AGENDA ITEM HISTORY SHEET

ITEM TITLE	AGENDA NO.
Ordinance Amending Ordinance 2011-27	AGENDA DATE:

FUNDING CERTIFICATION (Finance Director) (Signature, if applicable)

MANAGEMENT STAFF REVIEW (Signature)

MAYOR (Signature)

ITEM HISTORY (Previous Council reviews, action related to this item, and other pertinent history)

ITEM COMMENTARY (Background discussion, key points, recommendations, etc.) Please identify any or all impacts this proposed action would have on the City budget, personnel resources, and/or residents.

Removing specific references to JESAP as the previous company has merged and there is potential for the City of Bryant to use a different study in the future.

(This section to be completed by the Mayor)

ACTION PROPOSED (Motion for Consideration)

motion to approve

ORDINANCE NO.: 2025 - _____

AN ORDINANCE TO AMEND ORDINANCE NO. 2011-27 TO PROVIDE THAT THE SALARIES OF ELECTED OFFICIALS SHALL BE BASED UPON THE MOST RECENTLY ADOPTED SALARY STUDY RATHER THAN A JESAP STUDY; AND FOR OTHER PURPOSES

WHEREAS, the City of Bryant previously adopted Ordinance No. 2011-27, which established the use of a JESAP study as the basis for determining salaries for elected officials; and

WHEREAS, the City has since adopted a more comprehensive and applicable salary study to reflect current market conditions and ensure fair and equitable compensation; and

WHEREAS, the City Council finds it in the best interest of the City to amend Ordinance No. 2011-27 to allow the salaries of elected officials to be determined based on the most recently adopted salary study by the City Council.

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

Section 1. Ordinance No. 2011-27 is hereby amended to replace all references to the "JESAP study" with "the most recently adopted salary study approved by the City Council."

Section 2. From and after the effective date of this ordinance, salaries for all elected officials of the City of Bryant shall be based upon the compensation figures contained in the most recently adopted salary study, as approved by formal action of the Bryant City Council. Salaries for full-time elected officials shall be increased above the minimum established by most recently adopted salary study based on the following factors:

Extenuating Factors	Percentage Increase Above Minimum
3-5 years' experience as an elected public official	**5%**
Over 5 years' experience as an elected public official	**5%**
Associate's Degree of above	**5%**

Section 3: Provisions Severable

If any provision of this Ordinance or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect the other provisions or applications of this Ordinance which can be given effect without the invalid provision or application, and to this end, the provisions of the Ordinance are hereby declared to be severable.

Section 4: Repealer

All ordinances and resolutions and parts thereof in conflict with the provisions of this Ordinance are hereby repealed to the extent of such conflict.

PASSED AND APPROVED THIS ____ DAY OF JULY 2025, BY THE CITY COUNCIL OF BRYANT, ARKANSAS.

Attest:

_____
Chris Treat, Mayor

_____
Mark Smith, City Clerk