

**CITY OF WARD
RESOLUTION NO. R-2026-36**

**A RESOLUTION REPEALING AND REPLACING RESOLUTION 2022-04; ESTABLISHING MINIMUM
HOURLY RATES AND SALARY FOR MEMBERS OF THE WARD WATER WASTEWATER
DEPARTMENT**

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, annual discretionary pay increases have been given; however, additional funding is needed to ensure wages and benefits are comparable to other similarly sized water/wastewater systems “to encourage a career with the provider” – City of Ward Water and Sewer System.

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 and the respective budget(s) amended.

SECTION 1 – WATER OPERATIONS

Position/Classification	License/Experience Requirements	Starting Pay²
Water Operator	No license or experience	\$18.20 - \$20.20
Water Operator I	Distribution 1- and One-Year Experience	\$19.20 - \$21.20
Water Operator II	Distribution 2- and Two-Year Experience	\$20.20 - \$22.20
Water Operator III	Distribution 3- and Three-Year Experience	\$21.20 - \$24.20
Water Operator IV	Distribution 4- and Six-Year Experience	\$22.20 - \$25.20
Water Lead	\$2.00 - \$4.00 above base classification	TBD
Water Foreman	Pay based on Experience and Skill Set	TBD

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

² Starting pay is dependent on experience

SECTION 2 – WATERWATER OPERATIONS²

Position/Classification	License/Experience Requirements	Starting Pay
Wastewater Operator	No license or experience	\$18.20 - \$20.20
Wastewater Operator I	Distribution 1- and One-Year Experience	\$19.20 - \$21.20
Wastewater Operator II	Distribution 2- and Two-Year Experience	\$20.20 - \$22.20
Wastewater Operator III	Distribution 3- and Three-Year Experience	\$21.20 - \$24.20
Wastewater Operator IV	Distribution 4- and Six-Year Experience	\$23.20 - \$26.20
Wastewater Lead	\$2.00 - \$4.00 above base classification	TBD
Water Foreman	Pay based on Experience and Skill Set	TBD

SECTION 3 – ADDITIONAL PAY INCREASES: At the discretion of the Public Works Superintendent, as approved by the Mayor, additional licensing and/or merit increases of up to \$1.00 each are authorized, if allowed by the current budget and these guidelines.

SECTION 4 – IMPLEMENTATION: Pay increases based on this Resolution for current employees take effect July 25, 2026.

SAID RESOLUTION WAS ADOPTED ON 7-28-20.

Voice Vote: YEAS: 5 NAYS: 1 OR;

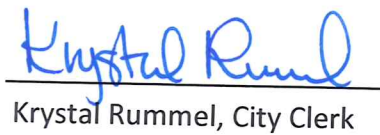
Roll Call Vote: YEAS: _____ NAYS: _____ Mayor (if needed) _____

Boles _____, Chapman _____, Hall _____, Hefner No, McMinn _____, Ruble _____

APPROVED:

ATTEST:


Charles Gastineau, Mayor


Krystal Rummel, City Clerk

