

Minutes of May 2016 City Council Meeting - 05/16/16

Date and time: 05/16/16 06:00 pm to: 05/16/16 07:00 pm
Present: Meeting Secretary, Alderman Milholen, Alderman Cantwell, Alderman Phillips, Alderman Stout, Mayor Blue, Attorney Rhoads, Clerk Usrey, Fire Chief Dunavan
Absent: Alderman Christian, Alderman Carmical
CC: News, Police Chief Martinez, Superintendent Usrey
Location: Little Flock City Hall

Topics

1. Call Meeting to Order @ 6:00 P.M.

2. Invocation

Denyce Willis - Grace Point Church

3. Pledge of Allegiance

4. Roll Call

5. Public Comments

6. Action on Minutes

6-1. April 18, 2016 Minutes

*Decision Alderman Stout made a motion to approve the April minutes.
Alderman Milholen seconded the motion.
Motion passed unanimously with the Mayor voting yes.*

7. Unfinished Business

8. New Business



9. Departmental Business

9-1. General

Personnel Handbook Changes

Mayor Blue, City Attorney and the Council discussed changes.

Alderman Phillips made a motion to table Personnel Handbook until next work session.

Alderman Stout seconded the motion.

Passed unanimously.

Planning Commission Resume.

City Council has received three resumes so far.

9-2. Fire

Firehouse Software Changes

Chief Dunavan is looking at new software.

The Council and City Attorney discussed getting bids from architects to bid the new Fire Station. Mayor Blue stated he would start the process.

9-3. Police

Unightly/Unsanitary Violation Spring Cliff Loop

Council asked if the owners had a business license.

Council discussed the issue.

Council decided it was not unsightly and unsanitary.

The Council wanted to find out if they should have a conditional use permit and a business license.

Unightly/Unsanitary Violation Little Flock Drive

Chief Martinez sent tickets via certified mail to the owner, and the owner would not accept them. Chief Martinez is working to resolve this matter.

9-4. Street

Robert Whitehorn asked the Mayor if he had heard from the Corp of Engineers about Rustic Drive

Mayor stated he is trying to get a meeting with them.




10. Announcements

Summer Conference June 22-24


Garage Sale and City Cleanup June 10 & 11

11. Pay Bills over \$10,000

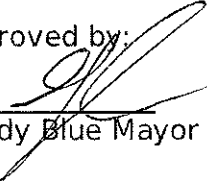
12. Adjourn

Decision  *Alderman Phillips made a motion to adjourn. Alderman Cantwell seconded the motion. Motion passed unanimously.*

Respectfully Submitted:


Linda Usrey Recorder/Treasurer

Approved by:


Buddy Blue Mayor

Next Meeting

Meeting title: June 2016 city council meeting
Date and time: 06/20/16 06:00 pm to: 06/20/16 08:00 pm
Location: Little Flock City Hall



Agenda for May 2016 City Council Meeting - 05/16/16

Date and time: 05/16/16 06:00 pm to: 05/16/16 07:00 pm
Organizer: Meeting Secretary
Participants: Alderman Christian, Alderman Milholen, Alderman Cantwell, Alderman Carmical, Alderman Phillips, Alderman Stout, Mayor Blue, Attorney Rhoads, Clerk Usrey
Optional: Fire Chief Dunavan, Police Chief Martinez, Superintendent Usrey
CC: News
Location: Little Flock City Hall

Topics

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9-1. General

Personnel Handbook Changes.

Planning Commission Resumes

9-2. Fire

Firehouse Software Changes

9-3. Police

Unsightly/Unsanitary Violation Spring Cliff Loop

Unsightly/Unsanitary Violation Little Flock Drive

9-4. Street

10. Announcements

Summer Conference June 22-24

Garage Sale and City Cleanup June 10 & 11

11. Pay Bills over \$10,000

12. Adjourn



AGENDA ITEMS

- General Comments
- Street
- Fire
- Police

Your Name: Robert M. White

(Check next to the above agenda items you would like to comment on.)

1626 Rustic Dr.
Rogers, Ar 72756

Phone:479-273-1221
E-mail:
rwhitehorn@cox.net

Robert Whitehorn

Skills

Computer skills in Microsoft Office, Reverse Mortgage Consultant, Farrier, Management of Warehouse and Quality Control Dept., Analysis freight cost and comparison, Inventory control, Shipping and Receiving, Fire Fighter and EMT.

Summary of qualifications

Northwest Arkansas Community College (WDI)

Bentonville, AR

- Marketing Analyst Course

Employment

2/1/2014 to Present HP Bentonville, AR

Project Coordinator (Team Lead)

Projects include Brinker(Chile's and Maggiano's), Home Depot, Pearson Vue (2 Phases), Alcatel-Lucent (PM), FedEx (2 Phases), AutoZone, Building a SharePoint for IDSS Command Center.

5/2012 to 2/2014 Tec Systems Bentonville, AR

Working as a Contingent work for Hewlett Packard

Projects include Corning, Auto Zone, Goodyear, Brinker, and lead person on Home Depot.

6/2009 to 4/2012 Fashion Cleaners Rogers, AR

Delivery driver, repairman, customer service.

10/1/2005 to 4/1/2009 Financial Freedom Senior Funding Corp.

Reverse Mortgage Specialist

Consulting seniors about Reverse Mortgage, Market & Sale the Reverses Program.

4/1/2004-7/29/2005 Wells Fargo Reverse Mortgage Rogers, AR

Reverse Mortgage Consultant

Consulting seniors about Reverse Mortgage, Market & Sale the Reverses Program.

1993-2004 Awards, Inc Rogers, AR

Warehouse Manger

Inventory control, Analysis Freight cost and comparison, Shipping and Receiving

1984-1993 Bemco, Inc Centerton, AR

Quality Control Manger

Inspection of aircraft ducting, Statistical Process Control, and Government Specification and MIL-Std

SAUL SOLIS

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SUMMARY

- Experienced IT Professional with Architecture and integration background of large scale solutions : Over 10 yrs of experience in IT, Solution Architecture, and Software Design and Development.
 - Skilled technologist capable of expressing complex system functionality, architecture opportunities, and technology concepts to business partners and high level officials.
 - Excellent organizational and management skills, rationalization of efforts, and simplification of tasks and processes.
 - A member of the Walmart Enterprise Architecture group with focus on Application and Technology Architecture solutions.
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CORE COMPETENCIES

- Project/Program Management, Strategic Planning, Customer Focus, Attention to Communication, Customer Oriented, Analytical Thinking, Technical Expertise
- Large Retail Operations, Solution Architecture and Design, Technology and Application Architecture, Software Design and Development
- Financial Services, Retail Merchandising, Customer Account Management, Multi-channel/Omnichannel, Portal Design

EXPERIENCE

Solutions Architect

June 2015- Present • Bentonville, AR

WalMart Information Systems Division

- Responsible for the generation of the Customer Transaction Execution blueprints, in collaboration with business partners, domain owners and planners.
- Architect responsible for the company's next generation Point Of Sale Solution. Selection of vendor and vetting of provider platforms products.
- Lead Architect for the company's substantiated payments platform. Responsible for the interpretation of the business goals and objectives and translation of such requirements into specifications.
- Creation of artifacts describing solution transitions and target architecture including product roadmaps, information models, and platform recommendations
- Lead of the development of the REST Standards and Guidelines for service implementation, which describes the best practices to enable Rest style architecture APIs in the enterprise.
- Provided direction and guidance on best practices and adherence to prescribed architecture to project and development teams.
- Researched technology, best practices, products, and vendors to further publish technology briefings and white papers with findings and recommendations.
- A strong technical lead with roles in development of eCommerce innovations and extranet projects.
- Technical and project lead in Services Oriented Architecture - Lead team of highly qualified software engineers.
- Designed and developed interfaces of Decision Support and Business Intelligence systems.

SAUL SOLIS

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Wal-Mart Information Systems Division

Solutions Architect

April 2013 - June 2015 • Bentonville, AR

Systems Analyst and Sr Programmer

May 2010 - April 2011 • Bentonville, AR

Senior Programmer Analyst

November 2007 - May 2010 • Bentonville, AR

Programmer Analyst

June 2004 - November 2007 • Bentonville, AR

Data and Information Specialist

February 2003 - August 2004 • Laredo, Texas

Texas Center for Border Economics

- 'Border Business Indicators' Production - Participated in the publication and preparation of the economic indicators. Regional Indicators are a summary of key economic factors that signal local growth and development for the South Texas border cities.
 - Data Compilation and Dissemination - Merged database information from federal and local government sources into Border Business Indicators publications. Disseminated information to local, state, federal, and international agencies.
 - Produced Technical Reports - Analyzed and produced statistical reports regarding city and border economy based key indicators.
 - Collaborated in the production of 'Vision, an Economic Outlook Report' publications for the Laredo Chamber of Commerce.
 - Created ArcGIS Mapping - Created maps using ArcMap software to illustrate economic survey results to local and state authorities.
 - Prepared Purchasing Documentation - Prepared documentation for acquisition of materials and services in relationship to the various publications of the Center.
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ACADEMIC BACKGROUND

The University of Texas at El Paso (UTEP)

Bachelor's Degree B.S. - Computer Science 2001

The University of Texas at El Paso

Master's Degree MIS - coursework

Laredo Community College

Associate Degree - Science 1997

COMMUNITY

Boys Scouts of America

Special Needs Committee Member Cornerstone District

March 2016 - Present • Rogers AR

Scoutmaster Troop 193

Oct 2015 - Present • Little Flock, AR

Cub Scout Leader Troop 262

2013 - June 2015 • Centerton, AR

CERTIFICATIONS

- ITIL Foundation
- ITIL Service Design

LANGUAGES

Spanish - fluent

Ray Webb, PMP®

3518 North Dixieland Road
Little Flock, Arkansas 72756
479.282.9258
raylwebb@gmail.com

SUMMARY

Archer certified PMP with 3+ years of Archer development, and over ten years of project management experience. A solid track record of producing extraordinary results with a commitment to personal development and community services. An energetic self-starter with excellent analytical, organizational, presentation, and creative skills.

EXPERIENCE

Sysrepublic, Inc., Bentonville, Arkansas (Home Office, Los Angeles)
Senior Account Executive, 2013-Present

- Managed and coordinated project efforts for top Fortune 500 client
- Organized and managed team of 3 analysts contributing in multi-million dollar paybacks to the client
- Day to day coordination and oversight of vendor/client relations at multiple levels

Nationstar Mortgage Holdings, Inc., Lewisville, Texas
Senior Security Engineer, 2012-2013

- Lead for the architecture oversight of the Enterprise Governance, Risk and Compliance program (e-GRC)
- Manage the Archer Application (upgrades, configuration, integration, documentation, vendor relationship)
- Knowledge and experience with all aspects of the RSA Archer eGRC software; using Data feed manager, core and on-demand applications, imports, monitoring, resolution, development, and LDAP configuration.

Walmart Stores Inc., Bentonville, Arkansas
Project Manager, 2010-2012

- Introduced and standardized a project management culture within Asset Protection (AP) Safety and Security
- Managed multiple high profile projects and assisted in allocating and spending 18 million dollars in both operational and capital expense budgets
- Budget and forecast planning experience as well as short and long term strategy planning for AP Systems
- Awards: 2011 Asset Protection & Safety 2nd Quarter Leadership Award & 2011 Associate of the Year Award
- Mentor for project managers

Walmart Stores Inc., Rogers, Arkansas
Senior Project Manager, 2008-2010

- Introduced project management culture within global security, aviation and travel departments
- Project lead for cross departmental initiatives in both systems and non-systems projects
- Provided in-depth planning and documentation of projects using risk management and mitigation strategies
- Vendor Management
- Mentor for business analysts

Walmart Stores Inc., Bentonville, Arkansas
Senior Systems Analyst/Project Manager, 2006-2008

- Project manager for J.D. Edwards modification reduction initiative and best practices for procurement
- Ability to present to large diverse groups of people at various levels of management
- Liaison between technology focused individuals and business customers
- Technical writing skills for project related and training documentation

- Associate of the month in 2008

Walmart Stores Inc., Bentonville, Arkansas
Business Analyst, 2002-2006

- Project lead for J.D. Edwards XE to EnterpriseOne 8.10 conversion upgrade from AS400 to UNIX
- Primary lead for project across a variety of business areas including Real Estate, Facilities Monitoring, Facilities Maintenance, and Store Planning
- Designed and implemented Walmart's alarm monitoring tool which monitored over \$15 billion of perishable goods
- Technical writing skills for project related and training documentation
- War Room management experience

Fiber-Tel contractors, Inc., Mountain Home, Arkansas
Network Analyst/System Administrator, 2001-2002

- Designed, implemented, and maintained Windows 2000/NT and Novell server networks for local businesses
- Responsibilities included: sales, training, cabling, administration, security, Internet/Intranet management, and website design/management

Lincoln Automotive, Jonesboro, Arkansas
System Administrator, 1999-2000

- Administrator for multi-server network of NT/Novell/AS400/Domino.
- Provided support for manufacturing production lines utilizing JD Edwards with AS/400

EDUCATION

Arkansas State University, Jonesboro, Arkansas, B.S., Management Information Systems, 2000

TECHNICAL SKILLS

Software: Archer 4.x and 5.x, Clarity, MS Project, Visio, MS Office, SharePoint, Secure
Enterprise Resource Planning: J.D. Edwards, JDE OneWorld XE, EnterpriseOne 8.10

AFFILIATIONS

Project Management Institute - Member, 2009 - Present
Cub Scouts of America - 2010 - Present
Positions held: Cub Master, Assistant Cub Master, and Den Leader

CERTIFICATIONS / PROFESSIONAL DEVELOPMENT

2015 - BSA Wood Badge Awarded
2012 - Advanced Archer Administration Training
2011 - PMP # 1455536 - Project Management Professional - Project Management Institute, PMI
2011 - Archer Certified Professional
2010 - Lean Six Sigma Black Belt Certification
2008 - Lean Six Sigma Green Belt Certification
2006 - Professional Project Leadership Certification
2006 - Dale Carnegie Course

Matthews
Campbell
Rhoads
McClure &
Thompson P.A.
ATTORNEYS

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◦also admitted in Oklahoma

▪also admitted in Missouri

◦also admitted in Texas

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May 13, 2016

Mr. Buddy Blue, Mayor
City of Little Flock
1500 Little Flock Drive
Little Flock, Arkansas 72756-7029

Re: Personnel Handbook Changes

Dear Buddy:

You forwarded to me Bob's proposed changes to the Personnel Handbook. My comments on the proposed changes follow:

Section 3.3. The proposed addition says that the City Council (or one of its committees) must be consulted for all hiring and promoting of employees. I am not sure that it is wise for the City Council to be so involved in the hiring and promoting of employees. The City Council controls the purse strings and limits the hiring and promoting of employees by appropriating or not appropriating money for the new wages or higher wages. I am not sure that the City Council ought to exercise more control than that.

Section 4.2.1. The addition says that the City Council establishes the flexible work arrangement of the Mayor and Recorder/Treasurer and then creates the presumption that the Mayor and Recorder/Treasurer work whenever the City Hall is open to the public. An elected official has the obligation to perform the duties of his/her office. I do not know that an elected official can be required to work certain hours. I can have that issue researched if you wish.

Section 4.2.2. The addition says that the City Council is to receive a report at its January meeting on the vacation taken by all Department Heads and the Mayor during the preceding year. Again, I am not sure that a Mayor, as an elected official, has limited vacation. Again, I can have that issue researched if you wish.

Section 4.5.1. The U.S. Department of Labor is considering increasing the minimum salary level for an otherwise exempt employee to be at least \$970 per week, and if an otherwise exempt employee is paid less than \$970 per week, then that employee will not be an exempt employee. However, that action is only being studied. It has not been implemented. I do not know that it will be implemented in 2016, and, even if it is implemented in 2016, the weekly salary amount may or may not be \$970.

Mr. Buddy Blue, Mayor
May 13, 2016
Page 2

My advice is not to duck before you are shot at. In other words, let's wait and see what the final rule is and then make appropriate changes.

If the final rule sets an amount that is greater than what any employee of Little Flock makes, then no employee of Little Flock will be an exempt employee. In that situation, all employees will be hourly, and the City will face paying overtime to employees who work more than 40 hours per week (there is a different rule for law enforcement employees). Currently, an exempt employee who works more than 40 hours per week gets no extra compensation.

Section 4.9. See my comments concerning Section 3.3.


Section 4.13. The first sentence of the addition is obvious in that elected officials cannot be fired. It does not really need to be stated. In regard to the second sentence of the addition, the City Council can censure or vote no confidence against an elected official without having this provision in the Personnel Handbook.

Section 4.15. I am not sure how the City Council can implement an interview of a terminated Department Head without the presence of the Mayor. If the Department Head is not appealing his/her termination, then there is not a personnel reason to have an Executive Session, and, even if there is authority to have an Executive Session, the Mayor can attend the Executive Session. The Open Meeting Law will otherwise apply.

Section 5.6. A better way to re-word this Section would be to say that the City does not provide maternity leave, but the employee may use sick leave and, after the exhaustion of sick leave, may use annual leave.

In regard to the sections on which I have not commented, I see no issue with the suggested changes or additions.

Sincerely,



George R. Rhoads

GRR:lh