



**Finance Committee  
Meeting Agenda  
April 22, 2025  
4:30 PM  
City Council Chambers**

**City Council Members:**

|                      |                           |
|----------------------|---------------------------|
| <b>Gayatri Agnew</b> | <b>Ward 1, Position 2</b> |
| <b>Cindy Acree</b>   | <b>Ward 2, Position 1</b> |
| <b>Bill Burckart</b> | <b>Ward 3, Position 2</b> |

\*If the public would like to attend virtually, please log on at the following link: <https://us02web.zoom.us/j/89139307844?pwd=ZWMxNVhRby9RVElhd1pyZzluVmdHZz09>

**Call to Order/Roll Call**

**Items For Discussion**

- |    |                                                  |                      |
|----|--------------------------------------------------|----------------------|
| 1. | <b>Ozark Regional Transit Report - Quarter 1</b> | <b>Informational</b> |
| 2. | <b>Bond Project Policies</b>                     | <b>Informational</b> |

**City Council Items To Be Considered**

- |    |                                                                                                                                                                                                  |                   |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 1. | <b>Resolution to Purchase Memorial Park Softball / Baseball Awnings</b>                                                                                                                          | <b>Resolution</b> |
|    | Resolution authorizing the purchase of eighteen Softball/Baseball awnings from Swift Recreation LLC., in the amount of \$79,355.09. A budget adjustment is needed.                               |                   |
| 2. | <b>Ordinance Amending the 2025 City of Bentonville Pay Plan</b>                                                                                                                                  | <b>Ordinance*</b> |
|    | Ordinance amending the 2025 pay plan and approving a budget adjustment in the amount of \$141,415.50. A budget adjustment is needed.                                                             |                   |
| 3. | <b>Resolution Amending IFB-24-70 - IDIQ Water Service Line Replacement Agreement - Calcon Inc.</b>                                                                                               | <b>Resolution</b> |
|    | A Resolution authorizing the Mayor and City Clerk to amend the IDIQ contract for Calcon, Inc. to increase the amount by \$500,000.00. Utility Board approved 4-0. A budget adjustment is needed. |                   |

## Resolution

Page 2 of 30

Passengers

8,072

LY and YoY %Chg

7,622 5.9%

Hours

3,738

LY and YoY %Chg

2,201 69.9%

Miles

65,456

LY and YoY %Chg

41,168 59.0%

Bikes

305

LY and YoY %Chg

92 231.5%

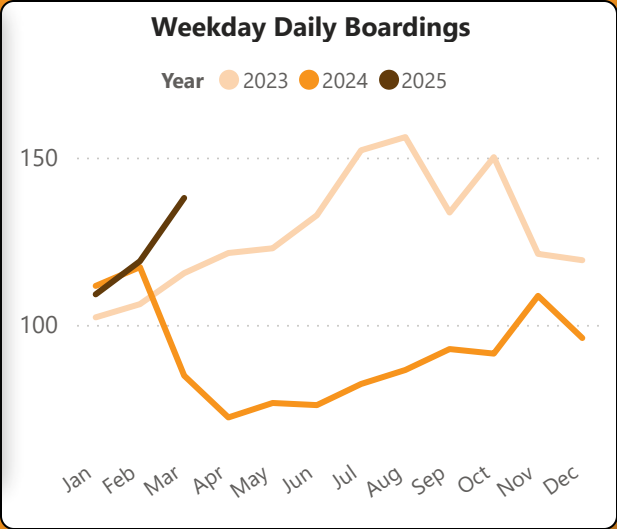
Mobility Devices

44

LY and YoY %Chg

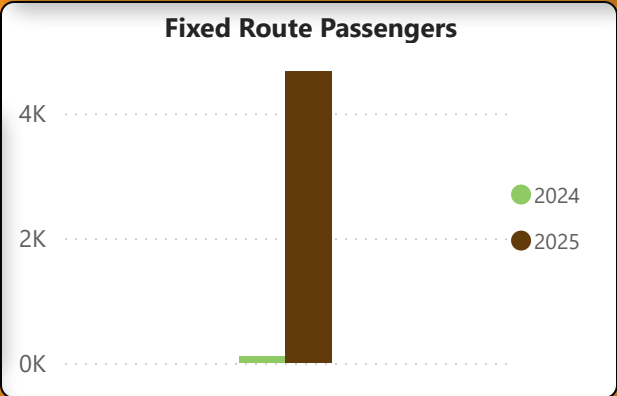
60 -26.7%

| Fixed Route Service (Weekdays) |                |            |                  |             |             |             |                 |
|--------------------------------|----------------|------------|------------------|-------------|-------------|-------------|-----------------|
| Route                          | Operating Days | Passengers | Daily Passengers | Daily Hours | Daily Miles | Daily Bikes | Daily Lift Used |
| ▲                              |                |            |                  |             |             |             |                 |
| 12                             | 53             | 660        | 12               | 9.9         | 126         | 0.1         | 0.0             |
| 13                             | 11             | 120        | 11               | 10.0        | 149         | 0.1         | 0.0             |
| 14                             | 38             | 390        | 10               | 11.8        | 200         | 0.6         | 0.3             |
| 53                             | 38             | 225        | 6                | 4.1         | 77          | 0.2         | 0.2             |
| 54                             | 38             | 44         | 1                | 1.2         | 33          | 0.0         | 0.0             |
| BRC                            | 38             | 2,131      | 56               | 20.5        | 318         | 3.6         | 0.2             |
| BRX                            | 21             | 1,107      | 53               | 34.5        | 697         | 5.5         | 0.4             |
| Total                          | 59             | 4,677      | 79               | 47.2        | 794         | 4.9         | 0.6             |

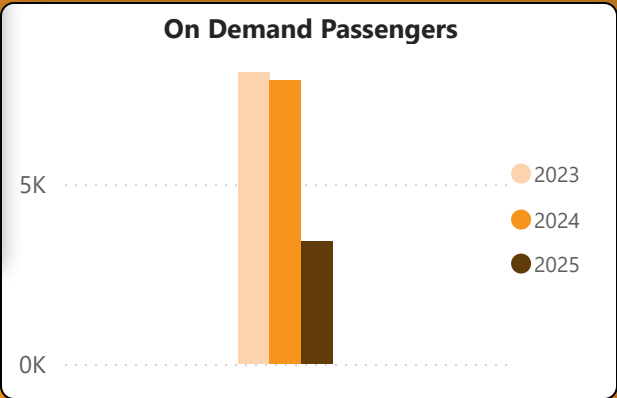


| WD or WE | Weekday |      |      | Weekend |      |      |
|----------|---------|------|------|---------|------|------|
|          | 2023    | 2024 | 2025 | 2023    | 2024 | 2025 |
| Month    |         |      |      |         |      |      |
| Jan      | 102     | 112  | 109  | 85      | 108  | 72   |
| Feb      | 106     | 117  | 119  | 90      | 96   | 72   |
| Mar      | 115     | 85   | 138  | 107     | 55   | 86   |
| Apr      | 121     | 72   |      | 108     | 50   |      |
| May      | 123     | 77   |      | 101     | 71   |      |
| Jun      | 133     | 76   |      | 101     | 66   |      |
| Jul      | 152     | 82   |      | 97      | 70   |      |
| Aug      | 156     | 87   |      | 108     | 66   |      |
| Sep      | 134     | 93   |      | 114     | 65   |      |
| Oct      | 150     | 91   |      | 95      | 64   |      |
| Nov      | 121     | 109  |      | 95      | 63   |      |
| Dec      | 119     | 96   |      | 108     | 77   |      |

| On Demand Service (Weekdays) |                |            |                  |             |             |             |                 |
|------------------------------|----------------|------------|------------------|-------------|-------------|-------------|-----------------|
| Route                        | Operating Days | Passengers | Daily Passengers | Daily Hours | Daily Miles | Daily Bikes | Daily Lift Used |
| ▲                            |                |            |                  |             |             |             |                 |
| B1                           | 59             | 2,533      | 43               | 12.4        | 244         | 0.2         | 0.2             |
| Total                        | 59             | 2,533      | 43               | 12.4        | 244         | 0.2         | 0.2             |



| On Demand Service (Saturdays) |                |            |                  |             |             |             |                 |
|-------------------------------|----------------|------------|------------------|-------------|-------------|-------------|-----------------|
| Route                         | Operating Days | Passengers | Daily Passengers | Daily Hours | Daily Miles | Daily Bikes | Daily Lift Used |
| ▲                             |                |            |                  |             |             |             |                 |
| B1                            | 11             | 491        | 45               | 12.0        | 225         | 0.2         | 0.0             |
| B2                            | 11             | 371        | 34               | 8.0         | 161         | 0.1         | 0.0             |
| Total                         | 11             | 862        | 78               | 20.0        | 386         | 0.3         | 0.0             |



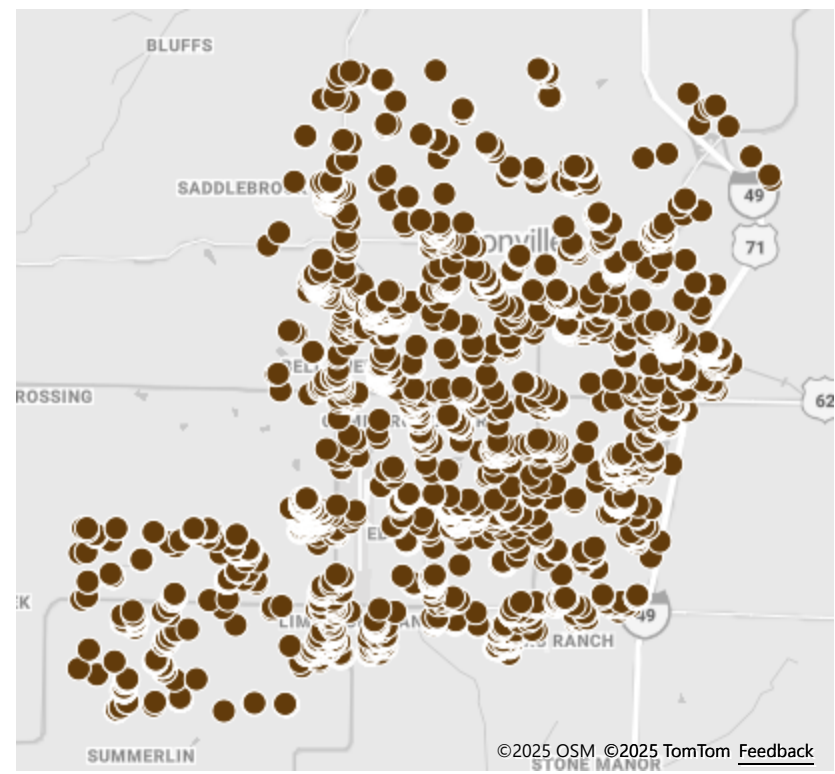
| Total Passenger Boardings |        |        |       |
|---------------------------|--------|--------|-------|
| Month                     | 2023   | 2024   | 2025  |
| Jan                       | 2,096  | 2,776  | 2,508 |
| Feb                       | 2,271  | 2,845  | 2,239 |
| Mar                       | 3,081  | 2,001  | 3,325 |
| Apr                       | 2,971  | 1,792  |       |
| May                       | 3,105  | 1,968  |       |
| Jun                       | 3,325  | 1,852  |       |
| Jul                       | 3,528  | 2,091  |       |
| Aug                       | 4,023  | 2,233  |       |
| Sep                       | 3,242  | 2,114  |       |
| Oct                       | 3,683  | 2,357  |       |
| Nov                       | 2,926  | 2,488  |       |
| Dec                       | 2,926  | 2,326  |       |
| Total                     | 37,177 | 26,843 | 8,072 |

Bentonville On Demand Service

Calendar Year Totals Through March 2025

| Request Status      | Completed |         | Seat Unavailable |         | Unaccepted Proposal |         |
|---------------------|-----------|---------|------------------|---------|---------------------|---------|
|                     | Total     | Percent | Total            | Percent | Total               | Percent |
| Weekday or Saturday |           |         |                  |         |                     |         |
| Weekday             | 2,526     | 33%     | 4,400            | 57%     | 791                 | 10%     |
| Saturday            | 844       | 67%     | 180              | 14%     | 236                 | 19%     |
| Total               | 3,370     | 38%     | 4,580            | 51%     | 1,027               | 11%     |

On Demand Origin Locations

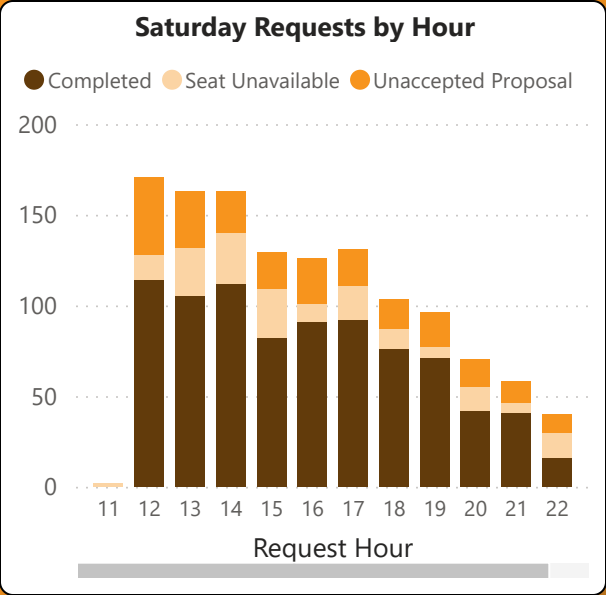
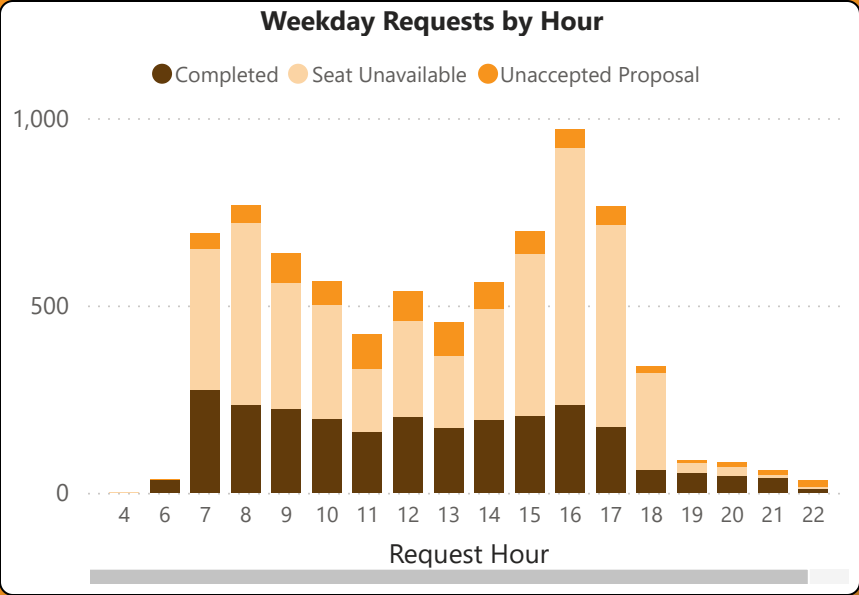


| On Demand Service (Weekdays) |            |       |            |             |             |             |                 |
|------------------------------|------------|-------|------------|-------------|-------------|-------------|-----------------|
| Route                        | Oper. Days | Pax.  | Daily Pax. | Daily Hours | Daily Miles | Daily Bikes | Daily Lift Used |
| B1                           | 59         | 2,533 | 43         | 12.4        | 244         | 0.2         | 0.2             |
| Total                        | 59         | 2,533 | 43         | 12.4        | 244         | 0.2         | 0.2             |

| On Demand Service (Saturdays) |            |      |            |             |             |             |                 |
|-------------------------------|------------|------|------------|-------------|-------------|-------------|-----------------|
| Route                         | Oper. Days | Pax. | Daily Pax. | Daily Hours | Daily Miles | Daily Bikes | Daily Lift Used |
| B1                            | 11         | 491  | 45         | 12.0        | 225         | 0.2         | 0.0             |
| B2                            | 11         | 371  | 34         | 8.0         | 161         | 0.1         | 0.0             |
| Total                         | 11         | 862  | 78         | 20.0        | 386         | 0.3         | 0.0             |

|                    |                            |                             |
|--------------------|----------------------------|-----------------------------|
| 297                | 23.3                       | 14.0                        |
| Customers (Unique) | Avg Arrival Time (Minutes) | Avg Ride Duration (Minutes) |

| Total Passenger Boardings |        |        |       |
|---------------------------|--------|--------|-------|
| Month                     | 2023   | 2024   | 2025  |
| Jan                       | 2,096  | 2,776  | 1,105 |
| Feb                       | 2,271  | 2,845  | 933   |
| Mar                       | 3,081  | 2,001  | 1,357 |
| Apr                       | 2,971  | 1,082  |       |
| May                       | 3,105  | 1,150  |       |
| Jun                       | 2,969  | 1,118  |       |
| Jul                       | 2,847  | 1,159  |       |
| Aug                       | 3,803  | 1,183  |       |
| Sep                       | 3,242  | 1,077  |       |
| Oct                       | 3,683  | 1,130  |       |
| Nov                       | 2,926  | 1,196  |       |
| Dec                       | 2,926  | 1,242  |       |
| Total                     | 35,920 | 17,959 | 3,395 |



Bentonville Fixed Route Service

Calendar Year Totals Through  
March 2025

Fixed Route Service (Weekdays)

| Route | Oper. Days | Pax.  | Daily Pax. | Daily Hours | Daily Miles | Daily Bikes | Daily Lift Used |
|-------|------------|-------|------------|-------------|-------------|-------------|-----------------|
| 12    | 53         | 660   | 12         | 9.9         | 126         | 0.1         | 0.0             |
| 13    | 11         | 120   | 11         | 10.0        | 149         | 0.1         | 0.0             |
| 14    | 38         | 390   | 10         | 11.8        | 200         | 0.6         | 0.3             |
| 53    | 38         | 225   | 6          | 4.1         | 77          | 0.2         | 0.2             |
| 54    | 38         | 44    | 1          | 1.2         | 33          | 0.0         | 0.0             |
| BRC   | 38         | 2,131 | 56         | 20.5        | 318         | 3.6         | 0.2             |
| BRX   | 21         | 1,107 | 53         | 34.5        | 697         | 5.5         | 0.4             |
| Total | 59         | 4,677 | 79         | 47.2        | 794         | 4.9         | 0.6             |

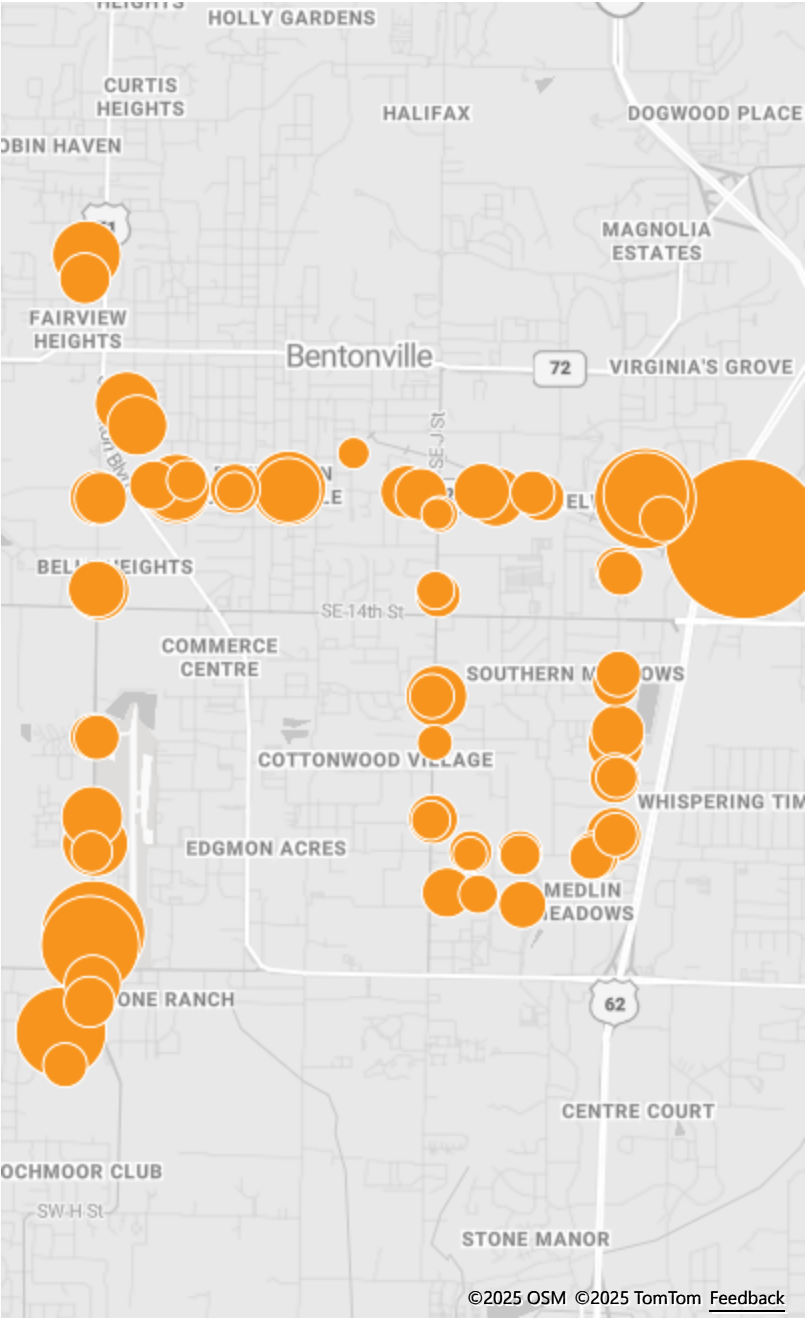
Total Passenger Boardings

| Month | 2023  | 2024  | 2025  |
|-------|-------|-------|-------|
| Jan   |       |       | 1,403 |
| Feb   |       |       | 1,306 |
| Mar   |       |       | 1,968 |
| Apr   |       | 710   |       |
| May   |       | 818   |       |
| Jun   | 356   | 734   |       |
| Jul   | 681   | 932   |       |
| Aug   | 220   | 1,050 |       |
| Sep   |       | 1,037 |       |
| Oct   |       | 1,227 |       |
| Nov   |       | 1,292 |       |
| Dec   |       | 1,084 |       |
| Total | 1,257 | 8,884 | 4,677 |

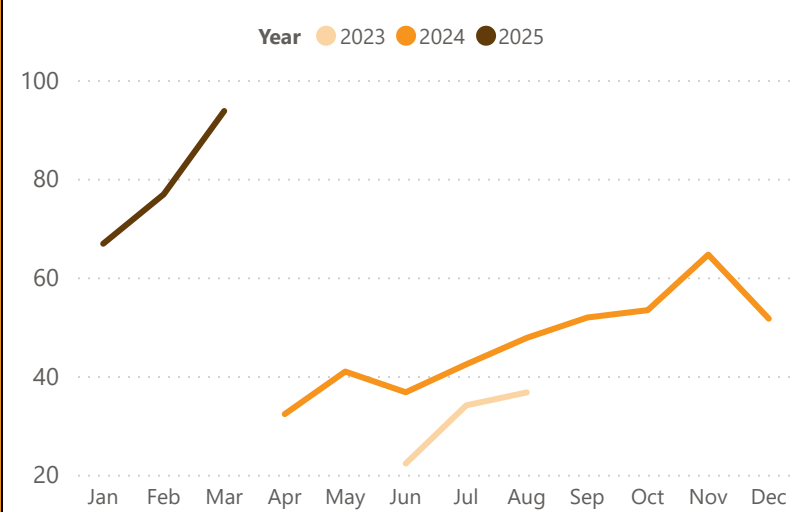
Bus Stops (Top 10)

|                                            | Pax.  |
|--------------------------------------------|-------|
| NWACC Main Campus                          | 2,585 |
| SW I St at Salvation Army                  | 809   |
| SE 8th St at David Glass Technology Center | 755   |
| SW I St at Neighborhood Market             | 692   |
| Bentonville Community Center               | 543   |
| SE 8th St & SE Moberly Ln                  | 432   |
| SE 8th St & SE A St                        | 290   |
| SW 8th St at Bentonville Plaza             | 221   |
| Walmart Logistics                          | 212   |
| SW 8th St at Walmart Home Office           | 191   |

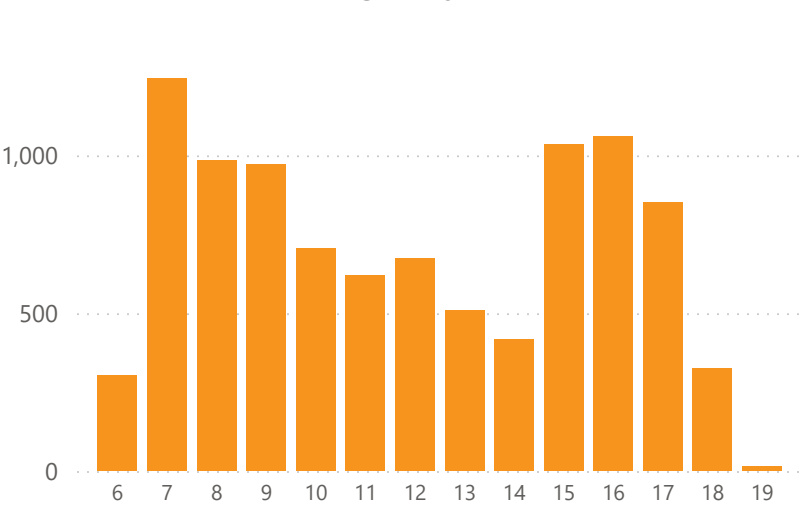
Bus Stop Boardings and Alightings



Weekday Daily Boardings



Passengers by Hour





City of Bentonville, Arkansas Agenda Item Form

Item Details

|                       |  |                    |  |
|-----------------------|--|--------------------|--|
| Council Meeting Date: |  | Submitted By:      |  |
| Phone:                |  | For Department(s): |  |
| Email:                |  |                    |  |

Item Type (Check all that apply)

|                   |                   |                         |                  |
|-------------------|-------------------|-------------------------|------------------|
| Informational     | Bid Award         | Enter into an Agreement | Change Order     |
| Recognizing Funds | Budget Adjustment | Waiver of Bid           | Emergency Clause |
| Ordinance         | Resolution        |                         | Informational    |

Title, Recommendation & Justification

|                                                   |  |
|---------------------------------------------------|--|
| Title:                                            |  |
| Action Recommendation & Justification:            |  |
| Additional Comments for Consideration (Optional): |  |

|                      |    |
|----------------------|----|
| Amount for Approval: | \$ |
|----------------------|----|

Budget Impact

Is this Item Budgeted? YES NO ITEM HAS NO COST OTHER: \_\_\_\_\_

Budget Adjustment (to be completed by Finance when applicable)

|                             |                     |         |         |
|-----------------------------|---------------------|---------|---------|
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |

Fund(s) Impacted

(check all that apply)

General Fund Utility Fund Street Fund Other(s): \_\_\_\_\_

Budget Impact Notes for Consideration (Optional):

City of Bentonville, Arkansas

City Hall

305 SW A Street Bentonville, AR 72712

# Memo



To: City Council, Mayor Orman

From: David Wright, Parks and Recreation Director

Date: March 12, 2025

Re: Resolution to award Bid to Swift Recreation LLC to purchase eighteen awnings for Memorial Park Baseball/Softball complex through participation in the TIPS Master Agreement Contract # 24070201 to purchase in the amount of \$79,355.09

---

This resolution seeks approval for the purchase of 18 new awnings for the seating areas at the Memorial Softball/Baseball Fields from Swift Recreation LLC through the TIPS Contract ID #24070201, in the amount of \$79,355.09.

It is important to note that this is not a budgeted item. The need for these new awnings arises from damage caused by the March 2024 storm. Replacing the awnings is essential to restore the infrastructure and ensure the continued safety, comfort, and functionality of the seating areas. Swift Recreation LLC has provided the lowest bid for this project while offering a high-quality product that meets our standards.

The storm damage has left these areas exposed, compromising the safety and comfort of both players and spectators. The 18 new awnings will provide crucial protection from the sun, rain, wind, and foul balls, enhancing the overall experience and ensuring the Memorial Park Sports Complex remains a safe, comfortable, and welcoming environment for all visitors.

For any questions, please contact David Wright, [Dwright@bentonvillear.com](mailto:Dwright@bentonvillear.com).



# MEMORANDUM

---

## PURCHASING AND COMPLIANCE DEPARTMENT

**TO:** ADMINISTRATION

**FROM:** Kelsi Frederick, Purchasing and Compliance Manager

**DATE:** April 14, 2025

**SUBJECT:** The Purchase of Softball/Baseball Awnings for Memorial Park

---

I am recommending for City Council approval for the purchase of eighteen (18) softball/baseball awnings from Swift Recreation LLC, utilizing the TIPS Cooperative Purchasing Contract ID# 24070201, in the amount of \$79,355.09.

These awnings were damaged and compromised during the tornado event that occurred in May 2024. This purchase is necessary to replace the structures and restore functionality and safety to our parks. The City intends to submit this purchase to FEMA for 75% reimbursement, in accordance with federal disaster recovery guidelines.

By utilizing the TIPS contract, we ensure compliance with procurement requirements while benefiting from competitive pricing and expedited acquisition.

Please let me know if you have any questions or need additional documentation in preparation for the upcoming Council meeting.

Please feel free to contact me with any questions.

Kelsi Frederick

(479) 271-3115

[kfrederick@bentonvillear.com](mailto:kfrederick@bentonvillear.com)



P.O. Box 792110  
New Orleans, LA 70179  
[www.swiftrecllc.com](http://www.swiftrecllc.com)  
Phone: 504-342-4961  
AR Contractor's License #458380425

## Swift Recreation, LLC.

Playgrounds, Shade Structures, & Outdoor Recreation Equipment - Sales & Service  
**Proposal # 752-JC-25**

### City of Bentonville

**Attn:** Alex Hollister  
**E-mail:** [ahollister@bentonville.com](mailto:ahollister@bentonville.com)

**Date:** 04/14/2025

**Re:** Memorial Park Replacement Fabrics

| Est. Ship Date  | Shipped Via | F.O.B Point | Terms       |
|-----------------|-------------|-------------|-------------|
| 6 – 8 Weeks ARO | Best Way    | Site        | Net 10 Days |

| Name          | Description                                            | Unit price | Quantity | Tax    | Amount      |
|---------------|--------------------------------------------------------|------------|----------|--------|-------------|
| Miscellaneous | 35' X 15' 6" Shadesure flat fabric, grommets every 12" | \$3,787.90 | 10       | 9.50 % | \$37,879.00 |
| Miscellaneous | 39' X 15' 6" Shadesure flat fabric, grommets every 12" | \$4,220.80 | 8        | 9.50 % | \$33,766.40 |
| Freight       |                                                        | \$825.00   | 1        | 9.50 % | \$825.00    |
|               |                                                        |            |          |        |             |
|               |                                                        |            |          |        |             |
|               |                                                        |            |          |        |             |
|               | TIPS Master Agreement # 24070201                       |            |          |        |             |
|               | State Contract # 4600055483                            |            |          |        |             |
|               |                                                        |            |          |        |             |
|               |                                                        |            |          |        |             |

Price quoted includes a discount based on cash/check method of payment. Unless installation is quoted:  
Equipment is quoted F.O.B, knocked down and will require unloading, assembly, and installation. Swift Rec carries GL, Worker's Comp., Auto, and Umbrella Insurance. If Waiver's of Subrogation, OCP, Builder's Risk or other insurances are required, an additional fee will be charged.

One time subtotal: \$72,470.40  
Subtotal excluding tax: \$72,470.40  
Total tax: \$6,884.69  
Total: \$79,355.09

We are pleased to submit the above quotation for your consideration. Should you place an order, be assured it will receive our prompt attention. This quote is valid for 30 days and is subject to change without notice past this time. Playground equipment requires installation over approved safety surfacing.

By: *Jack Cartwright*, NW Arkansas Sales Rep.  
**Swift Recreation, LLC.**

### Accepted By:

**Signature:** \_\_\_\_\_  
**Name:** \_\_\_\_\_  
**Title:** \_\_\_\_\_  
**Date:** \_\_\_\_\_

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE MAYOR AND CITY CLERK TO ENTER INTO AN AGREEMENT WITH SWIFT RECREATION, LLC., FOR THE PURCHASE OF AWNINGS AT MEMORIAL PARK SOFTBALL AND BASEBALL FIELDS, IN THE AMOUNT OF SEVENTY-NINE THOUSAND THREE HUNDRED FIFTY-FIVE DOLLARS AND NINE CENTS (\$79,355.09); AMENDING THE 2025 BUDGET; AND FOR OTHER PURPOSES.**

**WHEREAS**, the City of Bentonville Parks and Recreation Department requests to enter into an agreement with Swift Recreation, LLC., for the purchase of eighteen (18) awnings for the seating areas at Memorial Park softball and baseball fields;

**WHEREAS**, these awnings were damaged in the May, 2024 tornado event and will be submitted to FEMA for seventy-five percent (75%) reimbursement;

**WHEREAS**, this purchase is through participation in TIPS Contract ID 2407020 which is in line with both Arkansas State Statute §19-11-249 and the City's Purchasing Policy; and

**WHEREAS**, a budget adjustment from General Fund Reserves is needed.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL FOR THE CITY OF BENTONVILLE, ARKANSAS.**

Section 1: That the Mayor and City Clerk are hereby authorized to enter into an agreement with Swift Recreation, LLC., for the purchase of awnings at Memorial Park softball and baseball fields, in the amount of seventy-nine thousand three hundred fifty-five dollars and nine cents (\$79,355.09);

Section 2: The 2025 Budget is hereby adjusted to appropriate seventy-nine thousand three hundred fifty-five dollars and nine cents (\$79,355.09) from General Fund Reserves to Account #105030-44430 – Building/Ground Maintenance;

Section 3 - Severability Provision: If any part of this Resolution is held invalid, the remainder of this Resolution shall continue in effect as if such invalid portion never existed; and

Section 4 - Repeal of Conflicting Provisions: All Ordinances, Resolutions, or Orders of the City Council, or parts of the same, in conflict with this Resolution are repealed to the extent of such conflict.

**PASSED and APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2025.**

**APPROVED:**

**ATTEST:**

\_\_\_\_\_  
**STEPHANIE ORMAN, Mayor**

\_\_\_\_\_  
**MALORIE MARRS, City Clerk**



City of Bentonville, Arkansas Agenda Item Form

Item Details

|                       |  |                    |  |
|-----------------------|--|--------------------|--|
| Council Meeting Date: |  | Submitted By:      |  |
| Phone:                |  | For Department(s): |  |
| Email:                |  |                    |  |

Item Type (Check all that apply)

|                   |                   |                         |                  |
|-------------------|-------------------|-------------------------|------------------|
| Informational     | Bid Award         | Enter into an Agreement | Change Order     |
| Recognizing Funds | Budget Adjustment | Waiver of Bid           | Emergency Clause |
| Ordinance         | Resolution        |                         | Informational    |

Title, Recommendation & Justification

|                                                   |  |
|---------------------------------------------------|--|
| Title:                                            |  |
| Action Recommendation & Justification:            |  |
| Additional Comments for Consideration (Optional): |  |

|                      |    |
|----------------------|----|
| Amount for Approval: | \$ |
|----------------------|----|

Budget Impact

Is this Item Budgeted? YES NO ITEM HAS NO COST OTHER: \_\_\_\_\_

Budget Adjustment (to be completed by Finance when applicable)

|                             |                     |         |         |
|-----------------------------|---------------------|---------|---------|
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |

Fund(s) Impacted

(check all that apply)

General Fund

Utility Fund

Street Fund

Other(s): \_\_\_\_\_

Budget Impact Notes for Consideration (Optional):

City of Bentonville, Arkansas

City Hall

305 SW A Street Bentonville, AR 72712

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE ADOPTING THE 2025 PAY PLAN FOR THE CITY OF BENTONVILLE;  
AMENDING THE 2025 BUDGET; AND FOR OTHER PURPOSES.**

**WHEREAS**, the next year's pay plan is usually presented to City Council annually in November of each year;

**WHEREAS**, the timing of the completion of the salary survey delayed this presentation;

**WHEREAS**, the 2025 pay plan is a compilation of changes based on recommendations from the completed salary survey; and

**WHEREAS**, a budget adjustment is needed for pay plan changes within the Electric Utility Department.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF BENTONVILLE, ARKANSAS THAT:**

Section 1: The 2025 Pay Plan for the City of Bentonville should be and the same is hereby amended to include the following as attached in Exhibit "A";

Section 2: The 2025 Budget is hereby adjusted to appropriate one hundred forty-one thousand four hundred fifteen dollars and fifty cents (\$141,415.50), from Utility Fund to the following accounts in the following amounts:

- a. One hundred fifteen thousand dollars (\$115,000.00) into Account #503010-41010 – Full Time Salaries/Wages;
- b. Seventeen thousand six hundred eighteen dollars (\$17,618.00) into Account #503010-41810 – Retirement-APERS; and
- c. Eight thousand seven hundred ninety-seven dollars and fifty cents (\$8,797.50) into Account #503010-41510 – FICA & Medicare Expenses.

Section 3 - Severability Provision: If any part of this Ordinance is held invalid, the remainder of this Ordinance shall continue in effect as if such invalid portion never existed; and

Section 4 - Repeal of Conflicting Provisions: All Ordinances, Resolutions, or Orders of the City Council, or parts of the same, in conflict with this Ordinance are repealed to the extent of such conflict.

**PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2025.**

**APPROVED:**

\_\_\_\_\_  
**STEPHANIE ORMAN, Mayor**

**ATTEST:**

\_\_\_\_\_  
**MALORIE MARRS, City Clerk**

# EXHIBIT "A"

## CITY OF BENTONVILLE 2025 NON-EXEMPT PAY RANGES

| GRADE | FLSA STATUS | JOB TITLE                               |        | MIN    | MID    | MAX    |
|-------|-------------|-----------------------------------------|--------|--------|--------|--------|
| 15    | N           | ADMINISTRATIVE ASSISTANT I              | HOURLY | 15.43  | 19.33  | 23.22  |
| 15    | N           | CUSTODIAN I                             | ANNUAL | 32,094 | 40,196 | 48,298 |
| 15    | N           | CUSTOMER SERVICE REP I                  |        |        |        |        |
| 15    | N           | KENNEL TECHNICIAN                       |        |        |        |        |
| 15    | N           | LIBRARY SPECIALIST I                    |        |        |        |        |
| 15    | N           | METER READER I                          |        |        |        |        |
| 15    | N           | PARKS MAINTENANCE WORKER I              |        |        |        |        |
| 15    | N           | POLICE CLERK I                          |        |        |        |        |
| 15    | N           | PROBATION CLERK                         |        |        |        |        |
| 15    | N           | PUBLIC WORKS MAINT WORKER I             |        |        |        |        |
| 15    | N           | RECREATION SERVICES REP I               |        |        |        |        |
| 16    | N           | ANIMAL SERVICES OFFICER                 | HOURLY | 16.64  | 20.80  | 24.96  |
| 16    | N           | BUILDING PERMIT CLERK I                 | ANNUAL | 34,611 | 43,264 | 51,917 |
| 16    | N           | COLLECTIONS SPECIALIST                  |        |        |        |        |
| 16    | N           | CUSTODIAN II                            |        |        |        |        |
| 16    | N           | CUSTOMER SERVICE REP II                 |        |        |        |        |
| 16    | N           | CUSTOMER BILLING REP I                  |        |        |        |        |
| 16    | N           | FACILITIES MAINTENANCE TECH I           |        |        |        |        |
| 16    | N           | HEAVY EQUIPMENT OPERATOR I              |        |        |        |        |
| 16    | N           | ON-LINE ACCOUNTS REPRESENTATIVE         |        |        |        |        |
| 16    | N           | PARKS MAINTENANCE WORKER II             |        |        |        |        |
| 16    | N           | PUBLIC WORKS MAINT WORKER II            |        |        |        |        |
| 16    | N           | PURCHASING AND COMPLIANCE SPECIALIST I  |        |        |        |        |
| 16    | N           | RECREATION SERVICES REP II              |        |        |        |        |
| 16    | N           | WAREHOUSE WORKER                        |        |        |        |        |
| 17    | N           | ADMINISTRATIVE ASSISTANT II             | HOURLY | 17.80  | 22.25  | 26.70  |
| 17    | N           | DEPUTY COURT CLERK I                    | ANNUAL | 37,024 | 46,280 | 55,536 |
| 17    | N           | HEAVY EQUIP OPERATOR I (STREET)         |        |        |        |        |
| 17    | N           | HEAVY EQUIPMENT OPERATOR II             |        |        |        |        |
| 17    | N           | LIBRARY SPECIALIST II                   |        |        |        |        |
| 17    | N           | METER READER II                         |        |        |        |        |
| 17    | N           | FIELD SERVICE TECHNICIAN                |        |        |        |        |
| 17    | N           | PARKS MAINTENANCE WORKER III            |        |        |        |        |
| 17    | N           | PUBLIC WORKS MAINT WORKER III           |        |        |        |        |
| 17    | N           | POLICE CLERK II                         |        |        |        |        |
| 17    | N           | PURCHASING AND COMPLIANCE SPECIALIST II |        |        |        |        |
| 17    | N           | RECREATION SPECIALIST I                 |        |        |        |        |
| 18    | N           | ACCOUNTING SPECIALIST I                 | HOURLY | 18.97  | 23.71  | 28.45  |
| 18    | N           | ADMINISTRATIVE TECHNICIAN               | ANNUAL | 39,458 | 49,317 | 59,176 |
| 18    | N           | BUILDING PERMIT CLERK II                |        |        |        |        |
| 18    | N           | CUSTOMER SERVICE REP III                |        |        |        |        |
| 18    | N           | CUSTOMER BILLING REP II                 |        |        |        |        |
| 18    | N           | DEPUTY COURT CLERK II                   |        |        |        |        |
| 18    | N           | KEY ACCOUNT REPRESENTATIVE              |        |        |        |        |
| 18    | N           | GIS TECHNICIAN I                        |        |        |        |        |
| 18    | N           | HEAVY EQUIP OPERATOR II (STREET)        |        |        |        |        |
| 18    | N           | HEAVY EQUIPMENT OPERATOR III            |        |        |        |        |
| 18    | N           | MECHANIC - PARKS                        |        |        |        |        |
| 18    | N           | PARALEGAL                               |        |        |        |        |
| 18    | N           | RECREATION SPECIALIST II                |        |        |        |        |
| 18    | N           | SIGN SHOP/STRIPING TECHNICIAN           |        |        |        |        |
| 19    | N           | ACCOUNTING SPECIALIST II                | HOURLY | 20.13  | 25.16  | 30.19  |
| 19    | N           | ANIMAL SERVICES SUPERVISOR              | ANNUAL | 41,870 | 52,333 | 62,795 |
| 19    | N           | CREW LEADER - CUSTODIAL                 |        |        |        |        |
| 19    | N           | CREW LEADER - INVENTORY                 |        |        |        |        |
| 19    | N           | CREW LEADER - PARKS                     |        |        |        |        |
| 19    | N           | CREW LEADER PUBLIC WORKS                |        |        |        |        |

City of Bentonville

|    |   |                                          |        |        |        |        |
|----|---|------------------------------------------|--------|--------|--------|--------|
| 19 | N | DEPUTY COURT CLERK III                   |        |        |        |        |
| 19 | N | EXECUTIVE ASSISTANT                      |        |        |        |        |
| 19 | N | FACILITIES MAINTENANCE TECH II           |        |        |        |        |
| 19 | N | HEAVY EQUIP OPERATOR III (STREET)        |        |        |        |        |
| 19 | N | HUMAN RESOURCES SPECIALIST               |        |        |        |        |
| 19 | N | LEAD BILLING REPRESENTATIVE              |        |        |        |        |
| 19 | N | LEAD CUSTOMER SERVICE REP                |        |        |        |        |
| 19 | N | LIBRARY SPECIALIST III                   |        |        |        |        |
| 19 | N | MARKETING AND COMMUNICATIONS SPECIALIST  |        |        |        |        |
| 19 | N | PARALEGAL II                             |        |        |        |        |
| 19 | N | POLICE RECORDS SUPERVISOR                |        |        |        |        |
| 19 | N | PROBATION OFFICER/BAILIFF                |        |        |        |        |
| 19 | N | RECREATIONAL SPECIALIST III              |        |        |        |        |
| 19 | N | SYSTEMS TECHNICIAN I                     |        |        |        |        |
|    |   |                                          |        |        |        |        |
| 20 | N | APPRENTICE TRAFFIC TECHNICIAN            | HOURLY | 21.29  | 26.62  | 31.94  |
| 20 | N | BUILDING INSPECTOR I                     | ANNUAL | 44,283 | 55,359 | 66,435 |
| 20 | N | BUILDING PERMIT ADMINISTRATOR            |        |        |        |        |
| 20 | N | CODE ENFORCEMENT OFFICER I               |        |        |        |        |
| 20 | N | GIS TECHNICIAN II                        |        |        |        |        |
| 20 | N | FINANCIAL ANALYST                        |        |        |        |        |
| 20 | N | HR BENEFITS COORDINATOR                  |        |        |        |        |
| 20 | N | HORTICULTURIST                           |        |        |        |        |
| 20 | N | MECHANIC - STREET                        |        |        |        |        |
| 20 | N | PLANNING PROJECTS COORDINATOR            |        |        |        |        |
| 20 | N | PURCHASING AND COMPLIANCE SPECIALIST III |        |        |        |        |
| 20 | N | SYSTEMS TECHNICIAN II                    |        |        |        |        |
| 20 | N | TURF MAINTENANCE SPECIALIST              |        |        |        |        |
|    |   |                                          |        |        |        |        |
| 21 | N | ACCOUNTING SPECIALIST III                | HOURLY | 22.46  | 28.07  | 33.68  |
| 21 | N | CONSTRUCTION INSPECTOR                   | ANNUAL | 46,717 | 58,386 | 70,054 |
| 21 | N | CREW LEADER - STREET                     |        |        |        |        |
| 21 | N | CUSTODIAL FOREMAN                        |        |        |        |        |
| 21 | N | ENGINEER PROJECT/PERMIT COORD.           |        |        |        |        |
| 21 | N | FIRE INSPECTOR-NON UNIFORMED             |        |        |        |        |
| 21 | N | IT FACILITIES COORDINATOR                |        |        |        |        |
| 21 | N | LIBRARIAN I                              |        |        |        |        |
| 21 | N | PARALEGAL III                            |        |        |        |        |
| 21 | N | RIGHT OF WAY PERMIT COORDINATOR          |        |        |        |        |
| 21 | N | TRAFFIC TECHNICIAN                       |        |        |        |        |
|    |   |                                          |        |        |        |        |
| 22 | N | BUILDING INSPECTOR II                    | HOURLY | 23.62  | 29.53  | 35.43  |
| 22 | N | CHIEF DEPUTY COURT CLERK                 | ANNUAL | 49,130 | 61,412 | 73,694 |
| 22 | N | CODE ENFORCEMENT OFFICER II              |        |        |        |        |
| 22 | N | CUSTOMER SERVICE SUPERVISOR              |        |        |        |        |
| 22 | N | FACILITIES MAINTENANCE TECH III          |        |        |        |        |
| 22 | N | GIS ANALYST                              |        |        |        |        |
| 22 | N | IT SERVICE DESK COORDINATOR              |        |        |        |        |
| 22 | N | METER FOREMAN                            |        |        |        |        |
| 22 | N | SYSTEMS TECHNICIAN III                   |        |        |        |        |
| 22 | N | URBAN FORESTER                           |        |        |        |        |
|    |   |                                          |        |        |        |        |
| 23 | N | CODE ENFORCEMENT OFFICER III             | HOURLY | 24.78  | 30.98  | 37.17  |
| 23 | N | GRANT WRITER                             |        |        |        |        |
| 23 | N | JUNIOR SYSTEMS ADMINISTRATOR             | ANNUAL | 51,542 | 64,428 | 77,314 |
| 23 | N | FACILITIES MAINTENANCE COORDINATOR       |        |        |        |        |
| 23 | N | LIBRARIAN II                             |        |        |        |        |
| 23 | N | PLANNER                                  |        |        |        |        |
|    |   |                                          |        |        |        |        |
| 24 | N | PLANNER II                               | HOURLY | 25.95  | 32.44  | 38.92  |
|    |   |                                          | ANNUAL | 53,976 | 67,465 | 80,954 |
|    |   |                                          |        |        |        |        |
| 25 | N | ASPHALT SUPERVISOR                       | HOURLY | 27.69  | 34.61  | 41.52  |
| 25 | N | CONSTRUCTION SUPERVISOR                  | ANNUAL | 57,595 | 71,978 | 86,362 |
| 25 | N | GIS ANALYST                              |        |        |        |        |
| 25 | N | RECREATION PROGRAM SUPERVISOR            |        |        |        |        |

City of Bentonville

|    |   |                                      |        |        |        |        |
|----|---|--------------------------------------|--------|--------|--------|--------|
| 25 | N | TRAFFIC OPERATIONS CENTER SPECIALIST |        |        |        |        |
| 26 | N | GIS COORDINATOR                      | HOURLY | 31.84  | 38.76  | 45.67  |
| 26 | N | PLANNER III                          | ANNUAL | 66,227 | 80,610 | 94,994 |

Note: Annual salaries are calculated from hourly rates of pay, using 2080 hours per year.

| ADD-PAY TITLE     | AMOUNT      | CODE |
|-------------------|-------------|------|
| Associates Degree | \$35.00/PP  | DA   |
| Bachelors Degree  | \$100.00/PP | DB   |
| Masters/PE/CPA    | \$150.00/PP | DM   |
| Bi-lingual        | \$100.00/PP | BL   |

**CITY OF BENTONVILLE  
2025 EXEMPT PAY RANGES**

| <u>GRADE</u> | <u>FLSA STATUS</u> | <u>JOB TITLE</u>                   |        | <u>MIN</u> | <u>MID</u> | <u>MAX</u> |
|--------------|--------------------|------------------------------------|--------|------------|------------|------------|
| 32           | E                  | PART-TIME MEDICAL DIRECTOR         | HOURLY | 28.85      | 28.85      | 28.85      |
|              |                    |                                    | ANNUAL | 60,008     | 60,008     | 60,008     |
| 33           | E                  | ACCOUNTANT                         | HOURLY | 27.92      | 37.74      | 47.55      |
| 33           | E                  | AIRPORT MANAGER                    | ANNUAL | 58,074     | 78,489     | 98,904     |
| 33           | E                  | ASST PARKS MAINTENANCE MANAGER     |        |            |            |            |
| 33           | E                  | ASST STREET DEPT MANAGER           |        |            |            |            |
| 33           | E                  | ASST PW MAINT DEPT MANAGER         |        |            |            |            |
| 33           | E                  | ASST UTILITY BILLING MANAGER       |        |            |            |            |
| 33           | E                  | BIKE & PEDESTRIAN PLANNER          |        |            |            |            |
| 33           | E                  | CHIEF BUILDING INSPECTOR           |        |            |            |            |
| 33           | E                  | COMMUNICATIONS MANAGER             |        |            |            |            |
| 33           | E                  | ENGINEERING PROJECT MANAGER        |        |            |            |            |
| 33           | E                  | INVENTORY MANAGER                  |        |            |            |            |
| 33           | E                  | IT APPLICATIONS MANAGER            |        |            |            |            |
| 33           | E                  | NETWORK ADMINISTRATOR              |        |            |            |            |
| 33           | E                  | PARKS PLANNER                      |        |            |            |            |
| 33           | E                  | SENIOR LIBRARIAN                   |        |            |            |            |
| 33           | E                  | SENIOR PLANNER                     |        |            |            |            |
| 33           | E                  | STORMWATER COORDINATOR             |        |            |            |            |
| 34           | E                  | ACCOUNTING MANAGER                 | HOURLY | 33.27      | 44.22      | 55.17      |
| 34           | E                  | ANIMAL SERVICES MANAGER            | ANNUAL | 69,202     | 91,978     | 114,754    |
| 34           | E                  | ASSISTANT HR MANAGER               |        |            |            |            |
| 34           | E                  | BILLING & COLLECTIONS MANAGER      |        |            |            |            |
| 34           | E                  | CHIEF COURT CLERK                  |        |            |            |            |
| 34           | E                  | PARKS MAINTENANCE MANAGER          |        |            |            |            |
| 34           | E                  | PURCHASING AND COMPLIANCE MANAGER  |        |            |            |            |
| 34           | E                  | PW MAINTENANCE MANAGER             |        |            |            |            |
| 34           | E                  | RECREATION FACILITIES MANAGER      |        |            |            |            |
| 34           | E                  | RECREATION SERVICES MANAGER        |        |            |            |            |
| 34           | E                  | STAFF ENGINEER                     |        |            |            |            |
| 34           | E                  | STREET DEPARTMENT MANAGER          |        |            |            |            |
| 34           | E                  | SYSTEMS ADMINISTRATOR              |        |            |            |            |
| 35           | E                  | COMPREHENSIVE PLANNING MGR         | HOURLY | 34.42      | 46.52      | 58.61      |
| 35           | E                  | PLANNING SERVICES MANAGER          | ANNUAL | 71,594     | 96,751     | 121,909    |
| 35           | E                  | RECREATION SERVICES MANAGER        |        |            |            |            |
| 36           | E                  | ASSISTANT FINANCE DIRECTOR         | HOURLY | 37.67      | 50.91      | 64.15      |
| 36           | E                  | DEPUTY DIRECTOR PARKS & RECREATION |        | 78,354     | 105,893    | 133,432    |
| 37           | E                  | ASSOCIATE STAFF ATTORNEY           | HOURLY | 40.92      | 55.31      | 69.69      |
| 37           | E                  | CITY ENGINEER                      | ANNUAL | 85,114     | 115,034    | 144,955    |
| 37           | E                  | DEPUTY DIR. TRANSPORTATION         |        |            |            |            |
| 37           | E                  | HUMAN RESOURCES DIRECTOR           |        |            |            |            |
| 37           | E                  | IT DIRECTOR                        |        |            |            |            |
| 37           | E                  | LIBRARY DIRECTOR                   |        |            |            |            |
| 38           | E                  | PARKS & RECREATION DIRECTOR        | ANNUAL | 44.23      | 59.73      | 75.22      |
| 38           | E                  | COMMUNITY DEVELOPMENT DIR          |        | 91,998     | 124,228    | 156,458    |
| 38           | E                  | TRANSPORTATION DIRECTOR            |        |            |            |            |
| 39           | E                  | FINANCE DIRECTOR                   | HOURLY | 47.42      | 64.09      | 80.76      |
|              |                    |                                    |        | 98,634     | 133,307    | 167,981    |
| 39A          | E                  | ELECTRIC UTILITY DIRECTOR          | HOURLY | \$50.67    | 68.48      | \$86.29    |
|              |                    | STAFF ATTORNEY                     | ANNUAL | 105,394    | 142,438    | 179,483    |

**CITY OF BENTONVILLE**  
**2025 ELECTRIC DEPARTMENT PAY RANGES**

| <u>GRADE</u> | <u>FLSA STATUS</u> | <u>JOB TITLE</u>                |        | <u>MIN</u> | <u>MID</u> | <u>MAX</u> |
|--------------|--------------------|---------------------------------|--------|------------|------------|------------|
| 91           | N                  | APP ELECTRIC ENGINEERING TECH   | HOURLY | 19.08      | 23.85      | 28.62      |
| 91           | N                  | ELECTRIC CAD TECHNICIAN         | ANNUAL | 39,686     | 49,608     | 59,530     |
| 91           | N                  | FIELD OPERATIONS COORDINATOR    |        |            |            |            |
| 91           | N                  | TREE TRIMMER I                  |        |            |            |            |
| 91A          | N                  | APPRENTICE LINEMAN I            | HOURLY | 23.85      | 23.85      | 23.85      |
|              |                    |                                 | ANNUAL | 49,608     | 49,608     | 49,608     |
| 91B          | N                  | APPRENTICE LINEMAN II           | HOURLY | 28.62      | 28.62      | 28.62      |
|              |                    |                                 | ANNUAL | 59,530     | 59,530     | 59,530     |
| 91C          | N                  | APPRENTICE LINEMAN III          | HOURLY | 33.78      | 33.78      | 33.78      |
|              |                    |                                 | ANNUAL | 70,262     | 70,262     | 70,262     |
| 91D          | N                  | APPRENTICE LINEMAN IV           | HOURLY | 38.79      | 38.79      | 38.79      |
|              |                    |                                 | ANNUAL | 80,683     | 80,683     | 80,683     |
| 92           | N                  | ELECTRIC ENGINEERING TECH I     | HOURLY | 26.37      | 30.08      | 33.78      |
| 92           | N                  | ELECTRIC TECHNICIAN I           | ANNUAL | 54,850     | 62,556     | 70,262     |
| 92           | N                  | NEW SERVICE COORDINATOR I       |        |            |            |            |
| 92           | N                  | TREE TRIMMER II                 |        |            |            |            |
| 93           | N                  | APPRENTICE LINEMAN IV           | HOURLY | 30.09      | 34.44      | 38.79      |
| 93           | N                  | ELECTRIC ENGINEERING TECH II    | ANNUAL | 62,587     | 71,635     | 80,683     |
| 93           | N                  | ELECTRIC TECHNICIAN II          |        |            |            |            |
| 93           | N                  | NEW SERVICE COORDIANTOR II      |        |            |            |            |
| 93           | N                  | TREE TRIMMER III                |        |            |            |            |
| 93A          | N                  | TREE TRIMMING CREW LEADER       | HOURLY | 34.68      | 38.72      | 42.75      |
|              |                    |                                 | ANNUAL | 72,134     | 80,527     | 88,920     |
| 94           | N                  | ELECTRIC ENGINEERING TECH III   | HOURLY | 34.68      | 39.70      | 44.71      |
| 94           | N                  | ELECTRIC SYSTEMS COORDINATOR    | ANNUAL | 72,134     | 82,566     | 92,997     |
| 94           | N                  | ELECTRIC TECHNICIAN III         |        |            |            |            |
| 94           | N                  | NEW SERVICE COORDINATOR III     |        |            |            |            |
| 95           | N                  | JOURNEYMAN LINEMAN              | HOURLY | 50.00      | 50.00      | 50.00      |
| 95           | N                  | CONSTRUCTION COORDINATOR        | ANNUAL | 104,000    | 104,000    | 104,000    |
| 95           | N                  | SAFETY COMPLIANCE OFFICER       |        |            |            |            |
| 95A          | N                  | ELECTRIC DEVELOPMENT COORD.     | HOURLY | 40.37      | 46.72      | 53.07      |
|              |                    |                                 | ANNUAL | 83,970     | 97,178     | 110,386    |
| 96           | N                  | ELECTRIC CREW LEADER            | HOURLY | 52.50      | 52.50      | 52.50      |
| 96           | N                  | SUBSTATION TECHNICIAN           | ANNUAL | 109,200    | 109,200    | 109,200    |
| 96A          | E                  | ASST ELECTRIC ENGINEER. MANAGER | HOURLY | 45.00      | 52.50      | 60.00      |
|              |                    |                                 | ANNUAL | 93,600     | 109,200    | 124,800    |
| 97           | N                  | FIELD ELECTRIC SUPERVISOR       | HOURLY | 55.00      | 55.00      | 55.00      |
|              |                    |                                 | ANNUAL | 114,400    | 114,400    | 114,400    |
| 98           | E                  | ELECTRIC ENGINEERING MANAGER    | HOURLY | 43.89      | 59.24      | 74.58      |
|              |                    | ELECTRIC CONSTRUCTION MANAGER   | ANNUAL | 91,291     | 123,209    | 155,126    |

**CITY OF BENTONVILLE WATER 2025  
NON EXEMPT PAY PLAN**

| GRADE | STATUS | JOB TITLE                                        |        | MIN    | MID    | MAX    |
|-------|--------|--------------------------------------------------|--------|--------|--------|--------|
| 101   | N      | WATER DISTRIBUTION OPERATOR I (ASSOCIATE)        | HOURLY | 18.41  | 22.56  | 26.70  |
| 101   | N      | WASTEWATER COLLECTION OPERATOR I (ASSOCIATE)     | ANNUAL | 38,293 | 46,914 | 55,536 |
| 101   | N      | WRRF OPERATIONS TECHNICIAN I                     |        |        |        |        |
| 101   | N      | WRRF LAB TECHNICIAN I                            |        |        |        |        |
| 101   | N      | WRRF COMPOST TECHNICIAN I                        |        |        |        |        |
| 101   | N      | WRRF MAINTENANCE TECHNICIAN I                    |        |        |        |        |
| 102   | N      | WATER DISTRIBUTION OPERATOR II (INTERMEDIATE)    | HOURLY | 20.73  | 25.13  | 29.53  |
| 102   | N      | WASTEWATER COLLECTION OPERATOR II (INTERMEDIATE) | ANNUAL | 43,118 | 52,270 | 61,422 |
| 102   | N      | WRRF OPERATIONS TECHNICIAN II                    |        |        |        |        |
| 102   | N      | WRRF LAB TECHNICIAN II                           |        |        |        |        |
| 102   | N      | WRRF COMPOST TECHNICIAN II                       |        |        |        |        |
| 102   | N      | WRRF MAINTENANCE TECHNICIAN II                   |        |        |        |        |
| 103   | N      | WATER DISTRIBUTION OPERATOR III (SENIOR)         | HOURLY | 21.13  | 25.66  | 30.19  |
| 103   | N      | WASTEWATER COLLECTION OPERATOR III (SENIOR)      | ANNUAL | 43,950 | 53,373 | 62,795 |
| 103   | N      | WRRF MAINTENANCE TECHNICIAN III                  |        |        |        |        |
| 103   | N      | WRRF LAB TECHNICIAN III                          |        |        |        |        |
| 103   | N      | WRRF OPERATIONS TECHNICIAN III                   |        |        |        |        |
| 103   | N      | WRRF COMPOST TECHNICIAN III                      |        |        |        |        |
| 104   | N      | WATER DISTRIBUTION CONTROLLER                    | HOURLY | 21.29  | 26.61  | 31.93  |
| 104   | N      | WATER UTILITIES DAMAGE PREVENTION SPECIALIST     | ANNUAL | 44,283 | 55,349 | 66,414 |
| 104   | N      | WATER UTILITIES METER TECHNICIAN                 |        |        |        |        |
| 105   | N      | WATER DISTRIBUTION CREW LEADER                   | HOURLY | 22.45  | 28.07  | 33.68  |
| 105   | N      | WW COLLECTION CREW LEADER                        | ANNUAL | 46,696 | 58,375 | 70,054 |
| 105   | N      | WRRF COMPOST CREW LEADER                         |        |        |        |        |
| 106   | N      | WATER CROSS-CONNECTION CONTROL COORDINATOR       | HOURLY | 23.61  | 29.52  | 35.42  |
| 106   | N      | WATER NEW SERVICE COORDINATOR                    | ANNUAL | 49,109 | 61,391 | 73,674 |
| 106   | N      | WATER PRE-TREATMENT COORDINATOR                  |        |        |        |        |
| 106   | N      | WATER PROJECT COORDINATOR                        |        |        |        |        |
| 107   | N      | WATER CONTROLLER FOREMAN                         | HOURLY | 28.50  | 34.70  | 40.89  |
| 107   | N      | WATER METER SYSTEMS FOREMAN                      | ANNUAL | 59,280 | 72,166 | 85,051 |
| 107   | N      | WRRF COMPOST FOREMAN                             |        |        |        |        |
| 107   | N      | WRRF OPERATIONS FOREMAN                          |        |        |        |        |
| 108   | N      |                                                  | HOURLY | 29.66  | 36.15  | 42.63  |
| 108   | N      |                                                  | ANNUAL | 61,693 | 75,182 | 88,670 |
| 109   | N      | GIS ANALYST                                      | HOURLY | 31.84  | 38.76  | 45.67  |
| 109   | N      | WATER CONSTRUCTION INSPECTOR                     | ANNUAL | 66,227 | 80,610 | 94,994 |
|       |        | WATER UTILITIES SYSTEMS TECHNICIAN               |        |        |        |        |
| 110   | N      | WATER DISTRIBUTION SUPERVISOR                    | HOURLY | 32.10  | 39.61  | 47.11  |
| 110   | N      | WATER UTILITY OPERATIONS SUPERVISOR              | ANNUAL | 66,768 | 82,378 | 97,989 |
| 110   | N      | WATER UTILITY TECHNICAL SUPERVISOR               |        |        |        |        |
| 110   | N      | WASTEWATER COLLECTIONS SUPERVISOR                |        |        |        |        |
| 110   | N      | WRRF MAINTENANCE SUPERVISOR                      |        |        |        |        |
| 110   | N      | WRRF OPERATIONS SUPERVISOR                       |        |        |        |        |
| 110   | N      | WRRF LAB SUPERVISOR                              |        |        |        |        |

**CITY OF BENTONVILLE WATER 2025  
EXEMPT PAY RANGES**

| <u>GRADE</u> | <u>STATUS</u> | <u>JOB TITLE</u>                                          |        | <u>MIN</u> | <u>MID</u> | <u>MAX</u> |
|--------------|---------------|-----------------------------------------------------------|--------|------------|------------|------------|
| 201          | E             |                                                           | HOURLY | 32.10      | 40.88      | 49.65      |
|              |               |                                                           | ANNUAL | 66,768     | 85,020     | 103,272    |
| 204          | E             | WATER UTILITIES STAFF ENGINEER                            | HOURLY | 33.27      | 44.22      | 55.17      |
| 204          | E             | PROJECT MANAGER                                           | ANNUAL | 69,202     | 91,978     | 114,754    |
| 205          | E             | WRRF ASSISTANT MANAGER                                    | HOURLY | 34.42      | 46.52      | 58.61      |
| 205          | E             | OPERATIONS MAINTENANCE ASSISTANT MANAGER                  | ANNUAL | 71,594     | 96,751     | 121,909    |
| 205          | E             | TECHNICAL SERVICES ASSISTANT MANAGER LAND DEVELOPMENT     |        |            |            |            |
| 205          | E             | TECHNICAL SERVICES ASSISTANT MANAGER CAPITAL CONSTRUCTION |        |            |            |            |
| 206          | E             | TECHNICAL SERVICES MANAGER                                | HOURLY | 37.67      | 50.91      | 64.15      |
| 206          | E             | OPERATIONS/MAINTENANCE MANAGER                            | ANNUAL | 78,354     | 105,893    | 133,432    |
| 206          | E             | WRRF MANAGER                                              |        |            |            |            |
| 207          | E             | DEPUTY DIRECTOR WATER UTILITY                             | HOURLY | 40.92      | 55.31      | 69.69      |
|              |               |                                                           | ANNUAL | 85,114     | 115,034    | 144,955    |
| 209          | E             | DIRECTOR WATER UTILITY                                    | HOURLY | 47.42      | 64.09      | 80.75      |
|              |               |                                                           | ANNUAL | 98,634     | 133,297    | 167,960    |

| <b>ADD-PAY TITLE</b> | <b>AMOUNT</b> | <b>CODE</b> |
|----------------------|---------------|-------------|
| Associates Degree    | \$35.00/PP    | DA          |
| Bachelors Degree     | \$100.00/PP   | DB          |
| Masters/PE/CPA       | \$150.00/PP   | DM          |
| Bi-lingual           | \$100.00/PP   | BL          |

**CITY OF BENTONVILLE**  
**2025 PART-TIME NONEXEMPT PAY RANGES**

| <u>GRADE</u> | <u>FLSA<br/>STATUS</u> | <u>JOB TITLE</u>          |        | <u>MIN</u> | <u>MID</u> | <u>MAX</u> |
|--------------|------------------------|---------------------------|--------|------------|------------|------------|
| 81           | N                      | P/T Rec Worker I          | HOURLY | 12.00      | 13.87      | 15.73      |
| 81           | N                      | P/T Basic F/F             |        |            |            |            |
| 82           | N                      | P/T Rec Worker II         | HOURLY | 12.51      | 14.38      | 16.25      |
| 82           | N                      | P/T Library Page          |        |            |            |            |
| 82           | N                      | P/T Lifeguard I           |        |            |            |            |
| 82           | N                      | P/T Groundskeeper         |        |            |            |            |
| 82           | N                      | P/T Basic F/F - EMT       |        |            |            |            |
| 83           | N                      | P/T Rec Worker III        | HOURLY | 13.02      | 14.90      | 16.78      |
| 83           | N                      | P/T Lifeguard II          |        |            |            |            |
| 83           | N                      | P/T Basic F/F - Paramedic |        |            |            |            |
| 84           | N                      | P/T Admin Clerk/Intern    | HOURLY | 13.53      | 15.94      | 18.35      |
| 84           | N                      | P/T Library Clerk I       |        |            |            |            |
| 84           | N                      | P/T Rec Worker IV         |        |            |            |            |
| 84           | N                      | P/T Lifeguard III         |        |            |            |            |
| 84           | N                      | P/T Head Lifeguard I      |        |            |            |            |
| 84           | N                      | P/T F/F I                 |        |            |            |            |
| 85           | N                      | P/T Rec Worker            | HOURLY | 14.04      | 16.46      | 18.87      |
| 85           | N                      | P/T Head Lifeguard II     |        |            |            |            |
| 85           | N                      | P/T Library Clerk II      |        |            |            |            |
| 85           | N                      | P/T F/F - EMT             |        |            |            |            |
| 86           | N                      | P/T Rec Leader I          | HOURLY | 14.55      | 16.98      | 19.40      |
| 86           | N                      | P/T Head Lifeguard III    |        |            |            |            |
| 86           | N                      | P/T Library Clerk III     |        |            |            |            |
| 86           | N                      | P/T F/F - Paramedic       |        |            |            |            |
| 87           | N                      | P/T Rec Leader II         | HOURLY | 15.06      | 18.02      | 20.97      |
| 87           | N                      | P/T Asst. Pool Mgr I      |        |            |            |            |
| 87           | N                      | P/T Library Clerk IV      |        |            |            |            |
| 87           | N                      | P/T F/F II                |        |            |            |            |
| 88           | N                      | P/T Rec Leader III        | HOURLY | 15.57      | 18.54      | 21.50      |
| 88           | N                      | P/T Asst. Pool Mgr I I    |        |            |            |            |
| 88           | N                      | P/T F/F II - EMT          |        |            |            |            |
| 89           | N                      | P/T Asst. Pool Mgr III    | HOURLY | 16.08      | 19.05      | 22.01      |
| 89           | N                      | P/T Library Technician    |        |            |            |            |
| 89           | N                      | P/T F/F II/Paramedic      |        |            |            |            |
| 89           | N                      | P/T Rec Leader IV         |        |            |            |            |

| <b>ADD PAY TITLE</b>    | <b>AMOUNT</b> | <b>CODE</b> |
|-------------------------|---------------|-------------|
| Swimming Instructor I   | \$80.00/PP    | SI-1        |
| Swimming Instructor II  | \$120.00/PP   | SI-2        |
| Swimming Instructor III | \$240.00/PP   | SI-3        |
| Swimming Instructor IV  | \$400.00/PP   | SI-4        |



**City of Bentonville, Arkansas Agenda Item Form**

**Item Details**

|                              |  |                           |  |
|------------------------------|--|---------------------------|--|
| <b>Council Meeting Date:</b> |  | <b>Submitted By:</b>      |  |
| <b>Phone:</b>                |  | <b>For Department(s):</b> |  |
| <b>Email:</b>                |  |                           |  |

**Item Type** (Check all that apply)

|                          |                          |                                |                         |
|--------------------------|--------------------------|--------------------------------|-------------------------|
| <b>Informational</b>     | <b>Bid Award</b>         | <b>Enter into an Agreement</b> | <b>Change Order</b>     |
| <b>Recognizing Funds</b> | <b>Budget Adjustment</b> | <b>Waiver of Bid</b>           | <b>Emergency Clause</b> |
| <b>Ordinance</b>         | <b>Resolution</b>        |                                | <b>Informational</b>    |

**Title, Recommendation & Justification**

|                                                          |  |
|----------------------------------------------------------|--|
| <b>Title:</b>                                            |  |
| <b>Action Recommendation &amp; Justification:</b>        |  |
| <b>Additional Comments for Consideration (Optional):</b> |  |

|                             |    |
|-----------------------------|----|
| <b>Amount for Approval:</b> | \$ |
|-----------------------------|----|

**Budget Impact**

Is this Item Budgeted?      YES      NO      ITEM HAS NO COST      OTHER: \_\_\_\_\_

**Budget Adjustment (to be completed by Finance when applicable)**

|                             |                     |    |         |    |         |
|-----------------------------|---------------------|----|---------|----|---------|
| Account Number (ORG-OBJECT) | Account Description | \$ | Expense | \$ | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$ | Expense | \$ | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$ | Expense | \$ | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$ | Expense | \$ | Revenue |

**Fund(s) Impacted**

(check all that apply)

**General Fund**

**Utility Fund**

**Street Fund**

**Other(s):** \_\_\_\_\_

*Budget Impact Notes for Consideration (Optional):*

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# CITY OF BENTONVILLE, ARKANSAS

Purchasing Department – 1000 SW 14<sup>th</sup> Street, Bentonville Arkansas 72712

City Hall – 305 SW A Street Bentonville, Arkansas 72712

## AMENDMENT TO INVITATION FOR BID CONTRACT

This amendment (the “Amendment”), dated \_\_\_\_\_ is made by the City of Bentonville, Arkansas (“City”) and Calcon, Inc. (“Contractor”), parties to the Invitation for Bid (IFB)-24-70 with Bentonville Water Department, for Indefinite Delivery – Indefinite Quantity (IDIQ) Water Service Line Replacement, dated November 20, 2024 (the “Agreement”).

1. The Original Agreement that was approved by City Council on November 12, 2024, in an amount not to exceed \$500,000 per year for each contract awarded.
2. The First Contract Amendment was approved by City Council on January 14, 2025, in an amount not to exceed \$1,000,000.00 per year for each contract awarded.
3. The Agreement is Amended as follows:
4. The estimated total of payments for the contract is estimated to be \$1,500,000.00 per contract term.
5. This Amendment shall be effective immediately when fully executed.
6. Except as set forth in this Amendment, the Agreement is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Amendment and the Agreement, or any earlier Amendment, the terms of this Amendment shall prevail.

**THE CITY OF BENTONVILLE, ARKANSAS**

**BY:** \_\_\_\_\_  
**Stephanie Orman, Mayor**

**DATE:** \_\_\_\_\_

**Company Name:** \_\_\_\_\_

**BY:** \_\_\_\_\_

**Name(printed):** \_\_\_\_\_

**DATE:** \_\_\_\_\_

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE MAYOR AND CITY CLERK TO ENTER INTO AN AMENDED AGREEMENT WITH CALCON, INC., INCREASING THE CONTRACT AMOUNT BY FIVE HUNDRED THOUSAND DOLLARS (\$500,000.00), FOR WATER SERVICE LINE REPAIR; AMENDING THE 2025 BUDGET; AND FOR OTHER PURPOSES.**

**WHEREAS**, The City of Bentonville has entered into an agreement with Calcon, Inc. for an Indefinite Delivery Indefinite Quantity (IDIQ) Water Service Line Replacement dated November 12, 2024 and amended on January 14, 2025;

**WHEREAS**, the need has arisen to increase the amount of said contract by five hundred thousand dollars (\$500,000.00) per contract term so the contractor can continue to replace failing water service lines for a new total of one million five hundred thousand dollars (\$1,500,000.00) per contract term; and

**WHEREAS**, a budget adjustment is needed to fund this amendment.

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

Section 1: The Mayor and City Clerk are authorized to enter into an amended agreement with Calcon, Inc., for water service line repair, increasing the contract amount by five hundred thousand dollars (\$500,000.00) per contract term for a new total of one million five hundred thousand dollars (\$1,500,000.00) per contract term;

Section 2: The 2025 Budget is adjusted to appropriate five hundred thousand dollars (\$500,000.00) from Utility Fund Reserves into Account #503020-44450 – Public Works by Project Maintenance;

Section 3 - Severability Provision: If any part of this Resolution is held invalid, the remainder of this Resolution shall continue in effect as if such invalid portion never existed; and

Section 4 - Repeal of Conflicting Provisions: All Ordinances, Resolutions, or Orders of the City Council, or parts of the same, in conflict with this Resolution are repealed to the extent of such conflict.

**PASSED and APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2025.**

**APPROVED:**

**ATTEST:**

\_\_\_\_\_  
**STEPHANIE ORMAN, MAYOR**

\_\_\_\_\_  
**MALORIE MARRS, CITY CLERK**



City of Bentonville, Arkansas Agenda Item Form

Item Details

|                       |  |                    |  |
|-----------------------|--|--------------------|--|
| Council Meeting Date: |  | Submitted By:      |  |
| Phone:                |  | For Department(s): |  |
| Email:                |  |                    |  |

Item Type (Check all that apply)

|                   |                   |                         |                  |
|-------------------|-------------------|-------------------------|------------------|
| Informational     | Bid Award         | Enter into an Agreement | Change Order     |
| Recognizing Funds | Budget Adjustment | Waiver of Bid           | Emergency Clause |
| Ordinance         | Resolution        |                         | Informational    |

Title, Recommendation & Justification

|                                                   |  |
|---------------------------------------------------|--|
| Title:                                            |  |
| Action Recommendation & Justification:            |  |
| Additional Comments for Consideration (Optional): |  |

|                      |    |
|----------------------|----|
| Amount for Approval: | \$ |
|----------------------|----|

Budget Impact

Is this Item Budgeted? YES NO ITEM HAS NO COST OTHER: \_\_\_\_\_

Budget Adjustment (to be completed by Finance when applicable)

|                             |                     |         |         |
|-----------------------------|---------------------|---------|---------|
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |
| Account Number (ORG-OBJECT) | Account Description | \$      | \$      |
|                             |                     | Expense | Revenue |

Fund(s) Impacted

(check all that apply)

General Fund Utility Fund Street Fund Other(s): \_\_\_\_\_

Budget Impact Notes for Consideration (Optional):

City of Bentonville, Arkansas

City Hall

305 SW A Street Bentonville, AR 72712

**CITY OF BENTONVILLE, ARKANSAS**  
**AMENDMENT NUMBER 3**  
**To A**  
**PROFESSIONAL SERVICES AGREEMENT**  
**With**  
**HAWKINS-WEIR ENGINEERS, INC.**  
**VAN BUREN, ARKANSAS**

In accordance with the PROFESSIONAL SERVICES AGREEMENT for the **Feasibility Study to Address Capacity/Growth for Wastewater Treatment, HWEI Project No. 2021037**, dated August 13, 2021, between the City of Bentonville, Arkansas (hereinafter called **Owner**) and Hawkins-Weir Engineers, Inc. (hereinafter called **Engineer**), Owner hereby authorizes Engineer to proceed with the following additional services:

**ARTICLE II – SCOPE OF SERVICES**

A. Amendment No. 3 defines additional professional engineering services associated with the initial 12 months of construction of the proposed Phase 1 Improvements to the Bentonville Water Resource Recovery Facility (WRRF). Amendment No. 3 also defines additional services required to complete the design of the proposed improvements and secure the necessary permits. Refer to the attached Amendment No. 3 APPENDIX A for a more detailed description of the scope of these additional services.

**ARTICLE V – SCHEDULE OF FEES, SERVICES AND PAYMENT**

B. Owner shall compensate Engineer for providing the services set forth herein in accordance with the terms of the Agreement. Total compensation shall be increased with this Amendment by **Two Million Six Hundred Thirty-Seven Thousand and 00/100 Dollars (\$2,637,000.00)**. The total compensation from the original AGREEMENT and Amendment No. 1 and 2, plus Amendment No. 3 described herein shall not exceed **Nine Million One Hundred Forty-Four Thousand and 00/100 Dollars (\$9,144,000.00)** without written approval of Owner. This Amendment also revises the billing methodology from a lump sum fee during the design phase to an hourly rate basis with not to exceed fee during the construction phase. The billing methodology for the additional services will remain as a lump sum since they represent a continuation of the design phase. Refer to Amendment No. 3 APPENDIX C for a Summary of these additional services and Phase 1 construction services.

**ENGINEER:**  
HAWKINS-WEIR ENGINEERS, INC.

**OWNER:**  
CITY OF BENTONVILLE, ARKANSAS

By:   
Brett D. Peters, P.E.  
President & CEO

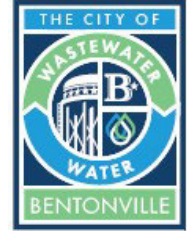
By: \_\_\_\_\_  
Stephanie Orman  
Mayor

Date: 04/10/2025

Date: \_\_\_\_\_



**Amendment No. 3  
Appendix A – Scope of Services  
Bentonville WRRF Improvements  
Bentonville, Arkansas  
HWEI Project No. 2021037  
February 6, 2025**



Engineer shall provide Basic Services as set forth below:

**A. Task 4 – Additional Services**

1. Secondary Access Road and Bridge Design
2. Alternative Temporary Access Road Design
3. Relocated Maintenance Building Design

**B. Task 5 – Construction Phase Services – Phase 1<sup>(1)</sup>**

1. Conduct Pre-Construction Conference with the Owner and Contractor, including field survey to re-establish control monumentation
2. Contract Administration, including additional WRRF capacity permitting and the NPDES permit renewal process
3. Provide observation during construction
4. Conduct up to 12 progress meetings
5. Review and respond to shop drawings submitted by the Contractor
6. Review and respond to Requests for Information submitted by the Contractor
7. Prepare field orders and change orders as directed by the Owner
8. Disadvantaged Business Enterprise (DBE) Requirements Compliance Monitoring
  - a. Coordinate with the Contractor to obtain and submit required compliance documentation during preparation of the Contract Documents
  - b. Coordinate with the Contractor to prepare and submit quarterly reports for Disadvantaged Business Enterprises in accordance with U.S. Environmental Protection Agency Requirements
9. Davis-Bacon Act Compliance Monitoring
  - a. Coordinate with the Contractor to obtain weekly or bi-weekly payroll surveys and conduct interviews to verify accuracy of the surveys. Coordinate with the Contractor to address any issues
  - b. Prepare and submit Davis-Bacon Act compliance statement with each monthly Payment Request
10. Clean Water Act State Revolving Loan Fund American Iron and Steel (AIS) Compliance Monitoring
  - a. Maintain AIS records onsite for review by the Arkansas Natural Resources Commission (ANRC)
  - b. Prepare and submit AIS compliance statement including submittal log and waiver documentation with each monthly Payment Request
11. Review the Contractor's constructed quantities and prepare monthly pay requests for the Owner's approval

<sup>(1)</sup> For the initial 12 months of a 49-month construction schedule as identified in Revision 5 of the GMP

## Appendix B



### Hawkins-Weir Engineers, Inc. Hourly Rate Schedule: 2025

| <b>Description</b>           | <b>Billing Rate/Hour</b> |
|------------------------------|--------------------------|
| Engineer VII                 | \$275                    |
| Engineer VI                  | \$250                    |
| Engineer V                   | \$225                    |
| Engineer IV                  | \$200                    |
| Engineer III                 | \$175                    |
| Engineer II                  | \$150                    |
| Engineer I                   | \$125                    |
| Environmental Specialist II  | \$130                    |
| Environmental Specialist I   | \$110                    |
| Designer II                  | \$135                    |
| Designer I                   | \$100                    |
| Civil Eng Assistant II       | \$90                     |
| Civil Eng. Assistant I       | \$80                     |
| CAD/BIM Modeler II           | \$135                    |
| CAD/BIM Modeler I            | \$100                    |
| CAD/GIS Technician III       | \$120                    |
| CAD/GIS Technician II        | \$95                     |
| CAD/GIS Technician I         | \$75                     |
| Construction Manager II      | \$140                    |
| Construction Manager I       | \$125                    |
| Construction Observer IV     | \$135                    |
| Construction Observer III    | \$115                    |
| Construction Observer II     | \$95                     |
| Construction Observer I      | \$85                     |
| Surveyor                     | \$175                    |
| GPS Survey                   | \$200                    |
| Survey Technician            | \$50                     |
| Business Manager             | \$100                    |
| Graphic Designer             | \$100                    |
| Document Processor           | \$75                     |
| <b>Reimbursable Expenses</b> |                          |
| Mileage                      | \$0.77/mile              |
| Printing                     | @ Cost                   |
| Travel                       | @ Cost                   |
| Expert Witness               | Rate x 2.0               |
| Other Direct Costs           | @ Cost                   |

**Notes:**

1. Hourly rates may be equitably adjusted
2. Adjustment to rate schedule will not change contract lump sum or NTE amounts
3. If a conflict exists, hourly rates & reimbursable expenses will be invoiced per terms of Agreement.



Amendment No. 3  
Appendix C - Scope of Services and Fee Proposal - Phase 1  
Bentonville WRRF Improvements  
Bentonville, Arkansas  
HWEI Project No. 2021037  
February 6, 2025



A. Task 4 - Additional Services

Bentonville WRRF Improvements

| Task                                        | Engr  | Engr     | Engr     | Engr     | Con. Ob. | Surveyor | Modeler  | Tech     | Doc.    | GPS     | Total  | Sub-Total | Subconsultant Services |          |          | Total     |
|---------------------------------------------|-------|----------|----------|----------|----------|----------|----------|----------|---------|---------|--------|-----------|------------------------|----------|----------|-----------|
|                                             | VII   | VI       | V        | IV       | IV       |          | II       | III      | Proc.   | Survey  | Hours  | Cost      | B&V                    | MAHG     | GTS      | Cost      |
| Billing Rate (2025)                         | \$275 | \$250    | \$225    | \$200    | \$135    | \$175    | \$135    | \$120    | \$75    | \$200   |        |           |                        |          |          |           |
| 1. Secondary Access Road and Bridge Design  |       | 160      | 64       | 24       |          |          |          | 160      | 8       |         | 416    | \$79,000  |                        |          | \$8,400  | \$87,400  |
| 2. Alternative Temporary Access Road Design |       | 20       | 40       |          |          |          |          | 80       | 8       |         | 148    | \$24,200  |                        |          |          | \$24,200  |
| 3. Relocated Maintenance Building Design    |       | 80       | 56       | 120      |          | 8        | 120      | 120      | 40      | 20      | 564    | \$95,600  | \$99,400               | \$84,800 | \$3,400  | \$283,200 |
| TOTAL HOURS =                               | 0     | 260      | 160      | 144      | 0        | 8        | 120      | 360      | 56      | 20      | 1,128  |           |                        |          |          |           |
| SUBTOTAL COST =                             | \$0   | \$65,000 | \$36,000 | \$28,800 | \$0      | \$1,400  | \$16,200 | \$43,200 | \$4,200 | \$4,000 | -----> | \$198,800 | \$99,400               | \$84,800 | \$11,800 | \$394,800 |



Amendment No. 3  
Appendix C - Scope of Services and Fee Proposal - Phase 1  
Bentonville WRRF Improvements  
Bentonville, Arkansas  
HWEI Project No. 2021037  
February 6, 2025



B. Task 5 - Construction Phase Services - Phase 1<sup>(1)</sup>

Bentonville WRRF Improvements

| Task<br><br>Billing Rate (2025)                                                                                                                                                                 | Engr<br>VII<br>\$275 | Engr<br>VI<br>\$250 | Engr<br>V<br>\$225 | Engr<br>IV<br>\$200 | Con. Ob.<br>IV<br>\$135 | Surveyor<br>\$175 | Modeler<br>II<br>\$135 | Tech<br>III<br>\$120 | Doc.<br>Proc.<br>\$75 | GPS<br>Survey<br>\$200 | Total<br>Hours | Sub-Total<br>Cost | Subconsultant Services |          |           | Total<br>Cost |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|---------------------|--------------------|---------------------|-------------------------|-------------------|------------------------|----------------------|-----------------------|------------------------|----------------|-------------------|------------------------|----------|-----------|---------------|
|                                                                                                                                                                                                 |                      |                     |                    |                     |                         |                   |                        |                      |                       |                        |                |                   | B&V                    | MAHG     | GTS       |               |
| 1. Conduct Pre-Construction Conference with the Owner and Contractor, including field survey to re-establish control monumentation                                                              | 16                   | 24                  | 8                  | 40                  | 8                       | 4                 |                        |                      | 4                     | 8                      | 112            | \$23,880          | \$13,600               | \$1,400  |           | \$38,880      |
| 2. Contract Administration, including additional WRRF capacity permitting and the NPDES permit renewal process                                                                                  | 120                  | 80                  | 120                | 48                  |                         |                   |                        |                      | 40                    |                        | 408            | \$92,600          | \$59,900               |          |           | \$152,500     |
| 3. Provide observation during construction <sup>(2)</sup>                                                                                                                                       | 200                  | 320                 | 120                | 560                 | 2,236                   |                   |                        |                      |                       |                        | 3,436          | \$575,860         | \$14,400               | \$1,800  | \$128,500 | \$720,560     |
| 4. Conduct up to 12 progress meetings                                                                                                                                                           | 96                   | 144                 | 96                 | 280                 |                         |                   |                        |                      | 140                   |                        | 756            | \$150,500         | \$106,400              | \$5,000  |           | \$261,900     |
| 5. Review and respond to shop drawings submitted by the Contractor                                                                                                                              | 640                  | 360                 | 200                | 440                 |                         |                   |                        |                      | 240                   |                        | 1,880          | \$417,000         | \$151,500              | \$17,300 |           | \$585,800     |
| 6. Review and respond to Requests for Information submitted by the Contractor                                                                                                                   | 120                  | 80                  | 40                 | 80                  |                         |                   | 60                     | 20                   | 52                    |                        | 452            | \$92,400          | \$37,900               | \$16,100 |           | \$146,400     |
| 7. Prepare field orders and change orders as directed by the Owner                                                                                                                              | 40                   | 40                  | 16                 | 40                  |                         |                   | 20                     | 20                   | 40                    |                        | 216            | \$40,700          | \$59,800               |          |           | \$100,500     |
| 8. Disadvantaged Business Enterprise (DBE) Requirements Compliance Monitoring                                                                                                                   |                      |                     |                    |                     |                         |                   |                        |                      |                       |                        |                |                   |                        |          |           |               |
| a. Coordinate with the Contractor to obtain and submit required compliance documentation during preparation of the Contract Documents                                                           |                      | 48                  |                    | 96                  |                         |                   |                        |                      | 48                    |                        | 192            | \$34,800          |                        |          |           | \$34,800      |
| b. Coordinate with the Contractor to prepare and submit quarterly reports for Disadvantaged Business Enterprises in accordance with U.S. Environmental Protection Agency Requirements           |                      | 24                  |                    | 32                  |                         |                   |                        |                      | 16                    |                        | 72             | \$13,600          |                        |          |           | \$13,600      |
| 9. Davis-Bacon Act Compliance Monitoring                                                                                                                                                        |                      |                     |                    |                     |                         |                   |                        |                      |                       |                        |                |                   |                        |          |           |               |
| a. Coordinate with the Contractor to obtain weekly or bi-weekly payroll surveys and conduct interviews to verify accuracy of the surveys. Coordinate with the Contractor to address any issues. |                      | 56                  |                    | 192                 |                         |                   |                        |                      | 96                    |                        | 344            | \$59,600          |                        |          |           | \$59,600      |
| b. Prepare and submit Davis-Bacon Act compliance statement with each monthly Payment Request                                                                                                    |                      | 24                  |                    | 48                  |                         |                   |                        |                      | 24                    |                        | 96             | \$17,400          |                        |          |           | \$17,400      |
| 10. Clean Water Act State Revolving Loan Fund American Iron and Steel (AIS) Compliance Monitoring                                                                                               |                      |                     |                    |                     |                         |                   |                        |                      |                       |                        |                |                   |                        |          |           |               |
| a. Maintain AIS records onsite for review by the Arkansas Natural Resources Commission (ANRC)                                                                                                   |                      | 48                  |                    | 96                  |                         |                   |                        |                      | 48                    |                        | 192            | \$34,800          |                        |          |           | \$34,800      |
| b. Prepare and submit AIS compliance statement including submittal log and waiver documentation with each monthly Payment Request                                                               |                      | 24                  |                    | 96                  |                         |                   |                        |                      | 4                     |                        | 124            | \$25,500          |                        |          |           | \$25,500      |
| 11. Review the Contractor's constructed quantities and prepare monthly pay requests for the Owner's approval                                                                                    | 8                    | 48                  |                    | 96                  | 96                      |                   |                        |                      | 48                    |                        | 296            | \$49,960          |                        |          |           | \$49,960      |
| <b>TOTAL HOURS =</b>                                                                                                                                                                            | 1,240                | 1,320               | 600                | 2,144               | 2,340                   | 4                 | 80                     | 40                   | 800                   | 8                      | 8,576          |                   |                        |          |           |               |
| <b>SUBTOTAL COST =</b>                                                                                                                                                                          | \$341,000            | \$330,000           | \$135,000          | \$428,800           | \$315,900               | \$700             | \$10,800               | \$4,800              | \$60,000              | \$1,600                | ----->         | \$1,628,600       | \$443,500              | \$41,600 | \$128,500 | \$2,242,200   |

<sup>(1)</sup>For the initial 12 months of a 49-month construction schedule as identified in Revision 5 of the GMP

<sup>(2)</sup>Construction Observer IV assumes 45 hours per week during construction.

Engineering Services Summary

Bentonville WRRF Improvements

|                                                   |             |
|---------------------------------------------------|-------------|
| A. Task 4 - Additional Services                   | \$394,800   |
| B. Task 5 - Construction Phase Services - Phase 1 | \$2,242,200 |
| Total Engineering Fee                             | \$2,637,000 |

**RESOLUTION NO. \_\_\_\_\_**

**A RESOLUTION AUTHORIZING THE MAYOR AND CITY CLERK TO ENTER INTO AN AMENDMENT TO THE PROFESSIONAL SERVICES AGREEMENT WITH HAWKINS-WEIR ENGINEERS, INC., INCREASING THE CONTRACT AMOUNT BY TWO MILLION SIX HUNDRED THIRTY-SEVEN THOUSAND DOLLARS (\$2,637,000.00); AMENDING THE 2025 BUDGET; AND FOR OTHER PURPOSES.**

**WHEREAS**, The City of Bentonville has entered into a professional service agreement with Hawkins-Weir Engineers, Inc. dated August 13, 2021, which has been amended twice;

**WHEREAS**, the need has arisen to amend the contract for a third time to define additional engineering services associated with the initial twelve (12) months of construction of the proposed Phase I Improvements to the Bentonville WRRF; and

**WHEREAS**, a budget adjustment is needed to fund this amendment.

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

Section 1: The Mayor and City Clerk are authorized to enter into an amendment to the agreement with Hawkins-Weir Engineers, Inc. for additional engineering services, increasing the contract amount by two million six hundred thirty-seven thousand dollars (\$2,637,000.00) for a total contract price of nine million one hundred forty-four thousand dollars (\$9,144,000.00);

Section 2: The 2025 Budget is adjusted to appropriate two million six hundred thirty-seven thousand dollars (\$2,637,000.00) from Utility Fund Reserves into Account #503030-47210 Plants and Building;

Section 3 - Severability Provision: If any part of this Resolution is held invalid, the remainder of this Resolution shall continue in effect as if such invalid portion never existed; and

Section 4 - Repeal of Conflicting Provisions: All Ordinances, Resolutions, or Orders of the City Council, or parts of the same, in conflict with this Resolution are repealed to the extent of such conflict.

**PASSED and APPROVED this \_\_\_\_\_ day of \_\_\_\_\_, 2025.**

**APPROVED:**

\_\_\_\_\_  
**STEPHANIE ORMAN, MAYOR**

**ATTEST:**

\_\_\_\_\_  
**MALORIE MARRS, CITY CLERK**