City Council Workshop

Boswell Municipal Complex - City Hall Court Room

210 SW 3rd Street

YouTube: https://www.youtube.com/c/bryantarkansas

Date: March 31, 2026 - **Time:** 5:30 PM

Call to Order

Public Comments

Old Business

New Business

Public Works

1. **Resolution 2026-13 - Public Works Organizational Chart Restructure & New Job Descriptions**
    - Resolution_2026-13_PW_OrgChart.pdf

Adjournments

AGENDA ITEM HISTORY SHEET

ITEM TITLE
Resolution 2026-13 Public Works Org Chart

AGENDA NO. 13

AGENDA DATE: 3/31/2026

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

3/12/26 believe this saving money!

MANAGEMENT STAFF REVIEW (Signature)

MAYOR (Signature)

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

A new Public Works Director was appointed November 2025. The new director reviewed operations and determined to streamline the management of the department and therefore proposes a new organizational chart.

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.

Operational budget of the Public Works Department is under review by the new director as well as the Mayor's administration to determine where cost savings can be encountered. As part of this, the staffing of the department has been reduced by eliminating certain long-vacant positions, reduction in managerial staff, and reassigning of tasks. As part of the restructure, some departments were redefined to better manage individuals scope and prevent confusion between departments. However, most separated departments are intended to be staffed by inter-department transfers.
A previous (2025) organizational chart is presented along with a proposed (2026) chart for comparison.
Also included is comparison budget analysis to indicate the potential savings for the coming year(s).

(This section to be completed by the Mayor)

ACTION PROPOSED (Motion for Consideration)

Council accepts and issues a resolution to adopt the proposed Public Works Organizational Restructure.

RESOLUTION NO. 2026 - _____

RESOLUTION REGARDING AN UPDATED PUBLIC WORKS ORGANIZATIONAL CHART

WHEREAS, The City Council of the City of Bryant desires to adopt the proposed Public Works Organizational Chart to include the following position and salary range updates.

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

Section 1. The City Council of the City of Bryant hereby adopts the proposed Public Works Organizational chart to include the following position and salary range updates.

Section 2. The salary ranges for the following position updates shall fall within the range suggested by the most recently adopted compensation study. The current compensation study suggests the following salary ranges for the listed positions:

Engineering Intern

Minimum	Midpoint	Maximum
$65,257	$81,909	$98,291

Fleet/Facilities Manager

Minimum	Midpoint	Maximum
$72,040	$90,050	$108,060

Facilities Maintenance Technician

Minimum	Midpoint	Maximum
$32,149	$40,187	$48,224

Pumps and Controls Manager

Minimum	Midpoint	Maximum
$55,758	$69,697	$83,637

WWTP Maintenance Manager

Minimum	Midpoint	Maximum
$37,034	$46,292	$55,551

PASSED AND APPROVED this _____day of _____, 2026.

APPROVED:

_____
Chris Treat, Mayor

ATTEST:

_____
Mark Smith, City Clerk

City of Bryant
Public Works
Organizational Chart
2026

Public Works Director — *T. Taylor*

Public Works Analyst — *M. Winkel*

Adminstrative Assistant — *J. Thuston*

Vacant Position

New Position

Internal Transfer

Streets/Stormwater Superintendent — *T. Ellis*

- Field Supervisor — *D. Baker*
  - ROW Equipment Operator 3 — *D. Tarver*
  - ROW Equipment Operator 2 — *D. Galloway*
  - ROW Equipment Operator 2 — *C. Mosely*
  - ROW Equipment Operator 2 — *J. Braden*
  - ROW Equipment Operator 2 — *M Galloway*
- Field Supervisor — *C. Drake*
  - CON Equipment Operator 3 — *G. Grey*
  - CON Equipment Operator 1 — *E. Richards*
  - CON Equipment Operator 2 — *A. Merrell*
  - CON Equipment Operator 2 — *M. Bryant*
  - CON Equipment Operator 2 — *B. Johnson*
- Locate Tech — *S. Thornberry*
  - Locate Tech: — *G. Dozier*
    - SIgns/Signals Tech 2 — *R. Ayres*
    - Signs/Signals Tech 2 — *N. Mitchell*
- Stormwater Enforcement — *J. Stake*
  - Stormwater Enforcement — *K. Gordon*
  - Stormwater Enforcement — *J. Carter*

WWTP Manager — *T. Price*

- Chief Plant Operator — *D. Watkins*
- WWTP Night Supervisor — *A. Remsing*
- WWTP Maintenance Manager — *G. Smith*
- WWTP Operator — *Q. Jones*
- WWTP Operator — *S. Donahue*
- WWTP Lab Tech — *J. Causey*
- WWTP Operator — *J. Miller*

Wastewater Superintendent — *F. Glover*

- Field Supervisor — *E. Coleman*
  - Equip Operator — *A. JOnes*
    - Utility Worker 2 — *M. Hawkins*
      - Utility Worker 2 — *J. Tobias*
        - Utility Worker 2 — *S. Tallant*
  - Utility Worker 1 — *D. Stephens*
    - Utility Worker 1 — *D. Mitchell*
      - Utility Worker 1: — *R. Green*
        - Utility Worker 1 — *A. Tallant*
          - Utility Worker 1 — *T. Morin*

Pumps & Controls Manager — *J. Byrd*

- P&C Operator — *J. Frye*
- P&C Operator — *R. Loveless*

Water Billing Supervisor — *A. Shepard*

- Senior Office Assistant — *L. Warner*
- Water Billing Assistant — *L. Holt*
- Water Billing Assistant — *T. Jones*

Water Superintendent — *J. Moore*

- Field Supervisor — *B. Wilson*
  - Equip Operator — *J. Boyette*
    - Equip Operator — *B. Stapler*
      - Utility Worker 1 — *K. Thornberry*
  - Utility Worker 1 — *H. Pharr*
    - Meter Tech — *K. Collins*
      - Meter Tech — *M. Cox*
        - Meter Tech — *E. Ahart*

Public Works Engineer — *K. Vanlandingham*

- Engineering Intern — *M. Godwin*
- Constr Project Coordinator — *S. Chandler*
- Constr Project Coordinator — *J. Henry*
- Constr Project Coordinator — *A. Davis*

Fleet Facilities Manager — *T. Fournier*

- Fleet Mechanic — *D. Shephard*
- Assistant Mechanic — *C. Runnells*
- Facilities Maintenance Tech

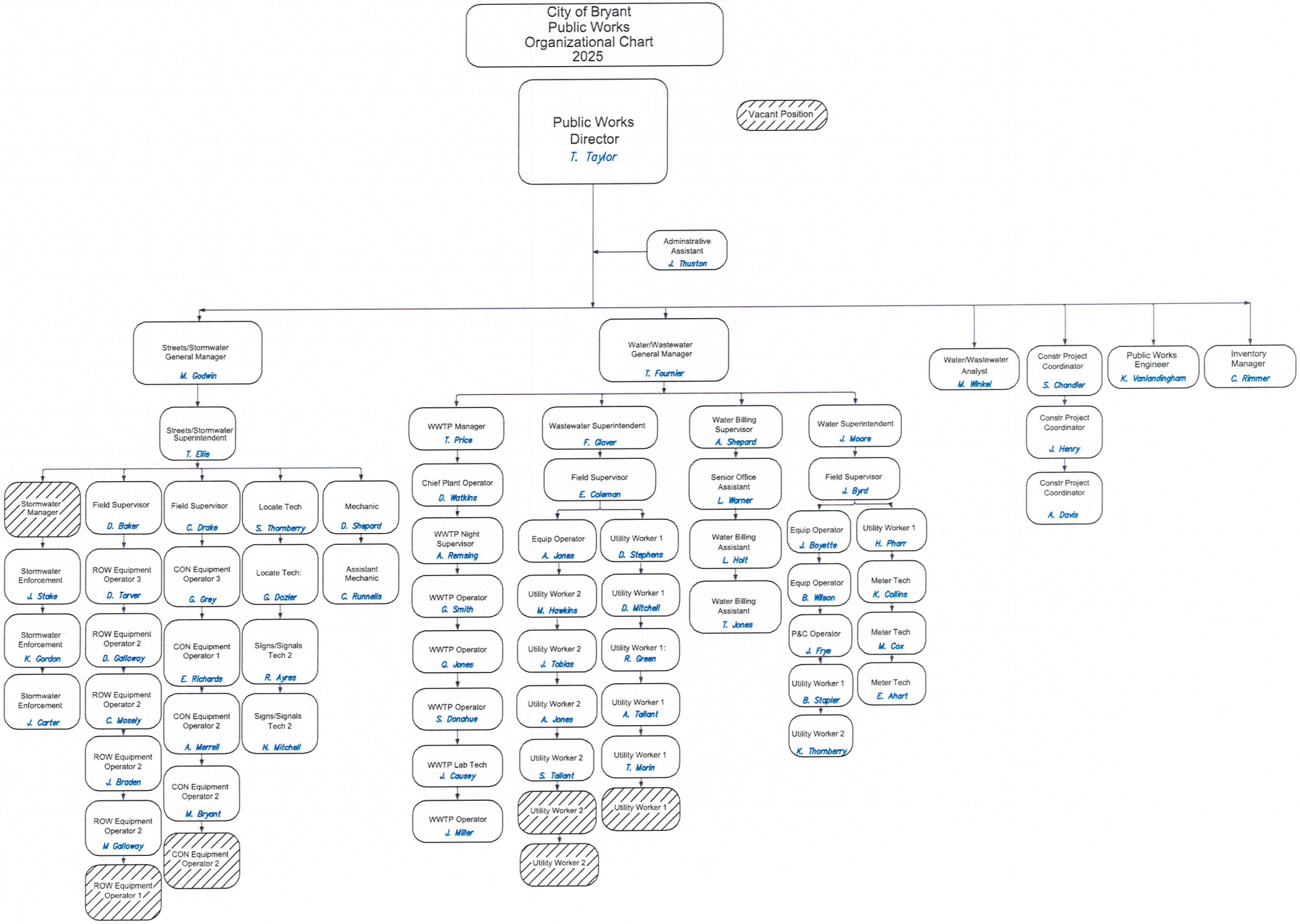
PUBLIC WORK PROPOSED 2026 SALARY BUDGET

No.	Dept	Code	Title	Status	SubTotals
1	PW	0900	Director	Active	
2	PW	0900	Admin Assist	Active	
3	PW	0900	PUBLIC WORKS ANALYST	Transfer	
4	Engineering	0800	PW ENGINEER PT	Active	
5	Engineering	0800	PW ENGINEER INTERN	Transfer	
6	Eng/Const	0800	CONSTR/PROJ COOR	Active	
7	Eng/Const	0800	CONSTR/PROJ COOR	Active	
8	Eng/Const	0800	CONST/PROJ COOR/CFPM	Active	$ 604,926.40
9	ST/SW	0800	STREET/SW SUPR	Active	
10	SW	0140	STRMWTR ENF/COOR	Active	
11	SW	0140	STRMWTR INSPECTOR	Active	
12	SW	0140	STRMWTR INSPECTOR	Active	
13	ST ROW	0800	FIELD SUPERVISOR	Active	
14	ST ROW	0800	EQ OPERATOR III	Active	
15	ST ROW	0800	EQ OPERATOR II	Active	
16	ST ROW	0800	EQ OPERATOR II	Active	
17	ST ROW	0800	EQ OPERATOR II	Active	
18	ST ROW	0800	EQ OPERATOR II	Active	
19	ST CONST	0800	FIELD SUPERVISOR	Active	
20	ST CONST	0800	EQ OPERATOR III	Active	
21	ST CONST	0800	EQ OPERATOR I	Active	
22	ST CONST	0800	EQ OPERATOR II	Active	
23	ST CONST	0800	EQ OPERATOR II	Active	
24	ST CONST	0800	EQ OPERATOR II	Active	
25	ST LOC	0800	UTILITY LOCATE TECH	Active	
26	ST LOC	0800	UTILITY LOCATE TECH	Active	
27	ST SIGN	0800	SIGNALS TECH II	Active	
28	ST SIGN	0800	SIGNALS TECH	Active	$ 946,566.40
29	FLT/FAC	0800	FLEET/FACILITY MANAGER	Transfer	
30	FLEET	0800	MECHANIC /LABORER	Active	
31	FLEET	0800	MECHANIC ASSISTANT	Active	
32	FACILITY	0800	MAINTENANCE TECH	Vacant	$ 246,692.80
33	WWTP	0950	WW TREAT PLANT MGR	Active	
34	WWTP	0950	WW CHIEF PLANT OPER	Active	
35	WWTP	0950	WW NIGHT SUPERVISOR	Active	
36	WWTP	0950	WWTP MAINTENANCE	Transfer	
37	WWTP	0950	WASTEWATER OPERATOR	Active	
38	WWTP	0950	WASTEWATER OPERATOR	Active	
39	WWTP	0950	WWTP LAB TECH	Active	
40	WWTP	0950	WASTEWATER OPERATOR	Active	$ 404,153.60

41 WW CONST	0950	WW SUPERINTENDENT	Active		
42 WW CONST	0950	WW FIELD SUPERVISOR	Active		
43 WW CONST	0950	UTILITY WORKER II WW	Active		
44 WW CONST	0950	UTILITY WORKER II WW	Active		
45 WW CONST	0950	PW EQUIP OPER WW	Active		
46 WW CONST	0950	UTILITY WORKER II WW	Active		
47 WW CONST	0950	UTILITY WORKER I WW	Active		
48 WW CONST	0950	UTILITY WORKER II WW	Active		
49 WW CONST	0950	UTILITY WORKER I WW	Active		
50 WW CONST	0950	UTILITY WORKER I WW	Active		
51 WW CONST	0950	UTILITY WORKER I WW	Active	$	551,803.20
52 W Billing	0900	CUSTOMER SRVC SUPR	Active		
53 W Billing	0900	SENIOR OFFICE ASST	Active		
54 W Billing	0900	OFFICE ASST/BILLING	Active		
55 W Billing	0900	OFFICE ASST/BILLING	Active	$	174,054.40
56 W/WW P&C		PUMPS&CONTROLS MANAGER	Active		
57 W/WW P&C		PUMPS/CONTROL OPER	Active		
58 W/WW P&C		PUMPS/CONTROL OPER	Active	$	153,566.40
59 W CONST	0900	WATER SUPERINTENDENT	Active		
60 W CONST	0900	WATER FIELD SUPR	Active		
61 W CONST	0900	PW EQUIPMENT OPER	Active		
62 W CONST	0900	PW EQUIPMENT OPER	Active		
63 W CONST	0900	UTILITY WORKER II W	Active		
64 W CONST	0900	UTILITY WORKER I W	Active		
65 W CONST	0900	UTILITY WORKER I W	Vacant		
66 W CONST	0900	PW METER TECH	Active		
67 W CONST	0900	PW METER TECH	Active		
68 W CONST	0900	PW METER TECH	Active	$	447,574.40

PROJECTED 2026 ANNUAL BUDGET FOR SALARIES =	**$**	**3,529,337.60**
2026 vs. 2025 Budget Salary Savings =	**$**	**200,372.80**

City of Bryant Public Works Organizational Chart 2025



PUBLIC WORK PREVIOUS 2025 SALARY BUDGET

No.	Dept	Code	Title	Status	SubTotals
1	PW	0900	Director	Active	
2	PW	0900	Admin Assist	Active	
3	PW	0900	WTR WSTWATR ANYLST	Active	
4	PW	0800	INVENTORY/ACQ MGR	Active	
5	Engineering	0800	PW ENGINEER PT	Active	
6	Eng/Const	0800	CONSTR/PROJ COOR	Active	
7	Eng/Const	0800	CONSTR/PROJ COOR	Active	
8	Eng/Const	0800	CONST/PROJ COOR/CFPM	Active	$ 578,780.80
9	ST/SW	0800	GM STREETS	Active	
10	ST/SW	0800	STREET SUPR	Active	
11	SW	0140	STRMWTR MANAGER	Vacant	
12	SW	0140	STRMWTR ENF/COOR	Active	
13	SW	0140	STRMWTR INSPECTOR	Active	
14	SW	0140	STRMWTR INSPECTOR	Active	
15	ST ROW	0800	FIELD SUPERVISOR	Active	
16	ST ROW	0800	EQ OPERATOR III	Active	
17	ST ROW	0800	EQ OPERATOR II	Active	
18	ST ROW	0800	EQ OPERATOR II	Active	
19	ST ROW	0800	EQ OPERATOR II	Active	
20	ST ROW	0800	EQ OPERATOR II	Active	
21	ST ROW	0800	EQ OPERATOR II	Vacant	
22	ST CONST	0800	FIELD SUPERVISOR	Active	
23	ST CONST	0800	EQ OPERATOR III	Active	
24	ST CONST	0800	EQ OPERATOR I	Active	
25	ST CONST	0800	EQ OPERATOR II	Active	
26	ST CONST	0800	EQ OPERATOR II	Active	
27	ST CONST	0800	EQ OPERATOR II	Vacant	
28	ST LOC	0800	UTILITY LOCATE TECH	Active	
29	ST LOC	0800	UTILITY LOCATE TECH	Active	
30	ST SIGN	0800	SIGNALS TECH II	Active	
31	ST SIGN	0800	SIGNALS TECH	Active	
32	ST MECH	0800	MECHANIC /LABORER	Active	
33	ST MECH	0800	MECHANIC ASSISTANT	Active	$ 1,211,076.80
34	W/WW	0900	W/WW GENERAL MANAGER	Active	
35	WWTP	0950	WW TREAT PLANT MGR	Active	
36	WWTP	0950	WW CHIEF PLANT OPER	Active	
37	WWTP	0950	WW NIGHT SUPERVISOR	Active	
38	WWTP	0950	WASTEWATER OPERATOR	Active	
39	WWTP	0950	WASTEWATER OPERATOR	Active	
40	WWTP	0950	WASTEWATER OPERATOR	Active	
41	WWTP	0950	WWTP LAB TECH	Active	

42	WWTP	0950	WASTEWATER OPERATOR	Active	
43	WW CONST	0950	WW SUPERINTENDENT	Active	
44	WW CONST	0950	WW FIELD SUPERVISOR	Active	
45	WW CONST	0950	WW EQUIP OPERATOR	Vacant	
46	WW CONST	0950	UTILITY WORKER II WW	Active	
47	WW CONST	0950	UTILITY WORKER II WW	Active	
48	WW CONST	0950	PW EQUIP OPER WW	Active	
49	WW CONST	0950	UTILITY WORKER II WW	Active	
50	WW CONST	0950	UTILITY WORKER II WW	Vacant	
51	WW CONST	0950	UTILITY WORKER II WW	Vacant	
52	WW CONST	0950	UTILITY WORKER I WW	Active	
53	WW CONST	0950	UTILITY WORKER II WW	Active	
54	WW CONST	0950	UTILITY WORKER I WW	Active	
55	WW CONST	0950	UTILITY WORKER I WW	Active	
56	WW CONST	0950	UTILITY WORKER I WW	Active	
57	WW CONST	0950	UTILITY WORKER I WW	Vacant	
58	W Billing	0900	CUSTOMER SRVC SUPR	Active	
59	W Billing	0900	SENIOR OFFICE ASST	Active	
60	W Billing	0900	OFFICE ASST/BILLING	Active	
61	W Billing	0900	OFFICE ASST/BILLING	Active	
62	W CONST	0900	WATER SUPERINTENDENT	Active	
63	W CONST	0900	WATER FIELD SUPR	Active	
64	W CONST	0900	PW EQUIPMENT OPER	Active	
65	W CONST	0900	PW EQUIPMENT OPER	Active	
66	W CONST	0900	PUMPS/CONTROL OPER	Active	
67	W CONST	0900	PW EQUIPMENT OPER	Active	
68	W CONST	0900	UTILITY WORKER II W	Active	
69	W CONST	0900	UTILITY WORKER I W	Active	
70	W CONST	0900	PW METER TECH	Active	
71	W CONST	0900	PW METER TECH	Active	
72	W CONST	0900	PW METER TECH	Active	$ 1,939,852.80

2025 ANNUAL BUDGET FOR SALARIES = $ 3,729,710.40