal League for Various Items
- * AT&T for PD Phone
- * Bonds - Regions, First Security
- * Boys & Girls Club
- * Baptist Health Clinic for Physicals
- * Canon for Copiers
- * Centerpoint for Gas
- * CDW - Sole Source for IT
- * Central Arkansas Water - Utility Billing Services
- * Civis Plus for the City Website
- * Civic Rec replaced Activenet in 2018
- * Clifford (for Generator Maintenance)
- * County - Special Elections
Cranford - Bid Out no other Respondents for Street Asphalt
- * Crews
- * Crist Engineering
- * Cruse Uniforms (PD)
- * DeGray Water Agreement
- * Dell for IT
Dusty Mop
- * Eliant Solutions Inc. for IT
- * Employee Assistance Plan
- * Entergy
- * Fidelity for Internet
- * First Electric
- * Friday, Eldridge & Clark for Bond Counsel
- * Garver Engineering
- * Granite Mountain - Bid Out no Bid - Gravel, Ballast, etc.
- * Historic Society
Humane Society of Saline County
- * Iworqs - Work Orders for Code, PW, Animal and Planning
- * IT on the Go (Courts)
- * Jack Tyler Engineering for WWTP - Sole Source
- * Jcon - BID OUT Concrete
- * JWCK for Audit Services
- * Leases - BOO, First Security, Regions
LR Winwater
Martin Marietta
- * Middleton Heat & Air - HVAC Services
- * Motorola for PD
- * MSI for Courts
- * Mueller for Water.WW
- * Open Gov
- * Pitney Bowes for Postage machine
- * Pro Chem - certain items on contract, certain sole source
- * Regions - Credit Cards and Banking Services
Republic Services for Sanitation for Certain Depts
- * SAF Coat for Parks - Regional Sole Source
- * Salem Water
Saline Courier
- * Senior Center
- * Shred It
- * SkyBox White River (9/2019 started) for Landline Phone Services
- * Springbrook/Accela - General Ledger Software
- * State - Sales Tax and Surcharge
- * Stephens
- * SunBelt
- * Thomas & Thomas for Arbitrage (now Landmark)
- * Valero Gas Cards for all City Vehicles
- * Verizon for Cell phones and internet
Waste Management for Sanitation for Certain Depts
- * West Law for Legal and PD

Note: State Statute (A.C.A 14-58-303)b)(2)(B) says that bids are not required on motor fuels, oil, asphalt, asphalt oil, natural gas and in some cases on motor vehicles.

PD ONLY VENDOR LIST CONTRACTED AMOUNTS AND SERVICES

VENDOR	AMOUNT	LINE ITEM
PM AM HSM	\$1,975	001-0600-5608
Axon – Tasers	\$16,810.88 (2021, 2022, 2023, 2024)(then renew)	001-0600-5310
Thomson Reuters (CLEAR)	\$3,180 (\$265 a month)	001-0600-5116
TLO	\$600 (\$50 a month)	001-0600-5608
Enterprise	\$30,000 (10 vehicles x \$250 a month x 12 months)	001-0600-5245
Fulcrum Biometrics	\$749	001-0600-5608
LeadsOnline	\$2,395	001-0600-5608
LESO (Law Enforcement Support Organization)	\$750	001-0600-5480
WatchGuard	\$30,000	001-0600-5604
Spillman	\$34,000	001-0600-5608
AACP (Arkansas Association of Chief of Police)	\$100	001-0600-5480
IACP (International Association of Chiefs of Police)	\$190	001-0600-5480
CRIMESTOPPERS	\$500	001-0600-5480
CJI (Criminal Justice Institute)	\$1,250	001-0600-5060
Range Dues	\$1,000	001-0600-5060
Virtual Academy	\$1,925	001-0600-5060
Amazon Prime Business	\$179	001-0600-5480
Revcord	\$3,846	5608 to 001-0610-5650
ACIC (Arkansas Crime Information Center)	\$12,000	001-0600-5116
ROCIC (Regional Organized Crime Information Center)	\$300	001-0600-5480

Appendix 2 - SWB (Salaries, Wages, and Benefits Calculation)

Salaries, Wages, Benefits Allocation Review

SWB Allocation Review (Salaries, Wages, and Benefits of Admin Staff)

In October of 2020 Department Heads from the seven depts shown below across the top of the chart from Admin were asked to divide 100% of their time amongst all the depts. It was determined there were no changes from the prior year.

		FIN	HR	ATT	MAY	CC	IT	ENG	total	Div by 7								Rounded
100	Admin	5.00	8	20.00	9.10	5.00	20.50	5.00	72.60	10.37								
120	Planning	2.00	2	10.00	9.09	10.00	0.10	10.00	43.19	6.17								
200	Animal	5.00	4	2.00	9.09	5.00	2.50	2.00	29.59	4.23								92,493
300	Courts	2.00	2	15.00	9.09	0.00	0.00	2.00	30.09	4.30								
400+	Parks	10.00	20	10.00	9.09	20.00	7.00	10.00	86.09	12.30								184,986
500+	Fire	10.00	20	5.00	9.09	20.00	10.50	7.00	81.59	11.66								184,986
600+	Police	10.00	20	5.00	9.09	5.00	36.70	2.00	87.79	12.54	25.00	25.57	Unallocated					184,986
700+	Code	2.00	4	8.00	9.09	5.00	3.00	2.00	33.09	4.73	42.00	40.72	Govt Des Tax Allocated					
800+140	Street and Storr	18.00	8	10.00	9.09	10.00	4.20	20.00	79.29	11.33	33.00	33.71	PW %					169,571
900	Water	18.00	6	10.00	9.09	10.00	10.00	20.00	83.09	11.87								169,571
950	WW	18.00	6	5.00	9.09	10.00	5.50	20.00	73.59	10.51								169,571
	Total	100	700	100								1,156,165						

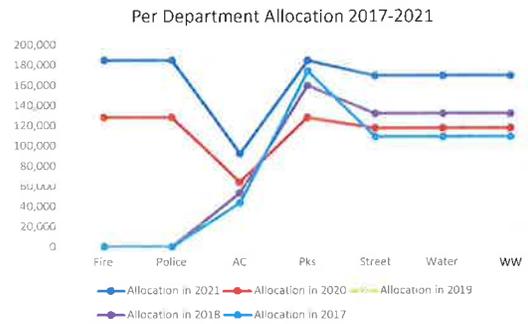
0.75

1,541,553.00 Accounts 5000-5057 no travel/train is included

508,712 so stre,w,ww each 169,571 508,712
 647,452 fire,pd,pks each 184,986 554,959 animal 92493
 385,388 unallocated

1,156,165 Representing salaries only

	Allocation in 2021	Allocation in 2020	Allocation in 2019	Allocation in 2018	Allocation in 2017
Fire	184,986	128,400	0	0	0
Police	184,986	128,400	0	0	0
AC	92,493	64,200	43,600	53,375	43,600
Pks	184,986	128,400	174,400	160,125	174,400
Street	169,571	117,700	109,000	132,167	109,000
Water	169,571	117,700	109,000	132,167	109,000
WW	169,571	117,700	109,000	132,166	109,000
Total	1,156,165	802,500	545,000	610,000	545,000



Appendix 3 - Preliminary Capital Improvement Projects

The City of Bryant started applying for the GFOA Budget Book Award in 2017. The City first received the Award for their 2018 Budget Book. Planning and long term goal setting have always taken place within the city but with the submission of the budget book these processes have begun to be more fully documented by the present City Finance Department.

The 2016 \$26 million dollar Bond issuance was under taken in part to fund two Fire Stations and several parks projects that had been planned for some time and in part were discussed in conjunction with a 2020 plan.

This budget year 2021 the City and the Chamber will hold several joint meetings to begin to solidify a 2040 Plan. This was planned for 2020 but the Corona Virus Pandemic resulted in these meetings being postponed. To start an informal process of listing items considered for General Fund for the next 20 years the Department heads were polled. Some of the items listed came from the feedback received from Department heads.

The State of Arkansas mandates that General Funds be budgeted balanced each year excluding capital projects. In order for this to be clearly and transparently accomplished each year the Council has chosen to adopt the regular budget in December and then come back and adopt any capital in January or in later months.

This appendix for General Fund is not intended to provide for precise budgeting. The costs are estimates. Annually in the Budgeting process updates to the plan, deletions, additions, delays or other revisions may occur which will reflect changing community needs and resources. Only after incorporation in successive budgets or as approved separately by the City Council will these items be considered funded.

Some of the items contained here in this appendix will require on going operational costs and in some cases produce operational savings. However, given the speculative nature of these items these operational additional costs or savings have not been estimated at this time.

Some of the items discussed for the 2040 plan may require additional review or approval by the various city committees/commission including but not limited to Water/Wastewater, Parks, Community Development and Review, Planning Commission and also review or discussion or reciprocal agreements with the County or State. Additionally some may require public hearings.

Bryant Parks											
5 year capital and maintenance plan											
Description	Estimated Cost \$	Schedule	2020	2021	2022	2023	2024	2025	Subtotal	Park Totals	Misc.
Bishop Park											
Aquatic Center											
1	Engineering/Design/Bidding/Inspection	25,000	2021	25,000							
2	Pool Pack Dehumidifier	50,000	2021	50,000							
3	Electrical Repairs	25,000	2021	25,000							
4	Interior Pool Lights	50,000	2021	50,000					150,000		
5	Fire Sprinkler Repairs	10,000	2022		10,000						
6	Non-Slip Flooring Application	50,000	2022		50,000						
7	Lap & Therapy Pool Repair/Coating	40,000	2022		40,000						
8	Repair Roof Panels	50,000	2022		50,000						
9	Engineering/Design/Bidding/Inspection	30,000	2022		30,000						
10	Mechanical Additions (Heaters & Circulation)	100,000	2023			100,000					
11	Exterior Pool Chemical Storage	40,000	2023			40,000					
12	Engineering/Design/Bidding/Inspection	20,000	2023			20,000					
13	Ozone & Pool Chemistry Upgrades	140,000	2024				140,000				
14	Engineering/Design/Bidding/Inspection	20,000	2024				20,000				
									160,000		
									160,000		
									TOTAL Aquatic Center Estimated Costs =	650,000	
Bishop Grounds											
15	Stage/Pavilion - Concrete & Railing	62,796	2020	62,796							PO#
16	Pavilion - Structure	93,755	2020	93,755							2020001258
17	Engineering/Design/Bidding/Inspection	\$ -	2020								2020000497
18	Festival Power	45,000	2020	45,000							
19	Engineering/Design/Bidding/Inspection	\$ -	2020								
20	Parking Lot Expansion (Ball Field)	93,000	2020	93,000							Bond
21	Engineering/Design/Bidding/Inspection	10,000	2020	10,000							Bond
22	Parking Lot Illumination	300,000	2022		300,000						
23	Engineering/Design/Bidding/Inspection	6,000	2021	6,000							Engineering Approved
24	Lake Charles Property Acquisition	11,636	2020	11,636							
	Lake Charles Expansion/Storm Water Mgmt.	?????	2022								2020002323
25	Sleepy Village Drive Connection	400,000	2023			400,000					
26	Engineering/Design/Bidding/Inspection	40,000	2022		40,000						
27	Reynolds Property Acquisition	300,000	2021	300,000							
28	Irrigation upgrades - infield softball, grass baseball	100,000	2025				100,000				
29	Asphalt Main Yard	150,000	2022		150,000						
30	Replace Marquee	100,000	2022		100,000						
31	A complex restroom	150,000	2025				150,000				
32	Festival restroom	150,000	2025				150,000				
									11,636		
									440,000		
									300,000		
									100,000		
									150,000		
									100,000		
									150,000		
									150,000		
									TOTAL Grounds Estimated Costs =	2,012,187	
Ashley Park Upgrades											
Pavilion											
1	Concrete Refurbish	\$ -	2020	\$ -							
2	Interior Lighting (Bond Funded)	500	2020	500							Bond
3	Furniture	2,000	2020	2,000							
									2,500		
4	Bathrooms (Funded by A&P Tax)	103,410	2020	103,410							
5	Engineering/Design/Bidding/Inspection	\$ -	2020	\$ -							A&P
6	Park Sign	5,000	2020	5,000							Bond
									5,000		
7	Playground (Funded by A&P Tax)	113,322	2020	113,322							
8	Engineering/Design/Bidding/Inspection	\$ -	2020	\$ -							A&P
									113,322		
									TOTAL Ashley Park Estimated Costs =	224,232	
Alcoa 40 Park Upgrades											
1	Bathrooms and Pavilion	161,280	2021	161,280							
2	Engineering/Design/Bidding/Inspection	16,000	2021	16,000							
									177,280		
3	Park Sign	5,000	2020	5,000							
									5,000		
Grounds											
4	Trail System Upgrades	100,000	2021	100,000							TAP Grant
5	Engineering/Design/Bidding/Inspection	45,000	2020	45,000							Bond
									145,000		
Fields											
6	Expand Green Space	150,000	2023		150,000						
7	Fencing & Field Repair	50,000	2021	50,000							
7	Engineering/Design/Bidding/Inspection	\$ -	2021	\$ -							
									200,000		
Football											
8	Removal of old Concession Stand	15,000	2020	15,000							
9	Engineering/Design/Bidding/Inspection	\$ -	2020	\$ -							
									15,000		
10	Skate Park	400,000	2025				400,000				
									400,000		
									TOTAL Alcoa Park Estimated Costs =	942,280	

Glossary:

ACIC stands for 'Arkansas Crime Information Center' and is used by the Police Department.

Accrual - revenue and expenses are recorded when they are incurred.

Act 474 Sur Charge is paid by the Code Department to the State.

ADFA stands for the Arkansas Department of Finance and Administration.

Ad Valorem - a basis for levy of taxes upon property based on value.

Agency Fund - a fund consisting of resources received and held by the governmental unit as an agent for others.

ANRC - Arkansas Natural Resource Commission

APERS stands for the Arkansas Public Employees Retirement System.

AWWA stands for the American Water Works Association.

Balanced Budget - a budget balanced by fund, means the total anticipated revenues are equal to or exceed the budgeted expenditures for that fund.

B&G stands for Building and Grounds.

BAC stands for Blood Alcohol Content.

Capital Expenditures - as also described for this particular Entity/City on page 13 are reviewed starting at \$2500 with a life of two or more years and the common definition is money spent by a business or organization on acquiring or maintaining fixed assets, such as land, buildings, and equipment.

Capital Projects Fund - A fund created to account for all resources to be used for the acquisition or construction of designated fixed assets.

CAPPD stands for Central Arkansas Planning Development District. This District works with the City of Bryant to acquire grants.

CAW stands for Central Arkansas Water Authority. The City of Bryant currently receives their Water via a Contract with CAW.

COE stands for the Corp of Engineers. The City of Bryant has a contract with the COE for future water access from Lake DeGray.

Debt Service Fund - A governmental type fund used to account for accumulations of resources that are restricted, committed, or assigned to expenditures for principal and interest.

A Dewatering Facility is a Wastewater Treatment Plant option. The City of Bryant implemented this option in 2018.

Enterprise Fund - A Fund established to finance and account for the acquisition, operations, and maintenance of governmental facilities and services which are entirely or predominantly self-supporting by user charges.

The Federal Drinking Water Loan Program is operated by the Arkansas Natural Resources Commission.

FICA is a payroll cost and stands for the Federal Insurance Contributions Act.

Full - Time Equivalent Position (FTE) - A part time position converted to the decimal equivalent of a full time position based on 2080 per year. For example, a summer lifeguard working for four months, or 690 hours, would be equivalent to .33 of a full time position.

Fund Balance - is when liabilities are subtracted from assets, there is a fund balance. A positive fund balance means there are more assets than liabilities; a negative fund balance means just the opposite. Fund balance can be complicated by the fact that part of the fund balance is reserved and part unreserved.

Governmental Fund - A generic classification of funds used to account for activities primarily supported by taxes, grants, and similar revenues sources.

GFOA stands for the Governmental Finance Officers Association.

GIS stands for the geographic information system and is a system designed to capture, store, manipulate, analyze, manage, and present all types of spatial or geographical data.

I&I stands for Inflow and Infiltration.

JESAP - Job Evaluation and Salary Administration Program for evaluating wages in relation to the nation and the surrounding areas.

LOPFI - Local Fire and Police Retirement System administered by the State of Arkansas.

MSI/Virtual Justice is computer software used by the Courts system.

M&R stands for Maintenance and Repair.

NOC - Network Operations Center used by the Construction/Project Management division of the Public Works Department.

PRAC stands for the Parks and Recreation Alliance Council and was established during the 2017 by the Parks Director.

Profit Star is computer software used for the Water, Wastewater and Stormwater bills.

ROCIC is a government company used by Police Department for intelligence gathering and equipment loans.

SCADA stands for the supervisory control and data acquisition and is a system that operates with coded signals over communication channels so as to provide control of remote equipment (using typically one communication channel per remote station).

Special Revenue Fund - A fund established to account for revenues from specific taxes or other earmarked revenue sources that by law are designated to finance particular functions or activities of government.

Watchguard is the Police Department's software for the in car video.

WEA stands for the Water Environmental Association.

WEFTEC stands for the Water Environment Federation Technical Conference.

