AGENDA ITEM HISTORY SHEET

ITEM TITLE
Ordinance 2026-06 Police Sergeant

AGENDA NO. 16

AGENDA DATE: 04-17-2026

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

MANAGEMENT STAFF REVIEW (Signature)

Carl M. Minden

MAYOR (Signature)

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

The Police Department has requested 4 additional Officers every year since 2022 (an SRO position was added in January 2025 at the request of the School District) without the staffing being funded. Manpower is needed, but especially in regards to the Sergeant position. The Police Department has not added a supervisor position in over ten years. Currently, one of our

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.

(This section to be completed by the Mayor)

ACTION PROPOSED (Motion for Consideration)

Cont. from Agenda Item History Page:

Patrol Sergeants has been assigned to light duty for the remainder of 2026 and then will be on FMLA for twelve weeks after that. This will create a burden on supervisor coverage requiring the other Patrol supervisors (Lieutenants & Sergeants) to fill in on that shift rotation as needed (overtime). Patrol Supervisors also count towards our minimum staffing for daily shift coverage.

When the Sergeant on leave returns to their normal duties, this added Sergeant position will remain in the Patrol Division functioning as a relief supervisor. If they are not covering shifts for other supervisors on leave (sick, vacation, training, FMLA, etc.), they would be utilized for Patrol shift manpower coverage.

Per HR, the financial impact for this position is $92,158.11 (salary, taxes, LOPFI, family insurance, etc.).

ORDINANCE NO. 2026- _____

AN ORDINANCE AMENDING ORDINANCE NO. 2023-05 TO MODIFY THE NUMBER OF AUTHORIZED SERGEANT POSITIONS AS SET FORTH IN THE PERSONNEL AUTHORIZATION EXHIBIT; AND FOR OTHER PURPOSES.

WHEREAS, the City Council of the City of Bryant, Arkansas previously adopted Ordinance No. 2023-05 establishing authorized positions for the City's Police department, as set forth in the attached exhibit; and

WHEREAS, the City Council has determined that it is necessary and in the best interest of the City to amend said ordinance to increase the number of authorized sergeant positions in the Bryant Police Department;

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

SECTION 1. That Ordinance No. 2023-05 is hereby amended to revise the number of authorized **Sergeant** positions as set forth in the applicable exhibit (e.g., Exhibit "A" – Personnel Authorization Table), increasing the number of authorized Sergeant positions to ten (10).

SECTION 2. All references in the exhibit to the number of Sergeant positions are hereby amended to reflect ten (10) authorized positions.

SECTION 3. All other provisions of Ordinance No. 2023-05 not specifically amended herein shall remain in full force and effect.

SECTION 4. This ordinance shall be cumulative to existing ordinances and shall not repeal any other ordinance or part thereof except to the extent of any conflict herewith.

SECTION 5. If any provision of this ordinance is found to be invalid, such invalidity shall not affect the other provisions of this ordinance.

SECTION 6. EMERGENCY CLAUSE. It is hereby found and determined that an immediate need exists to ensure proper staffing for public safety; therefore, an emergency is declared to exist, and this ordinance shall be in full force and effect from and after its passage.

PASSED AND APPROVED THIS ____ DAY OF _____ 2026, BY THE CITY COUNCIL OF BRYANT, ARKANSAS.

Attest: _____ Chris Treat, Mayor

_____
Mark Smith, City Clerk

Bryant Police
Pay Scale

Headcount

5/1/2026

5/1/2026

53 Total Current Positions Including Chief

4% Annual

Officer 32 Positions

			Hourly Rate	Hourly Rate		Regular Base		Base Pay	14 Holidays Holiday Pay	Yearly Pay
Remove 26	1	$20.81	$20.81	$20.81		$43,284.80		$43,284.80	$2,330.72	$45,615.52
Uncert	1	$21.64	$21.64	$21.64		$45,016.19		$45,016.19	$2,423.95	$47,440.14
Cert	2	$22.51	$22.51	$22.51		$46,816.84		$46,816.84	$2,520.91	$49,337.75
	3	$23.41	$23.41	$23.41		$48,689.51		$48,689.51	$2,621.74	$51,311.26
	4	$24.34	$24.34	$24.34		$50,637.09		$50,637.09	$2,726.61	$53,363.71
2026	5	$25.32	$25.32	$25.32		$52,662.58		$52,662.58	$2,835.68	$55,498.25

4% Annual

Sergeant 10 - Positions

			Sergeant Hourly Rate	1 SRO Hourly Rate		Regular Base		Base Pay	14 Holidays Holiday Pay	Yearly Pay
Remove 26	1	$ 25.76	$ 25.76	$ 25.76		$53,580.80		$53,580.80	$2,885.12	$56,465.92
	2	$ 26.79	$ 26.79	$ 26.79		$55,724.03		$55,724.03	$3,000.52	$58,724.56
	3	$ 27.86	$ 27.86	$ 27.86		$57,952.99		$57,952.99	$3,120.55	$61,073.54
	4	$ 28.98	$ 28.98	$ 28.98		$60,271.11		$60,271.11	$3,245.37	$63,516.48
	5	$ 30.14	$ 30.14	$ 30.14		$62,681.96		$62,681.96	$3,375.18	$66,057.14
2026		$ 31.34	$ 31.34	$ 31.34		$65,189.24		$65,189.24	$3,510.19	$68,699.43

4% Annual

Lieutenant 6- Position

			Lieutenant Hourly Rate	1 SRO		8 Hour Shift Regular Base		8 Hour Shift Base Pay	14 Holidays Holiday Pay	8 Hour Yearly Pay
Remove 26	1	$ 31.60	$ 31.60	$ 31.60		$65,728.00		$65,728.00	$3,539.20	$69,267.20
	2	$ 32.86	$ 32.86	$ 32.86		$68,357.12		$68,357.12	$3,680.77	$72,037.89
	3	$ 34.18	$ 34.18	$ 34.18		$71,091.40		$71,091.40	$3,828.00	$74,919.40
	4	$ 35.55	$ 35.55	$ 35.55		$73,935.06		$73,935.06	$3,981.12	$77,916.18
2026		$ 36.97	$ 36.97	$ 36.97		$76,892.46		$76,892.46	$4,140.36	$81,032.83

		4% Annual						
			Captain					
			Hourly Rate	8 Hour Shift Regular Base	8 Hour Shift Base Pay	14 Holidays Holiday Pay	8 Hour Yearly Pay	
Remove 26	1	$ 37.53	$ 37.53	$78,062.40	$78,062.40	$4,203.36	$82,265.76	
	2	$ 39.03	$ 39.03	$81,184.90	$81,184.90	$4,371.49	$85,556.39	
	3	$ 40.59	$ 40.59	$84,432.29	$84,432.29	$4,546.35	$88,978.65	
2026		$ 42.22	$ 42.22	$87,809.58	$87,809.58	$4,728.21	$92,537.79	
		3% Annual				14 Holidays		Asst Chief 1 Position
Remove 26	1	$ 41.81	$ 41.81	$86,965.26	$86,965.26	$4,682.74	$91,648.01	
	2	$ 43.06	$ 43.06	$89,574.22	$89,574.22	$4,823.23	$94,397.45	
	3	$ 44.36	$ 44.36	$92,261.44	$92,261.44	$4,967.92	$97,229.37	
2026		$ 45.69	$ 45.69	$95,029.29	$95,029.29	$5,116.96	$100,146.25	

Captain 3 - Positions

1) Newly hired employees will start at either the uncertified position (Step1) or the certified position (Step 2) To start at the certified position the newly hired Police Officer must have their Basic Police Certification.
2) Any change in position of the same rank will be considered a lateral transfer.
3) Any time an employee changes Rank position, they will start at 1st position for that Rank Classification.
4) Any employee that maxes out in a position, that employee will be paid an annual bonus in the amount of $50.00 per year starting the yearafter the employee maxes out in the position, with a maximum bonus not to exceed $1,000.00.

City of Bryant, AR
Budget Adjustment Request Form

Account Number	Adjustment Amount	Act Name/Description	Original Budget	Amended Budget
001-0600-5000	$92,158.11	Sergeant Position - Added	$4,213,238.70	$4,305,396.81
001-0600-5020				
001-0600-5035				
001-0600-5040				
001-0600-5056				

* Revenue Account Numbers start with 4XXX for the last four digits, negative numbers increase revenues and offset expense increases

* Expense Account Numbers start with 5XXX for the last four digits, positive numbers increase expenses and negative numbers decrease expenses

Council adopts the budget by category by department by fund so any budget adjustments that cross categories, depts or funds must be brought to Council.

Reason/Justification for the Adjustment: (Attach any supporting documents)
Please see the Agenda Item History Sheet for further details.
001-0600-5000: Salary Expense
001-0600-5020: FICA Expense
001-0600-5035: LOPFI Expense
001-0600-5040: Health Insurance Expense
001-0600-5056: Uniform Expense-PR Benefit
The amount above is the combined total of the account numbers ($4,213,238.70).
The actual salary for a first year Sergeant is $56,465.92.

Adj Requested by: Carl Minden Title Police Chief Dept Police Department
Date Requested: 04-17-2026

Dept Head Signature: Carl M. Minden

Approved By: _____

Council Agenda? No Yes Resolution # _____