

Dear Reader,

This is the adopted version of the Budget. However, the City has 90 days after adoption to finalize the graphics and wording not the numbers of the report for submission to the GFOA for the Budget Book Award. Once the document is finalized, this version will be replaced with that final color version. This will take affect around March 19, 2020. Please contact me with any questions on this process.

Sincerely, Joy Black

City of Bryant – Finance Director

City of Bryant

State of Arkansas

Proposed I Annual Budget 12/17/2019
Fiscal Year 2020



Prepared by City of Bryant
Finance Department

Table of Contents	2
Local Bio	3
Letter of Transmittal	4-6
Budget and Process Timeline	7
2020 Budget/City Strategic Focus Areas	8
Adopting Resolution	9
GFOA Distinguished Budget Presentation Award	10
City Organization Chart	11
Policies for Debt and Capital and Auditing and Accounting	12-14
Summary of 2019, Proposed 2020, and Category Totals for Major Funds	15
Pie charts showing where the money comes from and where it is utilized - Governmental	16
Pie charts showing where the money comes from and where it is utilized - Enterprise	17
Review of Major Revenues and Expenses	18
Summary of City's Debt, Governmental and Business Type	19-21
HR, Personnel, and JESAP Overview	22
Budgeted, Full Time Equivalent Employee Count Listing	23
Governmental Funds	24
Elected Officials - Mayor, City Clerk and City Attorney	25-26
Human Resources	27
Finance	28
Engineering and IT	29
Administration Budget Numbers	30-31
Planning	32-33
Animal Control	34-36
Court	37-38
Parks and Recreation	39-44
Fire	45-47
Police	48-50
Code	51-53
Public Works Administration	54-55
Street Division	56-58
Stormwater Division/Fund	59-60
Enterprise Funds	61
Water and Wastewater	62-67
Appendix 1 - Major Vendor List	68
Appendix 2 - SWB (Salaries, Wages, and Benefits Calculation)	69
Glossary and NOTES section	70-71

LOCAL BIO:

The City of Bryant began as a very small township at the center of Arkansas just outside Little Rock, the state capital. Over the past couple of decades the population has ballooned to 20,000 and continues to grow. Bryant can attribute much of its growth to our strong school district which has grown well beyond the boundaries of the city limits. Due to this extended boundary many more than just 20,000 claim and identify with Bryant as their home town.

Organized youth and adult sports thrive in Bryant and are a large part of the fabric of our community as well as our tourism industry. Bryant hosts numerous sporting events for all ages including baseball, softball, swimming, soccer, football, disc golf and tennis. There is also a thirty year ongoing traditional Fall Fest in Bryant coupled with a growing regional BBQ contest. One of our greatest community events is the Salt Bowl. In September the two largest cities in Saline County, Bryant and Benton, come together to battle on the football field for the title of Salt Bowl Champion. It is the most attended high school football game in Arkansas, with approximately 30,000 fans attending. This event represents the friendly community wide rivalry that is joined in by numerous businesses, community sponsors, churches, and other organizations. Everyone in the County picks a side for that week.

As Bryant continues growing and maturing, a town center is desired - a more formalized gathering place than the football stadium or the baseball diamond. This will be a place for people to connect, do business, make memories - a mixed commercial and residential development that is scaled for pedestrians and well-connected to schools, parks and neighborhoods. The city applied for and received a \$2 million dollar grant to make pedestrian and traffic improvements in the Heart of Bryant. The Heart of Bryant is the original pre-planned township that boasts more than 16 developed square city blocks that are prime for a 21st century refresh. This revitalization is similar to what we are seeing across numerous American downtowns. Strong partnerships between the public and private sectors are imperative to making this a reality.

Bryant has several major employers with more than 100 employees. Two major employers are the city itself and the school district. Others are primarily in the retail and healthcare industries. Bryant has a thriving medical industry with some of the best health care professionals in the state and numerous retailers and restaurants. Bryant's commercial growth has been strong but can't keep pace with the demands created by the residential growth. New commercial development is needed. In 2016 two bond "refinancings" were passed by the City that allowed for the completion of new on and off ramps at I30 and the construction of Bryant Parkway.

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 60% 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 2020.

Letter of Transmittal

Dear Citizens of Bryant, AR,

The annual construction of a budget for the following year creates a road map and a mission for utilization of the resources allotted through sales tax, franchise fees, utility rates, fines, and fees to 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, sustainable growth so that we can be a great American city that will sustain itself even after growth slows.

Under this main goal are several smaller goals that make reaching it possible. One of the most important of these is to keep our citizens and visitors feeling safe while in our community. Please note on page 3 that the focus area of **Public Safety** consumes a large portion of our resources and is implemented through several departments including Police, Fire, Courts, Code, and Animal Control. It should be noted that certain aspects of Public Utilities are necessary to keep citizens and visitors safe. Recent news, like events in Flint, Michigan, have brought this to the forefront of everyone's minds. The importance of 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. Please review the changes to the full time budgeted positions on page 23.

It is our desire to be proactive toward our growth and avoid being reactive when possible. Creating smart, positive, well-connected growth takes very deliberate action, good policy and a long term plan that can be implemented one year at a time. 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 better connected community. We also invest in long term city planning. Every year, we work to connect our parks, neighborhoods and schools through pedestrian and cycling **connectivity**. We will be connected to our neighboring communities and the southwest trail, on safe and protected trails that reach throughout central Arkansas.

During December of 2016 the citizens of Bryant voted a large bond refinancing to construct a new north/south traffic corridor called Bryant Parkway. Engineers have confirmed this additional access will greatly relieve the traffic congestion on Reynolds road, give alternate routes for school pick up and drop off, and create additional pedestrian and bicycle access to schools, neighborhoods and parks. During 2019 this project has been held up by the FAA and the Airport Commission. City administration is trying to reach a mutually beneficial solution/route so that this project can continue and conclude as soon as possible.

Our **smart growth** stormwater plan includes addressing current stormwater issues and guiding policy for new development that insures our growth creates no further stormwater issues. In 2016 the Bryant City Council voted to charge \$3 on residential and \$6 on commercial utility accounts to deal exclusively with stormwater issues. This small fee only begins to address the current issues. We will be as aggressive as funds allow to improve our stormwater system. Additionally, administration is exploring a permeable services review and the possibility of more closely tying the Stormwater Fees to this calculation.

Last, but definitely not least, is the focus area of 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 Parks and Recreation. As Bryant has grown, it

has struggled to balance its growth with its desires as a community. No other department feels this struggle more than Parks and Recreation.

When budget time rolls around Parks is often correctly seen as a “want” not a “need”. It gets cut back in areas that do not allow the employees of that department to deliver the level of services desired by citizens and visitors. Because Bryant is centrally located and surrounded on many sides by larger cities, its parks are often compared to other city parks where their Advertising and Promotion Commission Tax devotes more resources to the parks space, appearance and programming. Finally, in July of 2018 Bryant began collecting its own Advertising and Promotion Tax; 1% on Restaurants and 2% on Hotels. Per Arkansas state law this type of tax can only be used in two areas: advertising and parks. Unfortunately, general consensus could not be reached by the Commission and the Commission disbanded in August of 2019, leaving approximately \$800,000 worth of collections to Council to determine their use.

The 2019 Budget year was a year that saw the completion of several multi-year projects including but not limited to: a New Fire Training Facility and continued Parks improvements at Ashley and Bishop Parks. During 2018 Council approved several maintenance as well as capital projects that had been needed for some time. Council approved using savings to cover these projects. After the busy year of 2018, 2019 was planned by the prior Mayor to be a time to wrap up and reflect on accomplishments while replenishing fund balances. However, with the November elections and a new Mayor in office starting 1/1/2019 the plans changed. During 2019 a few changes have been made including the hiring of a new Police Chief, combining the City and Staff Attorney positions, and hiring a new in house employee IT Systems administrator.

While the change from 2019 to 2020 for the cost of health care with Arkansas Municipal League was not as drastic as it has been in the past, health costs continue to make up a large percentage of our personnel costs which in turn make up a large percentage of total fund costs specifically in the General Fund. In an effort to keep health care foremost on everyone's minds and to arm the employees with knowledge the Human Resources Department has hosted an Annual Wellness Fair since 2016. That department has continued to increase the services provided at this fair each year. Now it includes allowing employees to test their glucose levels, BMI and obtain flu shots as well as visit with providers of retirement and banking services.

Since 2014 employee evaluations have only been allowed to yield up to a max of 1% increase in pay. This is not in keeping with the surrounding market. Before 2018 every other year the city hired an outside firm to conduct a salary study. Starting in 2018 the City plans to have this evaluation done each year. The 2018 JESAP study found no employees to be under the minimum wage funding. This was a vast improvement over prior years and an indication that our 3% and 4% raises in 2018 helped correct our overall bell curve regarding wage distribution. One recommendation that did come out of this year's JESAP study was to "direct pay increases to non-uniform positions" as these continue to be the positions most out of alignment with the market. Uniformed Fire and Police continue to receive their Step and Grade adjustments each year in addition to any City approved raises which has assisted them in keeping more closely aligned with the surrounding market. The 2019 adopted budget did not implement any raises beyond the 1% max discussed above. However, Administration and Council decided midyear to use Sales Tax that came in above estimates to fund an across the board 2% raise. In the following two months it was determined by the 2019 JESAP study that this raise did not allow Bryant to keep pace with its

surrounding cities. The 2019 JESAP ranked Bryant's payroll as 7% below the average of the group.

The only true solution to keep pace with market demands in payroll is growth in sales tax and the subsequent spending of that growth on Payroll and the employees. 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.

With growth comes opportunities, change, and challenges. The Mayor, Council and city employees look forward to 2020 and serving you the very best we can with the resources you have entrusted to us. We hope you enjoy the following pages explaining the Budget process, department accomplishments, goals, and the accompanying resources dedicated to achieving those goals.

Sincerely, Joy Black
City of Bryant, Finance Director

2020 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 2020 budget will be prepared and presented to Council for approval in that same fashion.

2020 Budget Timeline

Budget started in Springbrook (General Ledger Software) by Dept Heads, Revision I	Week	9/11/19-9/17/19
Time slots set aside for Meetings between Finance Director, Dept Heads, and the Mayor	Week	9/9/19-9/17/19
Budget Deadline for all Dept Heads to have all issues worked out and numbers in Springbrook	Monday	10/14/19
Budget Workshop with Council - on Payroll, Certification And Education Pay	Tuesday	10/15/19
Budget Workshop with Council - one page of options	Tuesday	11/5/19
Fullfilling 14-58-201 Mayor to give Budget to Council by Dec 1st	Tuesday	11/19/19
Budget Adopted by Ordinance at Council Meeting	Tuesday	12/17/19

2020 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	\$10,444,371	\$5,542,989	\$ 530,464	\$926,419	\$17,444,243
Health and Quality of Life for the Citizens and Visitors to Bryant Parks	\$2,573,923	\$5,542,989	\$ 530,464	\$926,419	\$9,573,795
Connectivity Street, MS4	\$4,501,657		\$ 530,464		\$5,032,121
Smart Growth Planning, Admin, IT	\$1,355,306		\$ 530,464		\$1,885,770
Totals	\$18,875,257	\$11,085,978	\$ 2,121,856	\$1,852,838	\$33,935,929

RESOLUTION NO. 2019 -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

Approved as to Form:

Josh Farmer, City Attorney

ATTEST:

Sue Ashcraft, City Clerk



GOVERNMENT FINANCE OFFICERS ASSOCIATION

*Distinguished
Budget Presentation
Award*

PRESENTED TO

City of Bryant

Arkansas

For the Fiscal Year Beginning

January 1, 2019

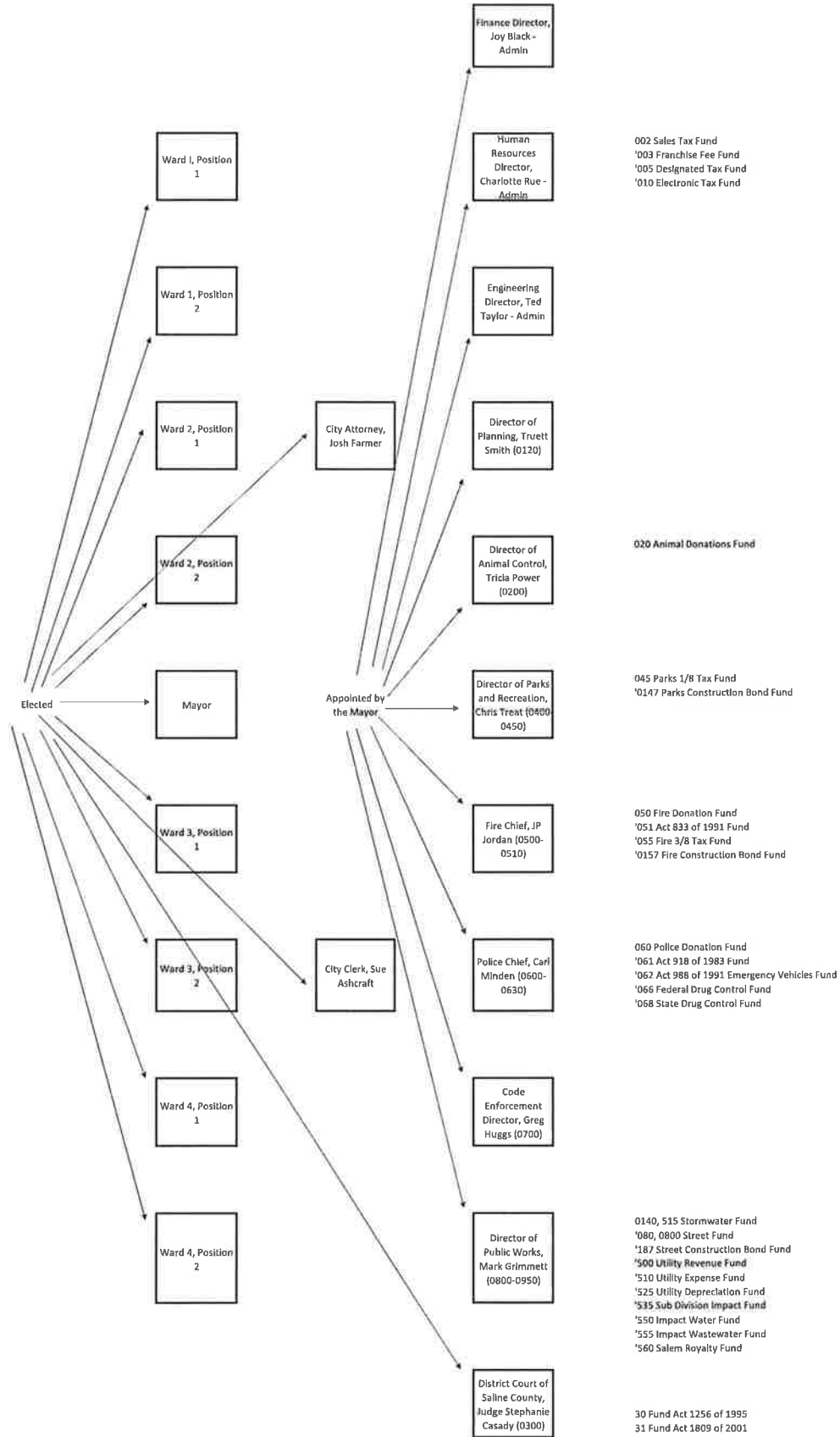
Christopher P. Morrill

Executive Director

Government Finance Officers Association of the United States and Canada (GFOA) presented a Distinguished Budget Presentation Award to 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 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.

CITIZENS OF BRYANT



PURCHASING/PURCHASE ORDER CITY POLICY

All Purchase Orders (PO) require Department Head or Department Head Delegate approvals. Any over \$250 require second level approval by either the Finance Director or the Mayor. All PO's over \$2500 require the Department Head to decide if the purchase is a Capital Asset (ie. long-term tangible piece of property that the City owns and uses and is not expected to be consumed or converted).

Under Revision	
All PO's for capital items with 58XX.	digits beginning
Any PO over \$2500 require quotes.	the PO for approval.
Quotes are not required if the product was purchased using the Standard Catalogue.	if the product was above are
applicable they must be used.	
PO's over \$20,000 require specific budget approval by City Council.	require specific the year.

Emergencies, the exception, not common place by definition. Do action needed to prevent further problems but submit three written quotes after the fact.

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.

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.

Ordinance 2007-35 , ACA 14-58-303 and ACA 14-58-306, outlines that the Mayor may sell city assets not exceeding \$6000 in fair market value without competitive bidding. The sale of city assets over \$6000 in fair market value must be brought to council for disposal approval and recommendations.

Ordinance 2014-01 ACA 14-43-501 provides for organization of the City Council meetings and approval of the financial report from the previous month as a new business item at each monthly council meeting.

	Admin	Planning	Animal Control	Court	Park	Fire	Police	Code	General TOTAL	Street	Water/WW
2017 Adopted BudRevenues	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
2017 Adopted BudExpenses	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
2017 Adopted 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)
Proposed 2018 Revenues	5,270,000	7,000	484,500	743,420	1,322,995	2,880,450	1,570,980	360,045	12,639,390	2,822,445	7,648,459
Proposed 2018 Expenses	994,052	184,000	484,342	458,932	2,541,961	3,914,522	4,545,102	381,702	13,504,612	5,520,980	13,440,990
Proposed 2018 Net	4,275,948	(177,000)	158	284,488	(1,218,966)	(1,034,072)	(2,974,122)	(21,657)	(865,222)	(2,698,535)	(5,792,531)
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)
Requested Revision I											
Proposed 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
Proposed 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)
Capital										1,106,500	5,659,550
Revenues									Capital for Stormwater	675,000	
Tax	5,747,000		480,000		1,080,000	3,000,000	1,200,000		2020 Revenues for Stormwater Forecasted at \$294,500	506,755	3,131,058
Other	2,000	7,000	31,500	743,420	1,085,495	60,950	385,480	44,000		2,359,845	1,775
Total	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
Expenses											
Personnel	665,729	158,927	425,116	435,498	1,487,150	3,602,705	3,859,663	321,029	10,955,817	1,089,944	2,029,753
Building&Grounds	45,315	3,690	40,424	24,450	660,150	149,999	124,142	6,220	1,054,390	75,360	570,328
Vehicle	3,425	10,700	9,100	0	33,000	117,000	234,250	12,500	419,975	314,930	157,800
Supply	9,500	1,200	14,750	11,000	98,100	108,400	1,800	4,000	248,750	248,290	2,232,287
Operations	64,400	20,100	15,945	3,000	29,623	0	53,900	14,800	201,768	346,478	785,900
Professional Services	40,100	48,300	18,525	6,500	173,620	3,000	9,450	25,400	324,895	325,500	115,000
Miscellaneous	171,370	22,550	2,000	4,960	25,080	12,900	208,840	2,900	450,600	19,655	113,360
Contract/Donations/Overlays	90,000								90,000	300,000	
Grant/Bonds/Transfers								31,200	31,200	0	1,852,838
Fixed Assets/Leases					67,200	173,005	356,000		596,205	1,102,500	5,104,550
Total	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

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. Roughly each month for the last two years the city has averaged around \$1,000,000 a month. 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 2020.

	Monthly	Annually
1% GF	400,000	4,800,000
1/8 Parks	50,000	600,000
3/8 Fire	150,000	1,800,000
4/8 Bond	200,000	2,400,000
Animal 10%	40,000	480,000
Parks 10%	40,000	480,000
Fire 25%	100,000	1,200,000
Police 25%	100,000	1,200,000
Street 30%	120,000	1,440,000
Total	1,200,000	14,400,000

Divided by 3 400,000 4,800,000

Where the Money comes from

DRAFT

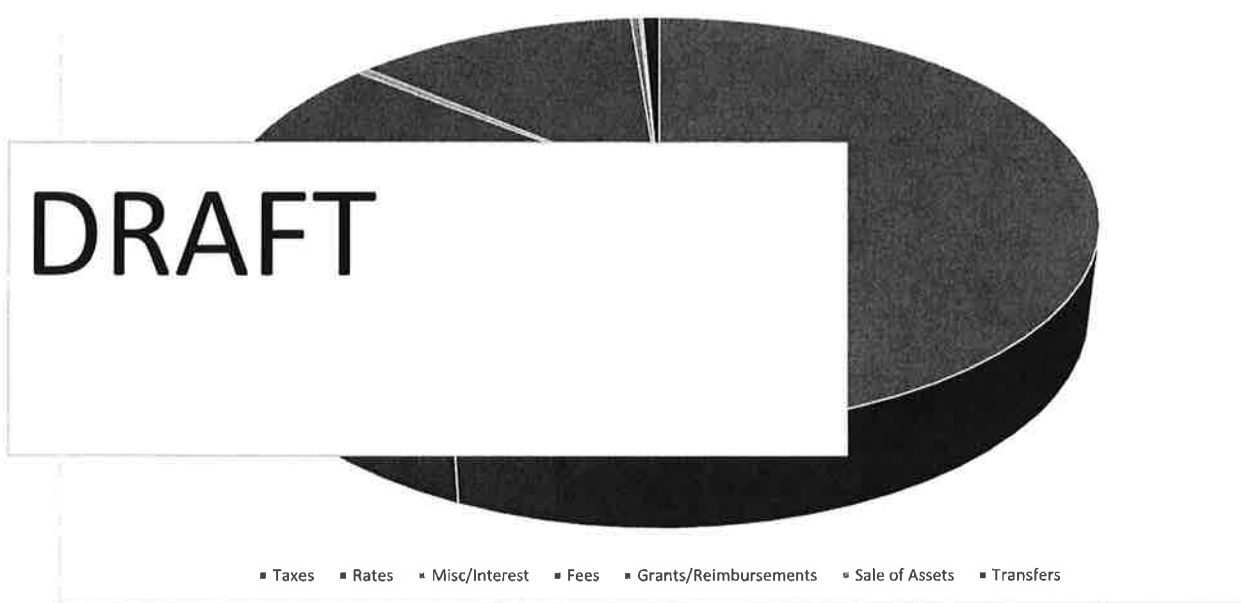
- Taxes
- Rates
- Misc/Interest
- Fees
- Grants/Reimbursements
- Sale of Assets
- Transfers

Where the Money Goes

DRAFT

- Personnel
- Building&Grounds
- Vehicle
- Supply
- Operations
- Professional Services
- Miscellaneous
- Contract/Donations
- Grant
- Fixed Assets
- Debt
- Transfers

Where the Money comes from



Where the Money Goes



Category	Accounts	Budgeted Amounts	Enterprise/ Governmental
R50 Sale of Services	4504-4569	8,385,528.00	E
R60 Misc Rev	4600	1,125.00	E
R62 Intergovernmental Revenues	4625-4632	7,102,800.00	E
<h1>DRAFT</h1>			E
			E
			E
			E
			E
			E
			E
			E
			E
			E
E68 Contract/Donations	5680-5682	0.00	E
E70 Grant	5700-5705	0.00	E
E72 Bond Expense	5722	1,113,436.00	E
E80 Fixed Assets/Debt/Leases and Overlays	5800-5910	4,917,822.00	E
R10 Taxes Sales	4656	40,000.00	G
R15 Taxes Property	4150-4152	2,487,518.00	G
R20 License, Permits and Fees	4200-4258	353,045.00	G
R30 Membership Fees	4300-4323	345,000.00	G
R33 Rental Fees	4332-4354	173,995.00	G
R36 Park Program	4259-4260, 4360, 4390	165,000.00	G
R40 Fines and Forfeitures	4400-4428	539,680.00	G
R50 Sales of Service	4500-4534	195,000.00	G
R60 Misc Rev	4600, 4602, 4394, 4650	283,970.00	G
R62 Intergovernmental Revenues (Sales Tax)	4626-4629	11,410,000.00	G
R64 Reimbursement	4640, 4560	399,500.00	G
R66 Sale of Equipment	4900	40,000.00	G
R70 Grant Revenues	4700-4705	31,200.00	G
R74 Sponsorship Revenues	4740-4742	110,000.00	G
R85 Interest Revenues	4850	1,750.00	G
E01 Personnel	5000-5070	11,256,507.20	G
E10 Building & Grounds	5102-5145	1,105,661.36	G
E20 Vehicles	5200-5225	534,225.00	G
E30 Supplies	5300-5380	501,000.00	G
E40 Operations	5405-5547	432,300.00	G
E55 Prof Services	5550-5593	626,039.80	G
E60 Misc	5600-5650	525,694.90	G
E68 Contract/Donations	5680-5682	65,000.00	G
E70 Grant	5700-5705	31,200.00	G
E80 Fixed Assets/Debt/Leases and Overlays	5800-5910	1,713,839.86	G

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.

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	Parks, Fire, and Street Impr		Amendment 62			Street Impr			
Security	.50 tax		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				

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

The city of Bryant uses the Job Evaluation and Salary Administration Program known as JESAP. 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. Each year when the budget process begins the most currently available JESAP study is reviewed by Council as well. Below some of the more recent items related to the budgeting process and JESAP are noted.

NOTE I - With the passing of the 2016 Budget the Council approved to move any employees below the ending 2015/beginning 2016 JESAP up to the minimum and adopt that JESAP. This was a critical step to maintaining the competitiveness of the City's salaries within the local market. At this time the City planned to review JESAP every other year to remain competitive.

NOTE II - In preparation for the 2017 Budget Book it was discovered that ten of the Police Patrol Positions listed on the Full Time Equivalent City Budgeted Employee Listing were RES Voluntary Positions that were only paid LOPFI (Local Police and Fire Retirement) and Worker's Comp so those ten positions were removed from the chart.

NOTE III - In preparation for the 2018 budget book and in conjunction with the bi annual JESAP review it was discovered the city of Bryant had fallen even further away from the surrounding markets in term of wages. During the preparation for the 2018 Budget Book Council approved reviewing the JESAP Study every year in order to prevent this from happening in the future. In this budget book all employees below the ending 2017/beginning 2018 JESAP Study were brought up to the minimum using a 4% raise and those in the 1st Quartile were given a 3% raise. Additionally, in a thorough review of budgeted positions that had remained unfilled six parks positions, 1.5 positions in Police and a previously Council frozen part time position in Code were removed from the budget. Public Works added three positions during 2018. With the passing of the 2018 Budget the Council approved and adopted the 2018 JESAP.

NOTE IV - During the 2019 budget process a review of the August 2018 JESAP Report was made and it was discovered that the 3% and 4% raises given in 2018 had helped Bryant to come more in line with the surrounding areas in terms of wages. In this report Bryant had only a 5.08% variance between it and the 12 local and regional surveys. As in the 2018 year with the passing of the 2019 Budget the Council approved and adopted the August 2018 (most current) JESAP.

NOTE V - During the 2020 budget process the 2019 JESAP was reviewed and Departments Heads along with the Mayor discussed at length how best to deal with the issue that the study found the city of Bryant lower than the surrounding areas by an average of 7%.

Full Time Equivalent Budgeted Employees by Function/Program

Function/Program		2015	2016	2017	2018	2019	2020
General government	Staff attorney	1	1	1	1	1	(F) 0
	Elected attorney	(A) 1	1	1	1	1	1
	Mayor's office	3	3	(B) 4	4	3	3
	Human resources	3	3	3	3	3	3
	Finance	4	4	4	4	4	4
	City clerk	1	1	1	1	1	1
	Office of Technology	1	1	1	1	1	(H) 2
	Engineering	0	0	0	0	0	(I) 4
Community development	Planning	2	2	2	2	2	2
	Code	4	4	(C.) 5	5	5.5	5.5
Animal Control		4	4	4	4	4	(J) 6
Court (includes the Judge who is paid by the County)		8	8	8	8	8	8
Parks	Admin	6	6	4	4	4	(K) 3
	Parks	10	10	(C.) 13	14	14	13
	Recreation	8	8	10	(D) 3	3	4
Public Safety - Fire	Uniform	48	48	48	48	48	(L) 49
	Clerical	1	1	1	1	1	1
Public Safety - Police	Uniform (Patrol) (SAT)	21	21	(C.) 23	26	26	(M) 27
	Uniform (SRO)	7	7	7	7	8	8
	Uniform (K9)	2	2	2	2	2	2
	CID	4	4	4	4	4	4
	Communication (Dispatch)	10	10	10	10.5	10.5	(N) 10
	Admin/Warrants/Training/PIO	10	10	10	(D) 5	6	(G) 8
	Admin (includes Customer Service 3 and Pumps&Controls 4)	3	3	(C.) 5	13	12	12
Stormwater (MS4)	3	3	3	3	3	3	
Street and drainage	15	15	14	14	14	13	
Enterprise funds	Water	8	8	10	5	5	7
	Wastewater	14	14	13	13	19	14
Total		202	202	211	206.5	213	217.5

SOURCE: HR

(A) In 2015 for the first time an election was held for the City Attorney position.

(B) In 2017 a temporary multidepartmental position was added in the Mayor's office to address one time software training items.

(C.) Also in 2017 a new code officer, two new police officers, three parks positions, and two public works positions were added. These positions had been requested for some time and when funding became available were added.

(D) In 2018 a review was mde 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.

(E.) In 2018 for the 2019 Budget the temporary position listed in item (B) 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.

(F) combined with Elected City Attorney position

(G) Added PIO and Admin Assist

(H) Hired in house IT, added one more position in 2020

(I) Made Project Management from PW its own Eng. Dept

(J) Added new Tech and new Officer positions

(K) Moving Admin Assist position to Rec and?

(L) Added new Fire Marshall position

(M) includes 2 prop patrol in new S&G?

(N) no Frozen Part time Dispatch

GOVERNMENTAL FUNDS

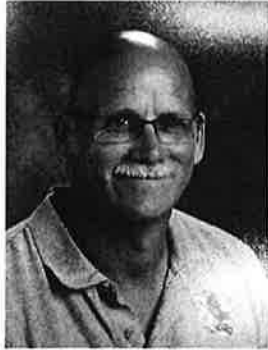
The City has two major Governmental Funds - the General Fund and the Street Fund. The General Fund includes the Sales Tax Fund 002, the Franchise Fee Tax Fund 003, the Fire and Police Donation Funds when it is shown in the audited financial statements. However, so that the individual budgeted lines can 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. Planning is department 0120. 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 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.

2019 Accomplishments:

1. Established Coffee with The Mayor on the first Saturday of every month.
2. Improved the monthly newsletter that goes in the water bill.
3. Conduct regular meetings with the Greater Bryant Chamber to discuss attraction and retention of business and commerce to Bryant.
4. Conduct regular meetings with Mayor Farmer (Benton) and Judge Arey (Saline County) to discuss common issues affecting each of our areas.
5. Allocated up to \$1,000,000 in additional funds to be used for improvements in areas of the city that are prone to flooding.
6. Implemented a several year program to update and improve the City Park System
 - a. Constructed the Bark Park at Alcoa Park, creating a safe place for dogs to play off-leash.
 - b. Updated the baseball fields at Ashley Park, including a new layout of the ball fields and new lighting for the park.
7. Began the process of updating and improving city policies and procedures to improve city government.
8. Continued with the construction of Bryant Parkway by completing the section between the Interstate and Shobe Road.
9. Began the engineering of the connector road from Pricket Road to Woodland Park Road.
10. Installation of a traffic signal at Reynolds Road and Highway 183 and continue to pursue the installation of a traffic signal at Parkway and Highway 5.
11. Began redesign of the intersection of Springhill Road and Hilltop Road to mitigate flooding issues.
12. Started "Pops in the Park" for a community celebration of The Fourth of July.

First Term (2019-2022) 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. Promote the Career and Technology Center that is being constructed in Saline County to build a skilled workforce.
4. Continue to update and improve city policies and procedures to enhance the efficiency of city government.
5. Continue with the construction of Bryant Parkway from Shobe Road to Hill Farm Road.
6. Continue to improve the city water and wastewater infrastructure.
7. Continue to improve connectivity to improve traffic flow through Bryant.
8. Continue to ensure public safety through continuous improvements in the police and fire departments.
9. Continue to improve the city stormwater system to mitigate flooding problems and improve property values.
10. Continue the multi-year improvements to the city park system to increase livability in Bryant.

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 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.



Josh Farmer

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

The Human Resources Department at City Hall



HR Assistant, Osha Martin

Human Resources Director, Charlotte Rue

HR Manager, Alisha Runnells

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.

- 2019 Accomplishments:
1. Updated benefits by providing education and info about 457(b) plan
 2. Upgraded receptionist role to HR Assistant
 3. Restructured Public Works Personnel
 4. Redesigned portions of our Wellness Program to target employee needs better
 5. Proposed education pay city wide

- 2020 Goals:
1. Implementation of a city wide employee appreciation program
 2. Continue to optimize our use of Springbrook, growing our HR modules, implementing ESS and building upon our intranet.
 3. Implement a new evaluation process. Provide training to supervisors on the new process.
 4. Build upon our orientation program, developing new HR documents, market the benefits of working for the City and conduct basic process training.
 5. Continue growth of city programs such as wellness
 6. Continue to review and upgrade the employee handbook.
 7. Continue to evaluate our offered benefit packages (including evaluating getting new and current employees all onto one accrual schedule for sick and vacation time)

The Finance Department at City Hall



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

Finance Coordinator I, Melda Brown, retired 9/6/19 and was replaced by Crystal Winkler from the Code Department.

Accounts Payable Technician, Tabatha Koder

Finance Coordinator II, Karen Bridgman, retired 8/26/19 and was replaced by 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.

2019 Accomplishments:

1. Completion of the 2018 Audit.
2. For the 2nd year in a row obtained the GFOA Budget Book Award
3. Continued to create and maintain bond requisition documentation for the Parks, Fire and Street 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 planned to have adequate back ups in the Finance Department for key functions
7. Helped to create a smooth transition from one Mayor to the next Mayor

2020 Goals:

1. Completion of the 2019 Audit in a timely manner.
2. For the 3rd year in a row obtain the GFOA Budget Book Award
3. Continue to explore aligning the Amendment 78 financing for vehicles across the City
4. Assist the Mayor in finding funding opportunities for the completion of the Bryant Parkway
5. With the new personnel continue to evaluate the finance staff position's work load and team balance.
6. Continue to work with the Department Heads on 5 year plans for Capital and Operations
7. Start the process of upgrading the General Ledger Software

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:

Construction Project
Coordinator
Scott Chandler

Construction Project
Coordinator
Joe Henry

Construction Project
Coordinator
Daran Robertson

- 2019 Accomplishments:**
- Completion of the Bryant Parkway Raymar to Shobe Rd.
 - Highway 5 Widening - Final Utility Relocation Complete
 - Began design of new water main relocation of Indian Springs
 - Northlake Sanitary Sewer capacity study completed
 - Water/Wastewater spec book update completed
 - Expanded GIS and Water/Wastewater assets (Including Fire Hydrants)
 - Added 10,217 Linear Feet of new sewer line and 21,790 Linear feet of new water line and assets to our GIS mapping system
 - 5-Year Valve Maintenance program initiated
 - Reynolds/Hill Farm Traffic Signalization completed
 - Heart of Bryant 3rd Street Sidewalks complete
 - 34 Commercial building plans reviewed and inspected
 - Currently managing 33 construction related projects
 - 3,317 Construction locates with Zero asset damage

Information Technology (IT) Department

- at City Hall

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.

- 2020 IT Goals:**
1. Replace all computers that are 5 years old or older
 2. Upgrade all computers that are less than 5 years old to Windows 10
 3. Upgrade all servers that are running Server 2008 to Server 2016
 4. Replace network copiers
 5. Implement network wide web filtering
 6. Migrate servers that are still at City Hall to Public Safety
 7. Build a full network inventory database
 8. Implement a trouble ticket system for network users
 9. Replace/upgrade old cell phones
 10. Implement/re-configure city-wide Wi-Fi network
 11. Implement network connectivity to Mills Park for phones and security cameras
 12. Work with Courts to build a relationship that may facilitate City IT to manage Courts' network resources
 13. Get training on security cameras, access control, and Google Suite to provide better support

Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
001-0100-4150	State Turnback	Per AML City & Town \$14.90 population of 16,888 rounded	\$248,000.00	\$248,000.00	\$264,386.34	\$264,717.52
001-0100-4151	Saline County Trees - Turnback	Open to review	\$500,000.00	\$500,000.00	\$577,607.62	\$593,949.02
001-0100-4600	Miscellaneous Revenue	Nothing planned	\$1,000.00	\$1,000.00	\$18,813.77	\$5,213.02
001-0100-4602	A&P Admin Fees	Committee Disbanded in 2019	\$0.00	\$7,200.00	\$3,788.52	\$0.00
001-0100-4627	Xfer from Sales Tax	1% Increase based Aug 2019 Sales Tax	\$4,824,000.00	\$4,520,000.00	\$4,452,000.00	\$3,873,000.00
001-0100-4629	Xfer Franchise Tax F621	Set Transfer amount from the Franchise Fee Fund 003	\$175,000.00	\$175,000.00	\$444,750.00	\$444,750.00
001-0100-4850	Interest Revenue	Estimate based on prior years cash balance	\$1,000.00	\$1,000.00	\$2,372.30	\$2,040.76
		Total Admin Revenues	\$5,749,000.00	\$5,452,200.00	\$5,763,718.55	\$5,183,670.32
		Personnel Category Totals	\$665,729.47	\$620,075.77	\$471,253.16	\$474,768.19
		Building and Grounds Expense Category	\$45,315.00	\$56,227.40	\$53,255.71	\$76,334.20
		Vehicle Expenses	\$3,425.00	\$3,425.00	\$1,723.66	\$1,851.22
		Supplies Expense	\$9,500.00	\$9,500.00	\$11,383.55	\$6,970.48
		Operations Expense	\$64,400.00	\$36,100.00	\$52,074.16	\$50,397.35
		Professional Services Expense	\$40,099.80	\$43,099.80	\$55,947.31	\$54,006.92
		Misc. (IT) Expenses	\$171,370.00	\$147,850.00	\$197,628.82	\$242,315.19
		Donation/Contract Expenses	\$90,000.00	\$65,000.00	\$65,000.00	\$65,000.00
		Total Admin Expenses	\$1,089,839.27	\$981,277.97	\$908,266.37	\$971,643.55
002-0100-4105	One Cent Sales Tax	1% Increase off Aug 2019 sales Tax	\$4,824,000.00	\$4,520,000.00	\$4,489,817.20	\$4,350,331.77
002-0100-4850	Interest Revenue	Default Description	\$250.00	\$250.00	\$765.47	\$640.42
002-0100-5620	Xfer to General	Default Description	\$4,824,000.00	\$4,520,000.00	\$4,452,000.00	\$3,873,000.00
003-0100-4502	AT&T / SW Bell Franchise Fee	Default Description	\$150,000.00	\$150,000.00	\$102,852.65	\$135,708.17
003-0100-4506	Centepoint Energy Franchise Fa	Default Description	\$200,000.00	\$200,000.00	\$226,115.82	\$165,814.18
003-0100-4508	Fidelity Franchise Fee	Default Description	\$15,000.00	\$15,000.00	\$16,798.50	\$15,082.47
003-0100-4510	Comcast Cable Franchise Fee	Default Description	\$75,000.00	\$75,000.00	\$73,984.75	\$76,884.50
003-0100-4526	Energy Franchise Fee	Default Description	\$600,000.00	\$600,000.00	\$561,234.04	\$602,905.20
003-0100-4528	First Electric Franchise Fee	Default Description	\$275,000.00	\$275,000.00	\$328,776.19	\$319,354.82
003-0100-4584	Windsream Franchise Fee	Default Description	\$15,000.00	\$15,000.00	\$16,189.21	\$15,479.62
003-0100-4850	Interest Revenue	Default Description	\$300.00	\$300.00	\$648.48	\$516.11
003-0100-5620	Xfer to General	Default Description	\$175,000.00	\$175,000.00	\$444,750.00	\$444,750.00
003-0800-5622	Xfer to Fund 185	Debt Payments to First Security Trust for Street Debt	\$649,000.20	\$649,000.20	\$645,653.40	\$641,122.66
005-0100-4850	Interest Revenue	Default Description	\$700.00	\$700.00	\$898.88	\$938.04
005-0200-4100	Designated Tax - AC	Default Description	\$480,000.00	\$452,000.00	\$448,981.73	\$435,033.20
005-0200-5620	Xfer to General - AC	Default Description	\$480,000.00	\$452,000.00	\$444,999.96	\$415,999.92
005-0400-4100	Designated Tax - Park	Default Description	\$480,000.00	\$452,000.00	\$448,981.73	\$435,033.20
005-0400-5620	Xfer to General - Park	Default Description	\$480,000.00	\$452,000.00	\$444,999.96	\$415,999.92

005-0500-4100	Designated Tax - Fire	Default Description	\$1,200,000.00	\$1,130,000.00	\$1,122,454.32	\$1,087,582.96
005-0500-5520	Xfer to General - Fire	Default Description	\$1,200,000.00	\$1,130,000.00	\$1,311,584.10	\$1,041,000.00
005-0600-4100	Designated Tax - Police	Default Description	\$1,200,000.00	\$1,130,000.00	\$1,122,454.31	\$1,087,582.96
005-0600-5520	Xfer to General - Police	Default Description	\$1,200,000.00	\$1,130,000.00	\$1,113,000.00	\$1,041,000.00
005-0800-4100	Designated Tax - Street	Default Description	\$1,440,000.00	\$1,356,000.00	\$1,346,945.11	\$1,305,099.45
005-0800-5522	Xfer to Street	Default Description	\$1,440,000.00	\$1,356,000.00	\$2,085,999.96	\$1,249,999.92
114-0000-5722	Bond Principle Pmt	Paid by Regions Trustee	\$1,480,338.00	\$1,480,338.00	\$1,444,999.78	\$749,209.99
114-0100-4610	Loan Proceeds from Sales Tax	Sales Tax from State 4/8	\$2,400,000.00	\$2,260,000.00	\$2,244,998.81	\$164,506.63

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.

2019 Accomplishments:

1. Filled Position of Planner
2. Continued updating Comprehensive Growth Plan
3. Revised City Wide Zoning Code
4. Created a Business Center Webpage
5. Submitted for the BUILD Grant as well as many ARDOT and Metroplan Grant opportunities
6. Implemented Public Hearing signage for better community involvement

2020 Goals:

1. Implement New Commercial Zoning Code
2. Rewrite City Subdivision Code
3. Implement Pattern Zoning in Heart of Bryant
4. Finish and Implement new Comprehensive Growth Plan
5. Continue to develop the Departments GIS capabilities
6. Determine software solutions for the department with and emphasis on project storage, ease of access and public engagement

Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
001-0120-4206	Annex/Rezoning Fees	20 Applications at \$125 each	\$2,500.00	\$2,500.00	\$1,295.00	\$1,335.00
001-0120-4250	Subdivision Plat & Filing Fees	16 Temp Bus at \$25 each = \$400 & 10 Subdivisions Averaging \$410 in fees each	\$4,500.00	\$4,500.00	\$2,189.00	\$4,664.00
		Total Planning Revenues	\$7,000.00	\$7,000.00	\$3,484.00	\$5,999.00
		Personnel Expenses	\$158,926.80	\$168,132.37	\$97,062.80	\$85,473.60
		Building and Grounds Expenses	\$3,690.00	\$4,150.00	\$3,711.78	\$3,172.18
		Vehicle Expenses	\$10,700.00	\$0.00	\$0.00	\$0.00
		Supplies Expense	\$1,200.00	\$1,200.00	\$575.88	\$310.17
		Operations Expense	\$20,100.00	\$20,100.00	\$17,420.66	\$16,827.41
		Professional Services Expense	\$48,300.00	\$15,600.00	\$14,105.92	\$15,360.92
		Misc (IT) Expense	\$22,550.00	\$111,085.00	\$122,060.62	\$105,930.55
		Planning Expense Totals	\$265,466.80	\$320,267.37	\$254,937.66	\$227,074.83

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, to be
added in 2020

Animal Control Tech,
to be added in 2020

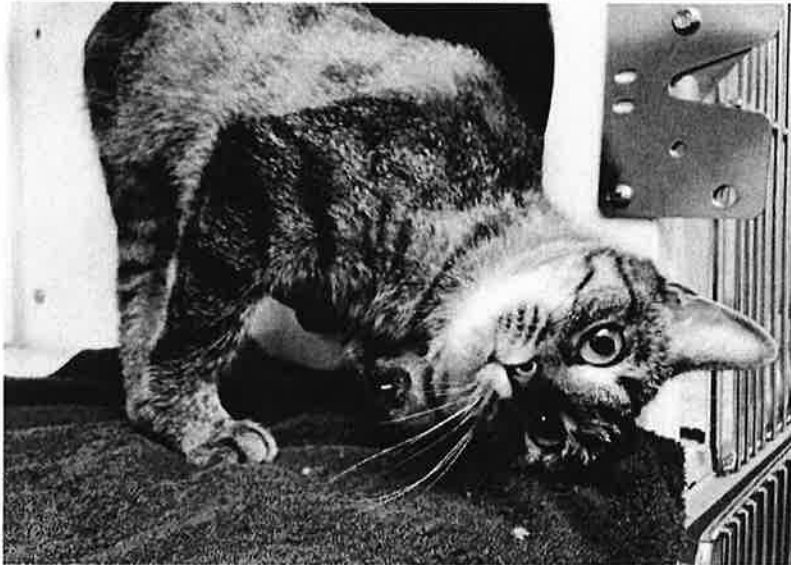
The mission of Bryant Animal Control and Adoption Center is to provide compassionate, timely and effective response to domestic animal situations in order to ensure the safety of all citizens and animals through the consistent enforcement of state and local laws relating to the humane treatment and control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

2019 Achievements

1. Created an online portal to apply for and renew animal establishment permits and wildlife permits.
2. Re - established Saturday Center Hours.
3. New Animal Control Officers were certified
4. Updated the Animal Control portion of the City's website to provide a greater range of information and services on line.
5. Implemented Shelter Volunteer Program
6. Bryant Bark Park - Project was transferred to the Parks Dept and was completed in 2019.

2020 Goals:

1. Add 1 Full Time Animal Control Officer
2. Add 1 Permanent Full Time Animal Care Technician
3. Decrease length of stay for cats in the shelter by an average of 10%.
4. Finalize and implement a Shelter Disaster Plan
5. Finalize and implement a City Wide Animal Disaster Response Plan



Animal Control had a busy year. See several notable moments in the pictures above.

All Account Number	Account Description	Budget Line Description	2020 Proposed Budg	2019 Budget Adopted	TI 2018 Final Actuals	2017 Final Actuals
001-0200-4202	Adoption Revenue	Typically \$15 per animal, occasionally more or less depending on the species and "specials" to clear long-term animals out of the shelter.	\$4,000.00	\$4,000.00	\$5,186.00	\$5,265.00
001-0200-4222	Misc Revenue - Animal Control	Fees collected that don't fall into any other category.	\$8,000.00	\$8,000.00	\$10,995.33	\$10,950.68
001-0200-4224	Dog License Fee	Animal Establishment Permit Fees & Wildlife Permit Fees.	\$1,000.00	\$2,000.00	\$1,131.00	\$1,710.50
001-0200-4246	Spay & Neuter Revenue	Fees collected to pay for spay/neuter of adopted pets.	\$12,500.00	\$12,500.00	\$12,690.00	\$13,120.00
001-0200-4420	Animal Control Fines	Impound & Boarding Fees.	\$6,000.00	\$6,000.00	\$5,650.00	\$5,340.00
001-0200-4627	Xfer Designated Tax	\$480K based on 2% increase on 2019 thru August	\$480,000.00	\$452,000.00	\$444,999.96	\$415,999.92
001-0200-4680		Donations given to help the shelter or help with fundraising projects for the shelter.	\$0.00	\$0.00	\$0.00	\$0.00
001-0200-4682		Donations given to build or help with fundraising for the dog park.	\$0.00	\$0.00	\$0.00	\$0.00
		Total Animal Revenues	\$511,500.00	\$484,500.00	\$480,652.29	\$452,386.10
		Personnel Expense	\$425,115.66	\$301,875.93	\$305,701.90	\$275,519.89
		Building and Grounds Expense	\$40,424.00	\$32,890.00	\$37,518.73	\$29,651.46
		Vehicle Expense	\$9,100.00	\$10,200.00	\$8,244.10	\$7,061.57
		Supplies Expense	\$14,750.00	\$10,400.00	\$12,022.30	\$9,386.96
		Operations Expense	\$15,945.00	\$73,820.00	\$72,816.37	\$72,794.13
		Professional Services Expense	\$18,525.00	\$18,525.00	\$24,694.26	\$24,985.24
		Misc (IT) Expense	\$2,000.00	\$3,500.00	\$2,935.00	\$4,310.53
		Animal Total Expense	\$525,859.66	\$451,210.93	\$463,932.66	\$423,709.78
020-0200-4680	Donation Revenue Ord 2011-24		\$2,500.00	\$2,500.00	\$1.85	\$0.00
020-0200-4682	Donation Dog Park -Ord 2011-24	This needs to be moved under Parks	\$1,000.00	\$1,000.00	\$0.00	\$0.00
020-0200-4850	Interest Revenue		\$5.00	\$5.00	\$11.49	\$11.57
020-0200-5580	AC Donation Expense	Plans to build Refurbish Donated Trailer for Adoptions	\$5,000.00	\$3,505.00	\$3,186.91	\$3,403.95



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.

Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
001-0300-4400	Act 316 of 1991 Revenue	Default Description	\$200.00	\$200.00	\$217.44	\$217.44
001-0300-4412	City Attorney Reim	Default Description	\$26,000.00	\$26,000.00	\$26,288.16	\$26,288.16
001-0300-4414	Court Fines	Default Description	\$400,000.00	\$400,000.00	\$464,997.03	\$426,878.41
001-0300-4416	District Court Reim	Default Description	\$14,000.00	\$14,000.00	\$14,172.48	\$14,172.48
001-0300-4424	Judge Retirement Reim	Default Description	\$4,700.00	\$4,700.00	\$4,738.08	\$4,738.08
001-0300-4426	Ordinance 89-15 Revenue	Default Description	\$23,000.00	\$23,000.00	\$23,599.20	\$23,599.20
001-0300-4428	Warrant Fees	Default Description	\$65,000.00	\$65,000.00	\$78,634.50	\$103,354.78
001-0300-4600	Miscellaneous Revenue	Interest, Bauxite \$14,4K, Shannon Hills \$12K, Haskeil \$24K	\$50,520.00	\$50,520.00	\$36,452.86	\$21,750.58
001-0300-4640	Saline County	Default Description	\$160,000.00	\$160,000.00	\$114,273.33	\$195,752.20
		Total Court Revenues	\$743,420.00	\$743,420.00	\$763,373.08	\$816,751.33
		Personnel Expenses	\$435,497.94	\$413,298.08	\$381,588.76	\$356,083.93
		Building and Grounds Expense	\$24,450.00	\$27,490.00	\$29,152.68	\$14,774.52
		Supplies Expense	\$11,000.00	\$9,000.00	\$7,130.77	\$7,257.78
		Operations Expense	\$3,000.00	\$3,000.00	\$2,238.76	\$1,299.08
		Professional services Expense	\$6,500.00	\$6,500.00	\$3,761.50	\$2,398.05
		Misc. (IT) Expense	\$4,959.90	\$4,959.90	\$3,406.62	\$2,832.01
		Courts Total Expense	\$485,407.84	\$464,247.98	\$427,279.09	\$384,645.37
030-0300-4404	Act 1256 Civil Division	Default Description	\$71,250.00	\$71,250.00	\$77,400.00	\$78,965.00
030-0300-4406	Act 1256 District Court Rev	reducing per history in 2020 offset in line 5440	\$330,000.00	\$360,000.00	\$298,921.20	\$299,631.18
030-0300-5072	Act 1256 Judge Retirement	Default Description	\$5,200.00	\$5,200.00	\$4,738.08	\$4,738.08
030-0300-5400	Act 316 of 1991 Expense	Default Description	\$250.00	\$250.00	\$217.44	\$217.44
030-0300-5415	Act 918 of 1983 Expense	Default Description	\$17,500.00	\$17,500.00	\$16,111.68	\$16,111.68
030-0300-5425	Act 1256 Co Admin of Justice	Default Description	\$140,500.00	\$140,500.00	\$128,899.20	\$128,899.20
030-0300-5430	Act 1256 Court Costs	Default Description	\$15,250.00	\$15,250.00	\$14,172.48	\$14,172.48
030-0300-5435	Act 1256 City Attorney	Default Description	\$28,500.00	\$28,500.00	\$26,288.16	\$26,288.16
030-0300-5440	Act 1256 DFA (State)	reducing per history in 2020 offset in line 4406	\$167,250.00	\$197,250.00	\$161,489.28	\$163,764.26
030-0300-5445	Act 1256 Ordinance 89-15	Default Description	\$26,000.00	\$26,000.00	\$23,599.20	\$23,599.20
030-0300-5495	Act 1256 Intoximeter Expense	Default Description	\$900.00	\$900.00	\$805.68	\$805.68
031-0300-4408	Act 1809 of 2001 Revenue	Default Description	\$29,426.00	\$29,426.00	\$38,851.40	\$34,672.00
031-0300-4850	Interest Revenue	Default Description	\$20.00	\$20.00	\$40.09	\$35.16
031-0300-5600	Miscellaneous Expense	Default Description	\$0.00	\$0.00	\$0.00	\$0.00
031-0300-5608	Software - New & Renewals	Default Description	\$40,000.00	\$61,676.00	\$28,286.60	\$28,408.76



Bryant Parks & Recreation 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.

Parks and Recreation Department



Parks Director Chris Treat since 2016

Assistant Director - Parks Spencer McCorkel

Assistant Director - Recreation Keith Cox

Center Superintendent Ebonee Scott

Grounds Superintendent Matt Martin

Aquatics Coordinator Kristin Robinson

Community Outreach Coordinator Cassie Henry - Saorrone

Athletics & Program Coordinator Chet Dycus

Assistant Center Super Tyler Rollins

Foreman (2) Robert Summerville
Mike Beckwith
Dale Samford

Assistant Aquatics Coordinator Matt McCabe

Rec Part time Staff

Parks Staff Tracy Butler
Sylvia Boyd

Parks Labor Kevin Smith
Brett Tanner
John Stuckey

Lifeguards (XX)

Part Time

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

- 2019 Accomplishments:
1. Renovation of Ashley Park
 2. Dog Park completed and open
 3. New entrance signs at Mills, Ashley, and Alcoa
 4. Creation of emergency operations manual
 5. Established Bishop Park as a premier tournament destination in Arkansas.

- 2020 Goals:
1. Phase 2 of Ashley Park Renovation
 2. New pavilion and restrooms at Ashley Park
 3. Major upgrade to Aquatics facility HVAC and roof.
 4. Create and implement community engagement and outreach plan.

Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
001-0400-4627	Xfer Designated Tax	based on 2% over 2019 thru August	\$480,000.00	\$452,000.00	\$444,999.86	\$415,999.92
001-0400-4629	Xfer Park 1/8 O & M	based on 2% over 2019 thru August	\$600,000.00	\$565,500.00	\$556,500.00	\$520,999.92
		Personnel Expenses	\$751,922.60	\$720,934.37	\$582,401.53	\$571,843.10
		Building and Grounds Expense	\$3,884.00	\$3,500.00	\$3,473.50	\$2,538.98
		Vehicle Expenses	\$24,000.00	\$18,000.00	\$20,439.20	\$10,719.75
		Supplies Expense	\$100.00	\$100.00	\$3.25	\$19.78
		Professional Services Expense	\$20,000.00	\$20,000.00	\$10,771.70	\$38,942.58
		Misc (IT) Expenses	\$25,080.00	\$27,120.00	\$67,991.75	\$8,494.53
001-0400-5810	Fixed Assets - Equipment		\$0.00	\$7,000.00	\$404,504.66	\$214,280.39
001-0400-5840	Principal Loan - Vehicles	28% of \$225508.14	\$63,200.00	\$61,740.99	\$46,435.80	\$0.00
001-0400-5850	Interest Expense	28% of \$13891.74	\$4,000.00	\$5,268.58	\$4,838.17	\$0.00
		Parks General Expense Totals	\$892,186.60	\$856,663.92	\$735,354.90	\$632,558.72
001-0410-4500	Mills Pool-Admin/Concessions	This has been broken out into two lines due to sales tax on conces	\$63,000.00	\$6,000.00	\$6,276.90	\$45,398.83
001-0410-4534	Pavillion Fees	based on 2019 actuals	\$6,000.00	\$5,000.00	\$5,527.00	\$4,542.80
001-0410-4740			\$0.00	\$0.00	\$0.00	\$0.00
		Personnel Expenses	\$22,606.00	\$15,700.00	\$24,437.31	\$33,260.99
		Building and Grounds Expense	\$15,650.00	\$19,150.00	\$20,769.91	\$18,234.76
		Supplies Expense	\$15,500.00	\$16,000.00	\$13,679.13	\$10,232.98
001-0410-5700	Grant Expense	Closed out TAP grant in 2019	\$0.00	\$45,000.00	\$255,301.72	\$0.00
		Mills Park and Pool Total Expenses	\$53,756.00	\$95,850.00	\$314,188.07	\$61,728.73
001-0420-4740	User Agre Fees/Sponsors	we need to change this name to (participation fee)	\$24,000.00	\$24,000.00	\$11,700.00	\$5,000.00
		Building and Grounds Expense Total for Midland P:	\$47,620.00	\$28,000.00	\$57,964.57	\$16,659.53
001-0430-4259		need to remove this line	\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4300	Membership Family	Based on 2019 actuals	\$375,000.00	\$375,000.00	\$152,277.33	\$102,556.29
001-0430-4301			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4302	Membership Adults		\$0.00	\$0.00	\$26,550.00	\$33,095.00
001-0430-4303	Membership Youth		\$0.00	\$0.00	\$12,400.00	\$18,680.00
001-0430-4304	Membership Silver Sneakers		\$0.00	\$10,000.00	\$15,764.00	\$17,040.50
001-0430-4305			\$0.00	\$0.00	\$0.00	\$0.00

001-0430-4310			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4311			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4312			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4313			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4314			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4318			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4319			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4320			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4321			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4322			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4323			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4332	Equipment Rental	no change	\$80,545.00	\$82,545.00	\$4,298.00	\$2,110.00
001-0430-4334		Decrease GL's in transition to Civic Rec	\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4336			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4337			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4338			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4339			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4340	Room Rental Party Room	Based on 2019 actuals	\$15,000.00	\$15,000.00	\$9,957.00	\$14,462.00
001-0430-4341			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4342			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4344			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4345			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4347			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4348			\$0.00	\$0.00	\$0.00	\$0.00

001-0430-4350	Use Agreement Fees	Based on 2019 actuals	\$26,450.00	\$26,450.00	\$37,786.00	\$4,950.00
001-0430-4352			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4354	Tournaments	Based on 2019 actuals	\$65,000.00	\$50,000.00	\$38,052.98	\$28,769.00
001-0430-4360			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4364	Basketball	All programming not just basketball	\$63,000.00	\$63,000.00	\$32,820.00	\$41,389.00
001-0430-4366	BASS Swim Program	Based on 2019 actuals	\$38,000.00	\$42,000.00	\$34,028.35	\$54,549.55
001-0430-4370			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4374	Private Instruction	combined line for civic rec	\$0.00	\$1,500.00	\$2,399.68	\$9,282.57
001-0430-4376		Condensed	\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4382	Pool Swim Lessons	Based on 2019 actuals	\$55,000.00	\$55,000.00	\$52,184.99	\$72,105.00
001-0430-4390			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4394		Default Description	\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4500	Concessions - Bishop	Based on 2019 actuals	\$75,000.00	\$60,000.00	\$51,379.53	\$37,585.57
001-0430-4514	Daily Admissions Adults	Based on 2019 actuals	\$58,000.00	\$58,000.00	\$21,659.95	\$18,269.00
001-0430-4516	Daily Admissions Senior		\$0.00	\$0.00	\$1,416.00	\$1,644.00
001-0430-4518			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4520			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4522			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4524			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4530	Merchandise Sales	Based on 2019 actuals	\$10,000.00	\$10,000.00	\$8,799.37	\$3,271.50
001-0430-4532			\$0.00	\$0.00	\$0.00	\$0.00
001-0430-4534	Red Cross Programs	Based on 2019 actuals	\$12,000.00	\$9,000.00	\$8,953.00	\$9,687.50
001-0430-4600	Miscellaneous Revenue	Based on 2019 actuals	\$5,000.00	\$55,000.00	\$117,993.47	\$2,003.01
001-0430-4740	User Agre Fees/Sponsors	Addition of AHH for 15K	\$98,500.00	\$83,500.00	\$65,327.00	\$29,062.80
001-0430-4742			\$0.00	\$0.00	\$0.00	\$0.00

		Personnel Totals for Bishop Park	\$712,621.46	\$743,633.69	\$705,321.76	\$672,155.71
		Building & Grounds Totals for Bishop Park	\$573,836.00	\$570,740.00	\$628,669.74	\$626,534.80
		Vehicle Expense	\$9,000.00	\$13,300.00	\$14,751.86	\$46,838.47
		Supplies Expense	\$82,500.00	\$68,000.00	\$66,873.05	\$43,449.79
		Operations Expense	\$29,623.40	\$32,392.00	\$39,474.73	\$48,786.98
001-0430-5485	Inspections & Monitoring	Based on 2019 actuals see details	\$3,800.00	\$4,010.00	\$1,541.41	\$1,332.80
		Professional Services Exp for Bishop Park	\$149,720.00	\$149,565.00	\$151,752.61	\$150,786.36
001-0430-5811	Other Assets-Bishop	Proposed \$35K to be brought back in January	\$0.00	\$8,300.00	\$34,492.50	\$48,724.00
		Bishop Park Totals	\$1,561,200.86	\$1,589,940.69	\$1,642,877.66	\$1,638,608.91
001-0440-4260	Parks Rental	Based on 2019 actuals	\$6,000.00	\$2,500.00	\$387.50	\$0.00
001-0440-4740	User Agre Fees/Sponsors	Based on 2019 actuals	\$5,000.00	\$2,500.00	\$2,500.00	\$5,000.00
		Alcoa Park Building and Grounds Expense	\$9,160.00	\$15,800.00	\$25,101.00	\$15,145.71
001-0440-5816	Fixed Assets - Infrastructure	Pavilion with Restrooms, proposed \$75K to be brought back in Jan	\$0.00	\$0.00	\$0.00	\$0.00
001-0450-4260	Parks Rental	Per Parks Director increase to 45K	\$5,000.00	\$0.00	\$0.00	\$0.00
		Ashley Park Building and Grounds Expense	\$10,000.00	\$11,100.00	\$4,019.70	\$9,537.72
001-0450-5816	Fixed Assets - Infrastructure	Playground \$75K and Batting Cage Upgrades \$23 Pro \$98K to be l	\$0.00	\$0.00	\$0.00	\$0.00
		Parks Total Expenses	\$2,573,923.46	\$2,597,354.61	\$2,779,505.90	\$2,374,239.32
045-0400-4110	Park 1/8 Sales Tax	based on 2% over 2019 thru August	\$600,000.00	\$556,500.00	\$561,227.17	\$543,791.46
045-0400-4850	Interest Revenue	estimate from prior year	\$30.00	\$30.00	\$57.88	\$49.20
045-0400-5620	Xfer to General	based on 2% over 2019 thru August	\$600,000.00	\$556,500.00	\$556,500.00	\$520,999.92
147-0400-5900	Construction Projects	Remainng Est. Budget for Parking Lot and Signs	\$120,000.00	\$0.00	\$0.00	\$0.00

Fire Department



Fire Chief, J.P. Jordan

Fire Station 1 at 312 Roya Lane
 Fire Station 2 at 200 SW 3rd St.
 Fire Station 3 at 2224 Justus Loop

Assistant Chief, 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

2019 Accomplishments:

1. Maintained ISO Rating
2. Completed construction of Fire Training Facility located on the Fire Station 2 site at 1601 S. Reynolds Rd. Funded by remaining bond funds from the 2016 bond issuance.
3. Updated rank structure within department creating 15 Engineer position from the previous 30 Firefighter positions. With this update, all company level fire officers were standardized to the rank of captain. This restructuring placed our department more in line with most other departments nationwide and should increase the retention rate for personnel.

2020 Goals:

1. Add a Fire Marshal position to staff
2. Increase retention rate of personnel
3. Add to department IT and training infrastructure
4. Maintain ISO rating

All Account Number	Account Description	Budget Line Description	2020 Proposed Budg	2019 Budget Adopted	TI 2018 Final Actuals	2017 Final Actuals
001-0500-4158	Fire Rescue Funds	annual funds from county on boater registration	\$700.00	\$700.00	\$640.36	\$561.31
001-0500-4600	Miscellaneous Revenue	Default Description	\$250.00	\$250.00	\$11,062.74	\$6,534.25
001-0500-4627	Xfer Designated Tax	based on 2% over 2019 thru August	\$1,200,000.00	\$1,130,000.00	\$1,311,584.10	\$1,041,000.00
001-0500-4629	Xfer Fire Special Tax	based on 2% over 2019 thru August	\$1,800,000.00	\$1,669,500.00	\$1,640,161.66	\$1,458,833.26
001-0500-4700		Default Description	\$0.00	\$0.00	\$0.00	\$0.00
001-0500-4900	Sale of Fixed Assets	Sale of Red GMC 12G01	\$5,000.00	\$73,460.00	\$77,956.00	\$17,043.78
		Personnel Totals	\$3,602,705.33	\$3,429,837.94	\$3,063,940.39	\$3,107,204.71
		Building and Grounds Total Expense	\$149,999.44	\$196,200.00	\$216,257.15	\$128,245.10
		Vehicle Expenses	\$117,000.00	\$116,000.00	\$97,739.27	\$97,946.16
		Supplies Expense	\$67,400.00	\$67,460.00	\$63,805.37	\$63,384.44
		Professional Services Expense	\$3,000.00	\$3,000.00	\$718.43	\$863.53
		Misc (IT) Expenses	\$12,900.00	\$13,040.00	\$6,744.23	\$10,433.38
001-0500-5700		Default Description	\$0.00	\$0.00	\$0.00	\$0.00
001-0500-5811	Other Assets-Fire	Default Description	\$0.00	\$41,928.80	\$89,530.30	\$829,890.78
001-0500-5840	Principal Loan - Vehicles	72% of \$225508.14 Principal for Loan Payment	\$163,000.00	\$158,782.56	\$118,834.81	\$0.00
001-0500-5850	Interest Expense	72% of \$13891.64	\$10,005.00	\$13,547.75	\$12,441.03	\$0.00
001-0510-4152	Springhill VFD Assessment	revenue from springhill district	\$55,000.00	\$65,000.00	\$54,613.13	\$56,875.09
001-0510-5323	Material and Maint	items from springhill funds less than 2500	\$41,000.00	\$116,875.62	\$10,101.05	\$23,050.42
001-0510-5800		Springhill Funds Fixed Assets Capital \$58700 to be brought back	\$0.00	\$0.00	\$0.00	\$0.00
		Total Fire Expenses	\$4,167,009.77	\$4,156,672.67	\$3,678,112.13	\$4,261,018.52
050-0500-4680	Donation Revenue	donations received from public	\$1,000.00	\$1,000.00	\$13,550.00	\$1,539.04
050-0500-4850	Interest Revenue	Default Description	\$0.00	\$0.00	\$2.52	\$1.68
050-0500-5580	Donations Expense Fire	donations received from public	\$1,000.00	\$1,000.00	\$13,951.61	\$1,480.19
051-0500-4150	State Turnback	funds received from Act 833 program	\$20,000.00	\$15,000.00	\$22,709.61	\$21,810.26
051-0500-4850	Interest Revenue	Default Description	\$15.00	\$15.00	\$19.18	\$14.55
051-0500-5410	Act 833 Expense	used for replacement of firefighter gear, turnout, helmets, boots,	\$15,000.00	\$15,000.00	\$10,873.49	\$10,592.89
055-0500-4120	Fire 3/8 Sales Tax	based on 2% over 2019 thru August	\$1,800,000.00	\$1,669,500.00	\$1,683,681.44	\$1,631,374.39
055-0500-4850	Interest Revenue	Default Description	\$100.00	\$100.00	\$30.91	\$45.07
055-0500-5620	Xfer to General	Default Dbased on 2% over 2019 thru August	\$1,800,000.00	\$1,669,500.00	\$1,640,161.66	\$1,458,833.26

055-0500-5814	Old way now paid directly out of General Fund	\$0,00	\$0,00	\$0,00	\$0,00
055-0500-5850	Old Way now paid directly out of General Fund	\$0,00	\$0,00	\$0,00	\$0,00

Police Department - station at 312 Roya Lane



Police Chief
Carl Minden
Serving Since
2019

Captain JW
Plouch
Serving Since
1998

LT = Lientenant
SGT = Sargent
CPL = Corporal
PTL = Patrol
OFC = Officer

Jan McDermott, Records and Permits Secretary

Part Time Admin Asst./ Full Time Proposed in 2020

Admn. Lt. J. Payte	SRO Lt. S. Fullington	PTL Lt. J. Long		Com. Relations SGT
Training - SGT	SRO SGT	PTL SGT X 4	SAT SGT	CID SGT
Dispatch Supervisor	SRO CPL	PTL CPL X 4	SAT OFC X 4	CID CPL
Dispatch X 8	SRO X 5	PTL OFC X 14	K9 OFC X 2	CID X 2
Part - Time Dispatch X 2	SRO = School Resource Officer	RES OFC X 10 (unpaid)	SAT = Strategic Accident Traffic Unit CID = Criminal Investigation Division	

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.

- 2019 Accomplishments:
1. Purchased body worn cameras for all uniformed officers.
 2. Started a drone program.
 3. Purchased new 9mm handguns for all officers.
 4. Purchased a new ID card machine. Issued newly designed cards to all PD staff.
 5. New external ballistic vest carriers issued to all uniformed officers.
 6. All officers completed Narcan training and were issued Narcan kits.
 7. Implemented training on-line for officers with Virtual Academy.

- 2020 Goals:
1. Implement revised Step & Grade pay scale for officers. Proposed changes will make the PD starting salary more competitive with surrounding agencies.
 2. Requested two additional officers for the Patrol Division and for the PT Administrative Assistant to be FT.
 3. Review and revise the agency policy and procedures manual.
 4. 40+ hours of annual training (minimum) for for every officer.



Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
001-0600-4422	Intoximeter Revenue	\$67.14 Transferred from Court each month	\$780.00	\$780.00	\$805.68	\$805.68
001-0600-4600	Miscellaneous Revenue	Placeholder for Transfer from Animal for Dispatch Use Proposed	\$12,000.00	\$70,000.00	\$161,427.71	\$80,432.69
001-0600-4627	Xfer Designated Tax	based on 2% over 2019 thru August	\$1,200,000.00	\$1,130,000.00	\$1,113,000.00	\$1,041,000.00
001-0600-4700	Grant - Police DUI/Step	Default Description	\$26,700.00	\$26,700.00	\$26,300.00	\$22,767.57
001-0600-4702	Grant - Body Armor	Default Description (Changed / CMM) changed back to match ex	\$4,500.00	\$2,000.00	\$0.00	\$0.00
001-0600-4704	Grant - JAG Equip	Default Description	\$2,500.00	\$2,500.00	\$0.00	\$3,500.00
001-0600-4900	Sale of Fixed Assets	Which VINS for sale?	\$25,000.00	\$25,000.00	\$0.00	\$103,312.00
		Personnel Expense	\$2,764,220.83	\$2,566,206.48	\$2,561,490.06	\$2,557,062.44
		Building and Grounds Expense	\$114,541.68	\$116,613.96	\$193,997.81	\$121,199.52
		Vehicle Expense	\$234,250.00	\$231,250.00	\$235,553.84	\$216,945.02
		Operations Expense	\$53,900.00	\$52,900.00	\$40,924.57	\$49,199.33
		Professional Services Expense	\$7,500.00	\$7,500.00	\$2,780.03	\$3,254.74
		Misc. (IT) Expense	\$69,200.00	\$70,440.00	\$90,838.87	\$67,436.91
001-0600-5700	Grant Expense	Body Armor and JAG Offset against Revenue	\$4,500.00	\$4,500.00	\$2,312.50	\$10,878.20
001-0600-5705	Grant Expense - DUI/Step	Offset with Same Revenue Amount	\$26,700.00	\$26,700.00	\$18,979.85	\$15,803.75
001-0600-5840	Principal Loan - Vehicles	Principal Payment on Loan for Cars	\$351,000.00	\$330,000.00	\$320,572.60	\$300,931.12
001-0600-5850	Interest Expense	Interest Payment on Loan for Cars	\$5,000.00	\$13,500.00	\$21,148.38	\$40,822.00
		Total PD General/Patrol Expenses	\$3,630,812.51	\$3,419,610.44	\$3,489,599.59	\$3,383,133.03
001-0610-4650	Emerg Telephone Service Rev	Default Description	\$75,000.00	\$75,000.00	\$134,578.48	\$78,697.80
		Dispatch Personnel Expense	\$568,481.24	\$487,735.10	\$478,075.52	\$420,495.44
001-0610-5585	Prof Services - Dispatch	Default Description	\$1,950.00	\$1,950.00	\$0.00	\$0.00
		Dispatch Misc (IT) Expense	128,640	91,480	61,702	71,904
		Total Dispatch Expenses	\$699,071.24	\$581,165.10	\$539,777.31	\$492,399.63
001-0620-4640	Bryant School - SRO Reim	add 10,000 to overtime that is not present due to officers needed	\$239,000.00	\$239,000.00	\$241,500.00	\$243,250.00
		SRO Personnel Expense	\$526,960.63	\$564,699.32	\$450,279.96	\$470,424.28
001-0620-5116	Communication Exp - Cellular	Verizon for Cell Phones and Modems In Cars	\$9,800.00	\$9,800.00	\$8,101.38	\$8,578.70
001-0620-5808	Software - New & Renewals	License and Equipment	\$2,500.00	\$2,500.00	\$0.00	\$337.50
		Total SRO Expenses	\$539,060.63	\$576,799.32	\$458,381.32	\$480,338.48
001-0630-5308	Supplies - Food Allowance	Default Description	\$1,800.00	\$1,800.00	\$884.88	\$1,809.04
001-0630-5500	K9 Training	Default Description	\$5,500.00	\$5,500.00	\$1,788.28	\$8,113.97
001-0630-5592	Prof Services - Veterinarian	\$1K per K9	\$3,000.00	\$2,500.00	\$7,043.17	\$2,284.75
		Total K9 Expenses	\$10,300.00	\$9,800.00	\$9,816.13	\$10,187.76

Total Police Expenses			\$4,879,244.38	\$4,587,374.86	\$4,497,574.35	\$4,366,058.90
061-0600-4410	Admin of Justice Revenue	Default Description	\$15,000.00	\$15,000.00	\$16,111.68	\$16,111.68
061-0600-4850	Interest Revenue	Default Description	\$10.00	\$10.00	\$19.88	\$11.95
061-0600-5600	Misc Expense	Default Description	\$15,010.00	\$15,010.00	\$35,066.58	\$0.00
062-0600-4402	Act 988 of 1991 Revenue	Default Description	\$12,000.00	\$12,000.00	\$12,737.89	\$12,119.00
062-0600-4850	Interest Revenue	Default Description	\$10.00	\$10.00	\$11.52	\$6.11
062-0600-5420	Act 988 Expense	Maybe a camera or two	\$12,000.00	\$12,000.00	\$1,019.25	\$2,883.21
066-0600-4418	Drug Seizure Revenue	Default Description	\$0.00	\$0.00	\$0.00	\$0.00
066-0600-4850	Interest Revenue	Default Description	\$0.00	\$0.00	\$1.19	\$1.26
066-0600-5600	Miscellaneous Expense	Default Description	\$0.00	\$0.00	\$0.00	\$2,510.26
068-0600-4418	Drug Seizure Revenue	Default Description	\$2,500.00	\$2,500.00	\$826.00	\$824.40
068-0600-4850	Interest Revenue	Default Description	\$5.00	\$5.00	\$6.94	\$6.54
068-0600-5600	Miscellaneous Expense	State Drug Account	\$2,505.00	\$2,505.00	\$0.00	\$287.13

Department of Code Enforcement

-located at 321 Roya Lane



Records and Permits
Secretary, Crystal
Winkler

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.

2019 Accomplishments:
Provided commercial and residential plan review and inspections for all new construction. Held a plumbing inspectors class at Bishop Park for over 100 inspectors from around the state. Hired a full time Permits and Records Clerk. Conducted many neighborhood sweeps to encourage greater compliance with regulation. Issued 266 violation notices for unsightly or unsanitary conditions. Applied for a FEMA grant to buy out 3617 Henson Place and abate the structure. Attended Arkansas Floodplain Management Conference for cec's to maintain my CFM status. All inspectors were renewed and mandatory classes attended.

2020 Goals:
Coordinate with builders and developers to insure the development occurs in compliance with city ordinances. Complete a community assessment to determine indications of blight within areas of the city to provide enhanced enforcement activities to preserve and enhance the appearance of neighborhoods. Assist developers, design professionals and builders by providing guidance and completing reviews within established guidelines. Improve the development, plan review, permit and inspection process to provide greater convenience to the customers, including utilizing a digital plan review process to provide more specific feedback and comments to the builders. Provide support and assistance to all other departments as needed.

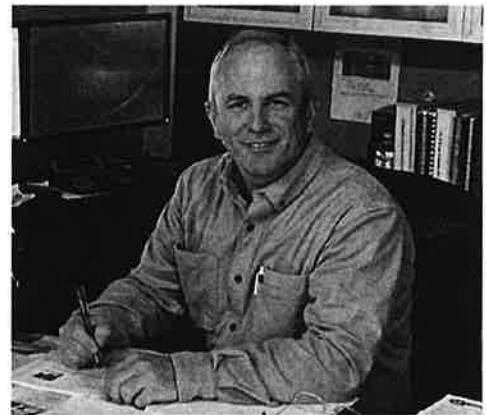
Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
001-0700-4200	Act 474 Commercial Surcharge	pass through	\$8,000.00	\$6,000.00	\$12,650.35	\$7,678.57
001-0700-4204	Amusement Game Fees	Default Description	\$120.00	\$120.00	\$0.00	\$100.00
001-0700-4208	Business License	Default Description	\$140,100.00	\$90,250.00	\$82,966.75	\$103,340.48
001-0700-4210	Commercial Remodel Permits	Default Description	\$4,000.00	\$2,500.00	\$6,320.24	\$3,664.04
001-0700-4212	Drainage Fees	Default Description	\$6,000.00	\$3,000.00	\$4,730.00	\$4,655.00
001-0700-4214	Electrical Permits	Default Description	\$90,000.00	\$60,000.00	\$107,393.50	\$62,549.80
001-0700-4216	Electrical Reinspection	Default Description	\$1,155.00	\$1,000.00	\$680.00	\$860.00
001-0700-4218	Fence Permits	Default Description	\$400.00	\$300.00	\$350.00	\$100.00
001-0700-4220	HVACR Permits	Default Description	\$46,655.00	\$35,000.00	\$77,863.66	\$34,117.59
001-0700-4226	Mobile Home Permits	Default Description	\$2,000.00	\$2,000.00	\$2,560.00	\$3,604.80
001-0700-4228	New Commercial Permits	Default Description	\$69,000.00	\$40,000.00	\$77,940.75	\$35,841.23
001-0700-4230	Permits - Other	Default Description	\$2,500.00	\$2,500.00	\$1,801.20	\$1,190.00
001-0700-4232	Plumbing/Gas Inspections	Default Description	\$46,655.00	\$35,000.00	\$50,777.12	\$24,681.25
001-0700-4234	Re-Inspection Fees	Default Description	\$4,655.00	\$3,000.00	\$3,420.00	\$1,920.00
001-0700-4236	Residential Building Permits	Default Description	\$30,000.00	\$30,000.00	\$39,327.51	\$29,708.22
001-0700-4238	Residential Remodel Permits	Default Description	\$4,300.00	\$1,000.00	\$1,284.82	\$1,095.80
001-0700-4240	Sanitation License	Default Description	\$350.00	\$175.00	\$300.00	\$450.00
001-0700-4242	Sign Permits	Default Description	\$8,550.00	\$7,000.00	\$6,860.00	\$6,745.00
001-0700-4244	Solicitation Permits	Default Description	\$1,320.00	\$500.00	\$225.00	\$990.00
001-0700-4248	Storage Building Permits	Default Description	\$595.00	\$800.00	\$800.32	\$894.00
001-0700-4252	Swimming Pool Permits	in ground pools	\$400.00	\$900.00	\$900.00	\$360.00
001-0700-4258	Alcohol Permits - Revenue	Default Description	\$30,000.00	\$28,000.00	\$24,238.44	\$19,374.13
001-0700-4560	Vacant Home Cleanup - Revenue	Default Description	\$10,000.00	\$500.00	\$3,781.48	\$13,140.54
001-0700-4602	A&P Admin Fees	Default Description	\$0.00	\$24,000.00	\$11,365.58	\$0.00

001-0700-4658	Alcohol Sales Tax Collected	Default Description	\$44,000.00	\$40,000.00	\$44,802.09	\$49,632.38
		Total Code Revenues	\$550,755.00	\$413,545.00	\$563,348.81	\$406,792.83
		Personnel Expenses	\$321,028.99	\$335,262.76	\$283,288.07	\$276,603.31
		Building and Grounds Expense	\$6,220.00	\$5,980.00	\$12,292.87	\$7,629.31
		Vehicle Expense	\$12,500.00	\$8,500.00	\$12,094.13	\$7,896.50
		Supplies Expense	\$4,000.00	\$2,900.00	\$7,501.99	\$1,164.63
		Operations Expense	\$14,800.00	\$9,500.00	\$15,211.40	\$9,923.75
		Professional Services Expense	\$25,400.00	\$20,300.00	\$29,088.36	\$23,268.58
		Misc. (IT) Expense	\$2,900.00	\$9,000.00	\$3,067.81	\$8,619.38
		Total Code Expenses	\$386,848.99	\$391,442.76	\$362,544.63	\$335,105.46

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 Grimm

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

Office Assistant
Robin Floro

Utility Worker II
Mindy Cox

Pumps & Controls
Operator
Josh Byrd

2019 Public Works Accomplishments:

Pumps and Controls

- Eliminate E-One maintenance program
- Continued newly implemented Grease Management Program at Lift Stations
- Finished Installation of New Generators at Key Lift Stations.
- Upgraded four Lift Stations with New Pumps and Control Panels
- Installed Upgraded Pumps in Lift Station number 33.
- Added 26 New E-One Stations.
- Pumps and controls upgrade to lift station 6
- Added Four new Duplex Lift Stations. Lift Station numbers 38, 39, 40 and 41.

Meter Services

- Implementation of Water Meter Telemetry Upgrades (AMI)
- Completed Rate Increase
- Reduced the number of Repeaters in System with Upgrades
- Continued to maintain High Efficiency in Meter Reporting.
- Implemented new inventory control policy for meters and hardware.
- Implemented Collection Timeline and engaged 3rd Party Collection Agency for Write Off amounts.

Pumps and Controls/Meter Services 2020 Goals:

- Add telemetry (SCADA) to the final lift stations 4, 9, 12, and 15
- Implementation of secondary chlorine injection system for the South tank on Highway 5
- Addition of generator for the Highway 5 tank.
- Infrastructure rehab for lift station 20
- Bryant Meadows and Pleasant Pointe lift station elimination
- Shobe Road force main improvement completion
- AMI system upgrade from GEN3 to GEN4
- Continue to reduce the number of repeaters in the system but upgrading as available
- Continue to maintain high efficiency in meter reporting to reduce the number of manual reads monthly

CERTIFICATIONS/LICENSES

Bryce Rimmer	Class I	
Dale Watkins	Class 1	
Mike Keene	Class I	
Dallas Robertson	Class I	Grade 2
Josh Byrd	Class 1	Grade 2
David Stephens	Class 1	Grade 2
Mark Grimmett	Class II	Professional Asset Management Planner
Austin Anders	Class III	Grade 1
James Cooper	Class III	
Justin Causey	Class III	
Zech Johnson	Class III	Grade 4
Gregg Asher	Class IV	Grade 4
Tim Fournier		Professional Asset Management Planner

Street Department

Street Superintendent
Tim Fournier

Field Supervisor
Jamie Sledd

Equipment Operator III
Charlie Drake

Equipment Operator II
Ken Gordon

Equipment Operator II Courtney
Zachary

Equipment Operator I
Nick Mitchell

Equipment Operator I
Jacob Carter

Field Supervisor
David Baker

Equipment Operator II
Chad Moseley

Equipment Operator II
Open

Equipment Operator I
Ryan Ayres

Equipment Operator I
Calvin Ray

Equipment Operator I
Cody Bryant

- 2019 Accomplishments:
1. Lexington Park drainage project 140 feet of reinforced concrete pipe
 2. Justus Loop 42 inch reinforced concrete pipe installation
 3. Implementation of yard waste debris pickup program
 4. Installation of Highway 183 and Hill Farm Road signalization
 5. Development of a Sign and Signal operation and completed novice traffic control workshop
 6. Completed more than 1600 work orders
 7. Completion of the Bryant Parkway from I-30 to Shobe Road.

- 2020 Goals:
1. Complete Street Asset Management Plan
 2. Continue to develop a management plan for road improvements
 3. Implement a fleet maintenance program
 4. Complete Bryant Parkway Roundabout at Hilldale and Hilltop Road
 5. Completion of Springhill and Hilltop construction project
 6. Complete phase III of sidewalk maintenance program
 7. Finalization of driveway permit process

Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
080-0800-4150	State Turnback	2018 ytd Aug 98.5% of 2017, 2017 \$791.7k*.985=\$779.825 - \$65	\$790,000.01	\$779,825.00	\$784,886.54	\$790,706.50
080-0800-4151	Saline County Treasurer	2019 Aug YTD Avg \$39.0075k * 12 = \$468.9k, 2018 ytd Aug 109,	\$505,000.00	\$512,039.00	\$456,008.82	\$468,907.23
080-0800-4152	1/2 Cent Sales Tax Expires 7/2023	2018 ytd Aug 106.9% of 2017, 2017 \$357.3k*1.069=\$381.954	\$396,058.19	\$381,954.00	\$383,939.88	\$357,283.54
080-0800-4600	Miscellaneous Revenue	2019 YTD \$17k related to equip., sold, 2018 ytd \$1.1k, 2017 \$15,	\$1,000.00	\$1,000.00	\$1,752.00	\$35,822.80
080-0800-4627	Xfer Designated Tax - Street	based on 2% over 2019 thru August	\$1,440,000.00	\$1,356,000.00	\$2,085,999.96	\$1,249,999.92
080-0800-4640	Reimbursement Revenue	not reoccurring in 2020 but for 2019 \$62k related to Jump Start P	\$0.00	\$62,000.00	\$1,587,989.83	\$144,437.76
080-0800-4850	Interest Revenue	Regions Acct	\$775.00	\$750.00	\$714.53	\$744.50
		Street Total Revenues	\$3,132,833.20	\$3,093,568.00	\$5,301,291.56	\$3,047,902.25
		Personnel Expenses	\$855,374.24	\$909,367.51	\$795,834.53	\$739,080.22
		Building and Grounds Expense	\$71,340.00	\$66,020.00	\$63,316.46	\$62,755.46
		Vehicle Expense	\$303,930.00	\$179,850.00	\$117,098.50	\$128,257.87
		Supplies Expense	\$216,700.00	\$214,700.00	\$225,747.92	\$129,705.04
		Operations Expense	\$343,228.00	\$222,700.00	\$179,638.18	\$209,735.25
		Professional Services	\$250,250.00	\$255,686.51	\$120,836.20	\$163,435.87
		Misc (IT) Expense	\$19,655.00	\$53,255.00	\$43,972.15	\$49,480.96
080-0800-5808	Fixed Assets - Vehicles/Other		\$0.00	\$42,000.00	\$158,260.85	\$36,689.33
080-0800-5810	Fixed Assets - Equipment	Alamo Boom Mower \$29k, ENGCON Attachment for C308 Excavator \$36k	\$65,000.00	\$270,000.00	\$280,854.84	\$226,922.25
080-0800-5816	Fixed Assets - Infrastructure	\$292k for Hilldale/Hilltop Roundabout Engineering and Grant Match	\$362,500.00	\$454,519.49	\$121,433.01	\$385,775.79
080-0800-5828	Projects	50% of Stormwater Projects at Springhill & Hilltop, Cambridge, Silliman, Hidden Creek, Various, Oak Glenn, Carrywood/Raintree, Boone Road	\$675,000.00	\$1,142,780.43	\$3,277,579.31	\$626,277.54
		Total Street Expenses in Street Fund	\$3,162,977.24	\$3,810,878.94	\$5,382,571.95	\$2,758,115.58
080-0800-5898	Fix Asset Contra Act		\$0.00	\$0.00	\$7,646,905.15	\$1,275,664.91
080-0800-5910	Projects - Overlays	Pavement Analysis 2019 - Lost Condition \$1,154M	\$300,000.00	\$200,000.00	\$0.00	\$173,823.81
		Total Street Expenses	\$3,462,977.24	\$4,010,878.94	\$5,382,571.95	\$2,931,939.39
185-0800-4627	Xfer from Other	From Franchise Fee Fund 003	\$649,000.20	\$649,000.20	\$651,076.72	\$643,422.01
185-0800-5722	Bond Principal Pmt	See First Security Bond Schedule	\$336,000.00	\$336,000.00	\$325,000.00	\$319,999.71

185-0800-5724	Bond Fees	First Security	\$1,008.00	\$1,000.20	\$1,000.00	\$1,000.02
185-0800-5750	Interest Expense	First Security Bond Schedule	\$312,000.00	\$312,000.00	\$313,193.76	\$319,643.88
187-0800-5900	Construction Projects	Bryant Parkway 2016 Sales and Use Bond Project	\$2,000,000.00	\$11,300,000.00	\$3,778,245.53	\$0.00

Stormwater Division/Fund

Stormwater Manager
Ben Wilson

Stormwater
Inspector
Jay Stake

Stormwater
Coordinator
Troy Ellis

2019 Accomplishments:

1. Completion of Jon Street Drainage Improvements
2. Completion of Richland Park Basin and Lavern Drainage Improvements by increasing drainage capacity and redirecting stormwater to reduce the risk of flooding.
3. Completion of Forest Drive drainage improvements
4. Continued to maintain city ditches for drainage and flood prevention

STORMWATER 2020 Goals:

1. Ordinance revision regarding Stormwater management and enforcement
2. Completion of additional work in flood mitigation with stormwater easement cleanout throughout the city and drain inlet with culvert replacement or repair
3. Continue to improve newly implemented modules within iWorq's for Public Outreach, Employee Training, and Code Enforcement within the Stormwater Division
4. Maintain the Stormwater webpage within the cities website to encourage community involvement in Public Training related to Stormwater Pollution Prevention

Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2018 Budget Adopted Thru 9/2018	2018 Final Actuals	2017 Final Actuals
		Personnel Expense	\$234,570.04	\$175,604.38	\$131,764.77	\$124,169.87
		Building and Grounds Expense	\$4,020.00	\$3,700.00	\$2,496.98	\$2,641.76
		Vehicle Expense	\$11,000.00	\$11,000.00	\$9,717.44	\$8,163.92
		Supplies Expense	\$31,590.00	\$15,750.00	\$8,557.17	\$8,638.81
		Operations Expense	\$3,250.00	\$3,250.00	\$2,955.21	\$2,770.35
		Professional Services	\$75,250.00	\$76,571.96	\$39,993.71	\$53,485.56
080-0140-5808	Fixed Assets - Vehicles		\$0.00	\$4,000.00	\$0.00	\$0.00
		Total Stormwater Expenses in the Street Fund	\$359,680.04	\$289,876.34	\$195,485.28	\$199,870.27
080-0140-5816	Fixed Assets - Infrastructure		\$0.00	\$0.00	\$0.00	\$0.00
500-0140-4567	Stormwater Rev Fees	Averaging \$250 a month	\$3,000.00	\$3,000.00	\$6,500.00	\$46,565.00
500-0140-4568	Stormwater Rev - Residential	Averaging \$20,500 a month	\$246,500.00	\$246,000.00	\$248,889.00	\$243,074.63
500-0140-4569	Stormwater Rev - Business	Averaging \$2600 a month	\$45,000.00	\$31,200.00	\$32,412.00	\$32,500.00
500-0140-5622	Xfer to Fund 515	Transferring all over to the 515 Stormwater Cap Fund	\$294,500.00	\$280,200.00	\$264,515.00	\$344,276.63
515-0140-4625	Xfer from Water Revenue Fund	Finance made match above from Fund 500 off the Water Bills	\$294,500.00	\$280,200.00	\$264,515.00	\$344,276.63
515-0140-4850	Interest Revenue		\$0.00	\$0.00	\$60.44	\$91.29
515-0140-5816	Fixed Assets - Infrastructure	Default Description	\$0.00	\$0.00	\$0.00	\$0.00
515-0140-5816	Fixed Assets - Infrastructure	Various Small Projects	\$675,000.00	\$666,554.59	\$45,376.56	\$381,991.78

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.

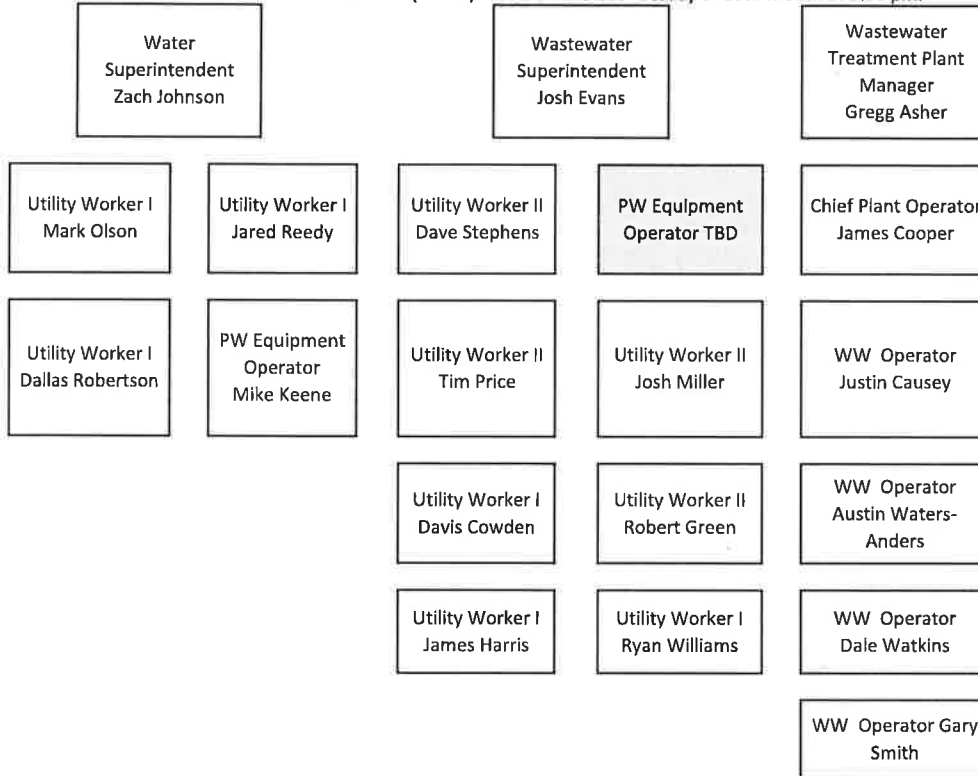
Additionally, Fund 0510 Utility Operating shows both the water expenses and the wastewater expenses in respectively departments 0900 and 0950. The water expenses are derived from the treatment and distribution of water to approximately 9000 customers. The Water department received its water from the 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.

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 2019 Accomplishments:

- Completed over 1800 Work Orders with and 74 After Hour Callouts.
- Solids handling operation processed 4,610,391 gallons of waste sludge producing 959.45 tons of dewatered cake disposal
- Treatment process discharge of over 647,725,00 gallons of effluent released into receiving stream
- Highway 5 Widening & Utility Relocation project completion.
- Completed 90% of evaluation repairs in house saving approximately \$200,000
- Inspected and cleaned over 145,000 feet of the Collection System Pipeline
- Completed rehabilitation of over 50 manholes throughout the city
- Implemented a rootsaw program to regulate problematic areas

Water 2020 Goals:

- Completion of water lines within Indian Springs
- Boone Road utility replacement
- Implement and update the iWorqs inventory control module to produce real time reports
- Exercise all valves
- Update infrastructure in Edge
- Fire hydrant rehabilitation as needed throughout the city

Wastewater 2020 Goals:

- Completion of the Shobe Road Force Main relocation project
- Continue to upgrade current infrastructure as needed at Lift Stations
- Raise 10 manholes above flood lines to assist in mitigation of I&I
- Obtain Class 2 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

City of Bryant
Public Works - Water Distribution Department
2020 Fixed Asset Budget Proposal

Fixed Assets - Vehicles 510-0900-5808		Inflation Factor	2020	2021	2022	2023	2024
1	1500 Dodge RAM 4x4 diesel to replace XXXXXXXX	101.5%	\$ 42,500	\$ 43,138	\$ 43,785	\$ 44,441	\$ 45,108
2	2500 Dodge RAM 4x4 diesel for new water crew		\$ 44,500	\$ 45,168	\$ 45,845	\$ 46,533	\$ 47,231
Sub-Total			\$ 87,000	\$ 88,305	\$ 89,630	\$ 90,974	\$ 92,339
Fixed Assets - Infrastructure 510-0900-5816							
1	Indian Springs 6" Main Replacement - \$500K	101.5%	\$ 500,000	\$ 507,500	\$ 515,113	\$ 522,839	\$ 530,682
2	Extension of 12 inch main to Encore Hospital	101.5%	\$ 750,000	\$ 761,250	\$ 772,669	\$ 784,259	\$ 796,023
Sub-Total			\$ 1,250,000	\$ 1,268,750	\$ 1,287,781	\$ 1,307,098	\$ 1,326,704
Fixed Assets - Other Equipment 510-0900-5821							
1	Gensets, Traller	101.5%	\$ 15,000	\$ 15,225	\$ 15,453	\$ 15,685	\$ 15,920
Sub-Total			\$ 15,000	\$ 15,225	\$ 15,453	\$ 15,685	\$ 15,920
TOTAL			\$ 1,352,000	\$ 1,372,280	\$ 1,392,864	\$ 1,413,757	\$ 1,434,964

Public Works - Wastewater Department
2020 Fixed Asset Budget Proposal

Fixed Assets - Equipment 510-0950-5810							
1	Trailer, Pump, Generator	101.5%	\$ 15,000	\$ 15,225	\$ 15,453	\$ 15,685	\$ 15,920
Sub-Total			\$ 15,000	\$ 15,225	\$ 15,453	\$ 15,685	\$ 15,920
Fixed Assets - Infrastructure 510-0950-5816							
1	CAO-SSES - Engineering, Design, and CEI AND Construction CIP Plan \$3.156M *50%	101.5%	\$ 1,578,050,000	\$ 1,601,720,750	\$ 1,625,746,561	\$ 1,650,132,760	\$ 1,674,884,751
Sub-Total			\$ 1,578,050,000	\$ 1,601,720,750	\$ 1,625,746,561	\$ 1,650,132,760	\$ 1,674,884,751
Fixed Assets - Project 510-0950-5819							
1	Installation of Pump and hopper for capacity	101.5%	\$ 45,500	\$ 46,183	\$ 46,875	\$ 47,578	\$ 48,292
Sub-Total			\$ 45,500	\$ 46,183	\$ 46,875	\$ 47,578	\$ 48,292
TOTAL			\$ 1,578,110,500	\$ 1,601,782,158	\$ 1,625,808,890	\$ 1,650,196,023	\$ 1,674,948,964

Account Number	Account Description	Budget Line Description	2020 Proposed Budget	2019 Budget Adopted Thru 9/2019	2018 Final Actuals	2017 Final Actuals
500-0900-4504	CAW Watershed	8364 meters @ avg .75 cents for each	\$75,276.00	\$47,300.00	\$48,760.35	\$47,284.36
500-0900-4532	One Time Charge	Payment Convenience Fees \$1 each, 2016 avg 2303/mo, 2017 a	\$38,500.00	\$34,800.00	\$34,212.00	\$31,325.00
500-0900-4536	Penalties	10% of outstanding balance due after the 25th of each month, 20	\$350,000.00	\$175,200.00	\$179,448.96	\$323,859.21
500-0900-4537	Insufficient Check Fee	\$25 per check, 2019 8/19 YTD Avg \$253/mo*12=\$3036	\$3,000.00	\$3,600.00	\$3,550.00	\$2,125.00
500-0900-4540	Sales - CAW System Devel	Comes over from Code \$150 for each new set up estimating 128	\$19,200.00	\$19,200.00	\$17,562.50	\$12,967.86
500-0900-4542	Sales - FSDWA	Federal State Drinking Water Act \$0.30 chgd to \$0.40 In August	\$39,600.00	\$29,500.00	\$29,560.97	\$29,033.46
500-0900-4544	Water Misc Income	2019 8/19 YTD Avg \$10931.55*12=\$131214.60 - Past Due \$25 c	\$131,214.60	\$123,600.00	\$127,452.55	\$105,935.00
500-0900-4548	Sales - Pump Maintenance	2019 8/19 YTD Avg \$2673.44/mo*12=\$32081 - \$12.95 per unit	\$32,000.00	\$38,000.00	\$31,577.02	\$22,287.63
500-0900-4550	Sales - Service Charges	2019 8/19 YTD Avg \$2298.75*12=\$27585, 2018 ytd Aug avg \$2.1	\$27,500.00	\$30,000.00	\$27,090.00	\$28,740.00
500-0900-4554	Sales - Water	2019 9/19 YTD \$2,086M9=\$231,8/mo*12=\$2781.3M	\$2,850,000.00	\$2,956,784.00	\$2,820,110.91	\$2,689,144.03
500-0900-4556	Sales - Water Connections	Connection Fee 2019 YTD Avg \$2.3K/mo*12=\$27.6k	\$27,600.00	\$30,000.00	\$38,360.00	\$32,594.00
500-0900-4560	Sales Tax Revenue	2017 avg \$21.2k/mo, 2018 ytd Aug avg \$21.7k/mo, 2.36% growth	\$260,000.00	\$266,500.00	\$267,788.17	\$255,220.90
500-0900-4566	Woodland Hills Watershed	2.4% decline YOY, \$1731 ytd Aug * .975 / 8 * 12= \$2.5k, 2019 tm	\$2,500.00	\$2,500.00	\$2,591.10	\$2,653.65
500-0900-4629	NXfer to Water Impact	2019 Ytd Sep avg \$5.5k*12=\$66k, Minimal new subdivisions In pl	\$65,000.00	\$35,000.00	\$89,516.00	\$63,486.00
500-0900-4630	NXfer Salem Royalty	Open to review if closing in February 2020 with last customer	\$600.00	\$600.00	\$590.00	\$627.60
500-0900-4632	NXfer to Subdiv Impact Wtr	Equals NXfers above -none thru 9.18.19	\$1,000.00	\$2,000.00	\$650.00	\$1,650.00
		Total Water Revenues	\$3,922,990.60	\$3,794,584.00	\$3,718,810.53	\$3,648,933.70
500-0900-5475	Credit Card Fees	2017 avg \$5.5k, 2018 YTD Aug avg \$5.5k, * 12 = \$66k, 2019 YTC	\$66,000.00	\$66,000.00	\$66,631.53	\$65,920.67
500-0900-5600	Miscellaneous Expense	Bank Charges/Corrections, Misapplied Payments, Mid South Col	\$1,000.00	\$1,000.00	\$2,615.50	\$565.15

500-0900-5624	Xfer to Water	Total \$ Collecting in 2019 + 120 day ending balance_Revise	\$3,500,000.00	\$2,500,000.00	\$4,575,000.00	\$4,862,500.00
500-0900-5629	Xfer to Water Impact	2019 YTD Avg \$5.69k812=\$68,28k	\$68,280.00	\$35,000.00	\$85,316.00	\$71,436.00
500-0900-5630	Xfer to Salom Royalty	Equals NXfers above	\$600.00	\$600.00	\$543.60	\$680.40
500-0900-5632	Xfer to Subdivision Impact Wtr	None thru 9,18,19	\$1,000.00	\$2,000.00	\$650.00	\$2,550.00
500-0950-4552	Sales - Wastewater	2019 Ytd Avg Sep \$3,048m9=\$338,7*12=\$4,064m	\$4,064,000.00	\$4,324,344.00	\$4,056,216.28	\$4,044,247.37
500-0950-4558	Sales - WW Connections	2017 avg \$1.5k/mo, 2018 YTD avg \$2.5k, \$2k/mo * 12 = \$24k, 2019	\$13,200.00	\$24,000.00	\$25,600.00	\$18,900.00
500-0950-4600	Miscellaneous Revenue		\$700.00	\$125.00	\$114.36	\$243.63
500-0950-4631	Xfer Wastewater Impact	Equals NXfers above	\$65,000.00	\$35,000.00	\$141,863.89	\$62,500.00
500-0950-4632		Equals NXfers above -none thru 9,18,19	\$1,000.00	\$0.00	\$0.00	\$0.00
		Total Wastewater Revenues	\$4,143,900.00	\$4,383,469.00	\$4,223,794.53	\$4,125,891.00
500-0950-5624	Xfer to Water	Equals NXfers above	\$4,064,000.00	\$4,250,000.00	\$4,575,000.00	\$4,862,500.00
500-0950-5631	Xfer to Wastewater Impact	Sewer Impact Fees	\$49,500.00	\$35,000.00	\$137,363.89	\$68,000.00
500-0950-5632	Xfer to Subdivision Impact WW	None thru 9,18,19	\$1,000.00	\$2,000.00	\$650.00	\$2,550.00
510-0900-4600	Miscellaneous Revenue		\$1,000.00	\$1,000.00	\$3,819.45	\$20,728.80
510-0900-4625	Xfer from Water		\$3,500,000.00	\$2,500,000.00	\$7,325,000.00	\$4,862,502.16
		Personnel Water Expenses	\$795,828.37	\$853,605.55	\$863,433.91	\$804,800.56
		Building and Grounds Expense	\$107,298.00	\$109,700.00	\$74,111.06	\$80,223.95
		Vehicle Expense	\$61,450.00	\$55,650.00	\$57,358.82	\$52,122.38
		Supplies Expense	\$1,675,987.00	\$1,876,600.00	\$1,568,934.58	\$1,245,137.54
		Operations Expense	\$355,600.00	\$348,600.00	\$311,722.47	\$206,925.06
		Professional Services Expense	\$63,500.00	\$74,500.00	\$68,685.53	\$47,309.78
		Misc.(IT) Expense	\$46,860.00	\$88,565.00	\$73,901.64	\$79,884.85
510-0900-5626	Xfer Depreciation Fd - Water	Dep Avg in 2018 \$20K per month based on Revenue from Angel	\$97,000.00	\$90,000.00	\$97,799.75	\$103,831.52

510-0900-5722	Bond Principal Pmt	50/50 split-2017 Water&Sewer \$480k*.5=240 + 2011 Water \$276	\$578,809.00	\$539,864.25	\$0.00	\$0.00
510-0900-5808	Fixed Assets - Vehicles	1500 Dodge RAM 4x4 diesel to Replace Unit # add VIN & 2500 L	\$87,000.00	\$42,500.00	\$38,763.73	\$83,740.03
510-0900-5816	Fixed Assets - Infrastructure	Indian Springs Replacement & Extension of 12 in main to Encore	\$1,250,000.00	\$641,676.65	\$1,000,309.62	\$224,519.48
510-0900-5821	Other Equipment	Gensets, trailer	\$15,000.00	\$15,000.00	\$5,198.76	\$87,533.14
510-0900-5822	COE Degrey Project	Per contract	\$117,000.00	\$100,000.00	\$0.00	\$0.00
510-0900-5823		Per Contract	\$0.00	\$0.00	\$0.00	\$0.00
510-0900-5824	Depreciation Expense	Estimated	\$800,000.00	\$800,000.00	\$1,718,761.60	\$746,635.97
510-0900-5850	Interest Expense	50/50 split 2017 Water&Sewer \$130,516*.5=\$65,258 + 2011 Wat	\$273,311.50	\$286,330.57	\$244,679.95	\$327,227.86
		Total Water Dept Expenses	\$6,324,643.87	\$5,922,392.02	\$6,123,661.42	\$4,099,892.12
510-0950-4600			\$0.00	\$0.00	\$0.00	\$0.00
510-0950-4625	Xfer from Sewer Sales		\$4,064,000.00	\$4,250,000.00	\$1,825,000.00	\$4,862,500.00
		Personnel Wastewater Expense	\$1,233,925.10	\$1,318,657.38	\$1,103,708.14	\$1,073,259.21
		Building and Grounds Expense	\$463,030.00	\$377,942.00	\$405,055.17	\$328,776.60
		Vehicle Expense	\$96,350.00	\$81,350.00	\$74,406.40	\$77,811.63
		Supplies Expense	\$556,300.00	\$497,104.33	\$452,954.64	\$384,919.83
		Operations Expense	\$364,300.00	\$363,300.00	\$42,419.54	\$194,410.46
		Professional Services Expense	\$51,500.00	\$63,500.00	\$68,554.39	\$45,272.98
		Misc. (IT) Expense	\$65,500.00	\$104,110.00	\$80,459.06	\$96,203.04
510-0950-5826	Xfer to Other	Dep from Angela Calc	\$120,000.00	\$120,000.00	\$120,183.70	\$501,659.75
510-0950-5722	Bond Principal Pmt	Proposed Bond Pmt for new Facility \$62,04k	\$658,707.00	\$626,171.66	\$0.10	\$168,805.33
510-0950-5808			\$0.00	\$0.00	\$0.00	\$0.00
510-0950-5810	Fixed Assets - Equipment	Trailer, Pump, Generator	\$15,000.00	\$15,000.00	\$205,854.81	\$282,807.79
510-0950-5816	Fixed Assets - Infrastructure	CAO - SSES, Engineering Design and CEI AND Construction CII	\$1,578,050.00	\$1,727,297.62	\$1,168,804.20	\$681,787.34
510-0950-5819	Project - Dewatering Facility	Installation of Pump and hopper for capacity	\$45,500.00	\$75,000.00	\$314,448.51	\$2,609,606.62
510-0950-5824	Depreciation Expense	Estimated	\$1,100,000.00	\$1,100,000.00	\$0.00	\$1,012,543.48
510-0950-5850	Interest Expense	Bond 2017 WW 50/50 split \$65,258k + 2012 WW \$104,502k per	\$222,010.50	\$239,470.63	\$289,828.66	\$377,214.83

Total Expenses for Wastewater Dept			\$6,570,172.60	\$4,981,606.00	\$3,157,873.12	\$7,153,291.55
525-0950-4625	Xfer from Water	Dep \$20K a Month from Angela 2019 avg of Depreciation Transfr	\$217,000.00	\$210,000.00	\$204,353.69	\$235,982.15
525-0950-4850			\$0.00	\$0.00	\$0.00	\$0.00
525-0950-5624			\$0.00	\$0.00	\$0.00	\$0.00
530-0900-4625	Xfer from Water	Closed in 2019 all Sub Div Impact Fees split 50/50 W.WW in Fun	\$0.00	\$2,000.00	\$0.00	\$900.63
535-0950-4625	Xfer from Water Ord 2006-09	equals customer service xfer from fund 500 above	\$1,000.00	\$2,000.00	\$1,300.00	\$12,255.24
535-0950-4850	Interest Revenue		\$0.00	\$0.00	\$10.25	\$6.41
535-0950-5624			\$0.00	\$0.00	\$0.00	\$0.00
550-0900-4625	Xfer frWaterOrd1997-3, 2010-18	equals customer service xfer from fund 500 above Water Impact	\$68,280.00	\$35,000.00	\$85,316.00	\$71,436.00
550-0900-4850	Interest Revenue		\$0.00	\$0.00	\$140.53	\$142.32
550-0900-5624			\$0.00	\$0.00	\$0.00	\$0.00
555-0950-4625	Xfer from Water Ord 1997-03	Sewer Impact Fees	\$49,500.00	\$35,000.00	\$137,363.89	\$68,000.00
555-0950-4850	Interest Revenue		\$0.00	\$0.00	\$118.82	\$141.87
555-0950-5624			\$0.00	\$0.00	\$0.00	\$0.00
560-0900-4625	Xfer from Water	equals customer service xfer from fund 500 above	\$600.00	\$600.00	\$543.60	\$680.40
560-0900-4850	Interest Revenue		\$0.00	\$0.00	\$19.34	\$21.64
560-0900-5602	Royalty Payment	Open to see if closes in February of 2020 with last customer	\$600.00	\$600.00	\$992.40	\$626.00
600-0900-5850			\$0.00	\$0.00	\$0.00	\$0.00

Appendix 1 - Major Vendor List

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

- * ACIC
- * Activenet replaced in 2018 with Civic Rec
- * 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
- * Clifford (for Generator Maintenance)
- * County - Special Elections
Cranford
- * Crews
- * Crist Engineering
- * Cruse Uniforms (PD)
- * DeGray Water Agreement
- * Dell for IT
Dusty Mop
- * Eliant Solutions Inc. for IT
Employee Assistance Plan two vendors
- * Entergy
- * First Electric
- * Friday, Eldridge & Clark for Bond Counsel
- * Garver Engineering
- * Historic Society
Humane Society of Saline County
- * Iworqs
- * IT on the Go (Courts)
- * Jack Tyler Engineering for WWTP - Sole Source
- * Jcon - BID OUT Concrete
- * JWCK for Audit Services
- * Leases - BOO, First Security
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
- * Spillman
- * Springbrook/Accela
- * State - Sales Tax and Surcharge
- * Stephens
- * SunBelt
- * Thomas & Thomas for Arbitrage
- * Valero Gas Cards for all City Vehicles
- * Verizon for Cell phones and internet
Waste Management for Sanitation for Certain Depts
- * Watch Guard - Sole Source for IT for PD
- * West Law for Legal
- * Windstream for Landlines, replaced in 9/2019 with SkyBox White River
LR Winwater

Note: State Statute says that bids are not required on motor fuels, oil, asphalt, asphalt oil, natural gas and in some cases on motor vehicles.

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

In October of 2019 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. The resulting chart and the calculation of Administrative salaries totaling roughly \$802,500 resulted in the following allocations.

Note 2020 will be the first year that Fire and Police have also been allocated these costs since they also receive Designated Tax funds like the Animal Control and Park Departments.

New Model w 2020 Proposed Admin Num w Eng of \$214,200 in Salaries

		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						64,200
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						128,400
500+	Fire	10.00	20	5.00	9.09	20.00	10.50	7.00	81.59	11.66						128,400
600+	Police	10.00	20	5.00	9.09	5.00	36.70	2.00	87.79	12.54	25.00	25.57	Unallocated			128,400
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 Storm	18.00	8	10.00	9.09	10.00	4.20	20.00	79.29	11.33	33.00	33.71	PW %			117,700
900	Water	18.00	6	10.00	9.09	10.00	10.00	20.00	83.09	11.87						117,700
950	WW	18.00	6	5.00	9.09	10.00	5.50	20.00	73.59	10.51						117,700
Total		100	100	100	100	100	100	100	700	100						802,500

0.75

1,070,000.00 Accounts 5000-5057 no travel/train is included

353,100 so stre,w,ww each 117,700 353,100
 449,400 fire,pd,pks each 128,400 385,200 animal 64200
 267,500 unallocated

802,500 Representing salaries only

	Allocation in 2020	Allocation in 2019	Allocation in 2018	Allocation in 2017
Fire	128400			
Police	128400			
AC	64200	43,600	53,375	43,600
Pks	128400	174,400	160,125	174,400
Street	117700	109,000	132,167	109,000
Water	117700	109,000	132,167	109,000
WW	117700	109,000	132,166	109,000
Total	802,500	545,000	610,000	545,000

Glossary:

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

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

ADFA stands for the Arkansas Department of Finance and Administration.

ANRC - Arkansas Natural Resource Commission

APERS stands for the Arkansas Public Employees Retirement System.

AWWA stands for the American Water Works Association.

B&G stands for Building and Grounds.

BAC stands for Blood Alcohol Content.

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.

A Dewatering Facility is a Wastewater Treatment Plant option. The City of Bryant has decided to implement this option and hopes to go online with the Facility in 2018.

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.

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.

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

M&R stands for Maintenance and Repair.

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).

SWB stands for Salaries, Wages, and Benefits and is an allocation methodology used by the City of Bryant to allocate Administrative costs to the other departments specifically Animal, Parks, Water and Wastewater and Street.

TLO is a software package used by Police Department for investigating phone numbers and addresses.

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.

AREA FOR NOTES