

RESOLUTION NO. R-2021-19

A RESOLUTION ESTABLISHING MINIMUM HOURLY RATES AND SALARY FOR MEMBERS OF THE WARD WATER WASTEWATER DEPARTMENT; AND TO APPROPRIATE ADDITIONAL FUNDS

WHEREAS, ARKANSAS CODE ANOTATED (A.C.A.) 14-58-203 authorizes the City Council to alter or revise the budget from time to time; and.

WHEREAS, THE STATE OF ARKANSAS 93RD GENERAL ASSEMBLY ENACTED ACT 605 – An Act to Amend the Law Concerning Retail Water Providers and whereas this Act states that providers¹ shall “Provide suitable compensation and incentives to encourage individuals to consider a career with the provider.”

WHEREAS, THE GOVERNING BODY OF THE CITY OF WARD understands that it is getting more and more difficult to find and retain or those willing to work in the Water/Wastewater industry, the City Council wishes to establish minimum hourly and salary rates for the Ward Water and Sewer Department.

NOW, THEREFORE, BE IT RESOLVED by the City Council of Ward, Arkansas, that the following hourly and annual salary rate are hereby established.

SECTION 1:

Position	License/Experience Requirements	Starting Pay	Hours Work	Salary
Water Operator	No license or experience	\$13.00	2,080	\$27,040.00
Water Operator I	Distribution 1- and One-Year Experience	\$13.75	2,080	\$28,600.00
Water Operator II	Distribution 2- and Two-Year Experience	\$14.50	2,080	\$30,160.00
Water Operator III	Distribution 3- and Three-Year Experience	\$15.25	2,080	\$31,720.00
Water Operator IV	Distribution 4- and Six-Year Experience	\$16.00	2,080	\$33,280.00
Water Foreman	Pay based on Experience and Skill Set	TBD	2,080	TBD

¹ Provider mean any provider of retail water service (A.C.A. 14-234-801)

Position	License/Experience Requirements	Starting Pay	Hours Work	Salary
Wastewater Operator	No license or experience	\$13.00	2,080	\$27,040.00
Wastewater Operator I	Wastewater 1- and One-Year Experience	\$13.75	2,080	\$28,600.00
Wastewater Operator II	Wastewater 2- and Two-Year Experience	\$14.50	2,080	\$30,160.00
Wastewater Operator III	Wastewater 3- and Three-Year Experience	\$15.25	2,080	\$31,720.00
Wastewater Operator IV	Wastewater 4- and Six-Year Experience	\$16.00	2,080	\$33,280.00
Wastewater Foreman	Pay based on Experience and Skill Set	TBD	2,080	TBD

SECTION 2: The FY 2021 Water and Sewer budget is hereby amended. See attachment.

SECTION 3: Said resolution has been properly introduced and the vote was:

PASSED/FAILED:

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DATE: August 16th, 2021

APPROVED:



Charles Gastineau, Mayor

ATTEST:



Courtney Ruble, City Clerk

SEAL

**Ward Water and Sewer System
2021 Budget
Revised**

<u>Operating Income</u>	<u>Water</u>	<u>Sewer</u>	<u>Total</u>
Water Revenue	\$ 2,185,000	-	\$ 2,185,000
Sewer Revenue	-	930,000	930,000
Water Meter Installation	33,000	-	33,000
Water Connect Fees	100,000	-	100,000
Sewer Installation Fees	-	4,000	4,000
Delinquent Fees	65,000	7,500	72,500
Misc. Income	30,000	2,000	32,000
Write Offs and Adjustments	(15,000)	(7,000)	(22,000)
Lonoke White Fees	240,000	-	240,000
Total Operating Income	<u>2,638,000</u>	<u>936,500</u>	<u>3,574,500</u>
<u>Operating expenses</u>			
Salaries Wages and Benefits	606,500	264,000	870,500
R & M / Materials and Supplies	260,000	87,000	347,000
Purchased Water	320,000	-	320,000
Franchise Fee	45,000	35,000	80,000
Utilities & Telephone	70,000	123,000	193,000
Other Operating Expenses	311,500	118,000	429,500
Lonoke White Fees	265,000	-	265,000
Depreciation and Amortization	264,000	102,000	366,000
Total Operating Expenses	<u>2,142,000</u>	<u>729,000</u>	<u>2,871,000</u>
Net Operating Income	<u>496,000</u>	<u>207,500</u>	<u>703,500</u>
<u>Non operating Income (Expense)</u>			
Interest Income	15,000	1,000	16,000
Bond Interest	(280,000)	(144,000)	(424,000)
Total Non operating Income	<u>(265,000)</u>	<u>(143,000)</u>	<u>(408,000)</u>
Net Income (Loss)	<u>\$ 231,000</u>	<u>64,500</u>	<u>\$ 295,500</u>