



**Finance Committee
Meeting Agenda
December 9, 2025
5:00 PM
City Council Chambers**

City Council Members:

Gayatri Agnew **Ward 1, Position 2**
Cindy Acree **Ward 2, Position 1**
Bill Burckart **Ward 3, Position 2**

***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. **Update on Water Line Leaks** **Informational**
Update on contractor progress and our purchase of water.

City Council Items To Be Considered

1. **Section II Item 7 from the City Council** **Ordinance***
Agenda: Ordinance Adopting 2026 Pay Plan Changes
An Ordinance adopting 2026 Pay Plan changes which include salary survey adjustments for Police & Fire personnel. No budget adjustment is needed.
2. **Section II Item 8 from the City Council** **Ordinance***
Agenda: Ordinance to Waive Competitive Bidding for Bibliotheca
An Ordinance to waive competitive bidding requirements and enter into an agreement with Bibliotheca for RFID software and support services for Bentonville Public Library, in an amount not to exceed \$47,980.00. No budget adjustment is needed.
3. **Section II Item 9 from the City Council** **Ordinance***
Agenda: Ordinance to Waive Competitive Bidding for OverDrive Digital Subscriptions
An Ordinance to waive competitive bidding requirements and enter into an agreement with OverDrive for ebooks and other digital products for Bentonville

Public Library, in an amount not to exceed \$68,500.00. No budget adjustment is needed.

4. **Section II Item 12 from the City Council** **Resolution**
Agenda: Resolution to Award Bid IFB-25-83 (2) 2025 Cab and Chassis Sign Trucks to One Nation Distribution

Resolution to award bid IFB-25-83 2025 (2) 2WD 2025 Cab and Chassis Sign Trucks to One Nation Distribution in the amount of \$257,978.00. One Nation Distribution, LLC. was the lowest bid received. A budget adjustment is needed to reclassify budget savings in Machinery & Equipment to Vehicles.

5. **Section III Item 2 from the City Council** **Resolution**
Agenda: Resolution Approving a Budget Adjustment to Allocate Additional Funds for IFB-24-70 IDIQ

Staff requests approval of a Resolution amending the 2025 budget in the amount of \$500,000.00 to continue water service line replacement work. The total amendment will be allocated as follows: \$300,000.00 to Mo-Ark Utilities and \$200,000.00 to Calcon, Inc. Utility Board approved 4-0. A budget adjustment is needed.



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)

<input type="checkbox"/> Informational	<input type="checkbox"/> Bid Award	<input type="checkbox"/> Enter into an Agreement	<input type="checkbox"/> Change Order
<input type="checkbox"/> Recognizing Funds	<input type="checkbox"/> Budget Adjustment	<input type="checkbox"/> Waiver of Bid	<input type="checkbox"/> Emergency Clause
Ordinance	Resolution	Informational	

Title, Recommendation & Justification

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

Amount for Approval:	\$
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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
		\$	\$
		\$	\$
		\$	\$
		\$	\$

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 Agenda Item Form

Item Details

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

Item Type (Check all that apply)

<input type="checkbox"/> Informational	<input type="checkbox"/> Bid Award	<input type="checkbox"/> Enter into an Agreement	<input type="checkbox"/> Change Order
<input type="checkbox"/> Recognizing Funds	<input type="checkbox"/> Budget Adjustment	<input type="checkbox"/> Waiver of Bid	<input type="checkbox"/> Emergency Clause
<input type="checkbox"/> Ordinance	<input type="checkbox"/> Resolution	<input type="checkbox"/> Informational	

Title, Recommendation & Justification

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

Amount for Approval:	\$
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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
		\$	\$
		Expense	Revenue
		\$	\$
		Expense	Revenue
		\$	\$
		Expense	Revenue

Fund(s) Impacted

(check all that apply)

General Fund **Utility Fund** **Street Fund** **Other(s):** _____

Budget Impact Notes for Consideration (Optional):

ORDINANCE NO. _____

AN ORDINANCE ADOPTING THE 2026 PAY PLAN CHANGES FOR THE CITY OF BENTONVILLE; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES.

WHEREAS, new positions, position upgrades, and title changes are requested for the 2026 Pay Plan;

WHEREAS, all positions, upgrades, and title changes are included in the 2026 budget and as attached in Exhibit “A”; and

WHEREAS, no budget adjustment is required.

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

Section 1: The 2026 Pay Plan Changes for the City of Bentonville should be and the same is hereby approved to include the following as attached in Exhibit “A”;

Section 2: The 2026 Pay Plan shall also include a 3.5% increase to each pay grade and range, as included in the approved 2026 Budget;

Section 3 - Emergency Clause: The need to make this change is immediate, so as not to affect the implementation of the 2026 Pay Plan Changes, and an emergency is hereby declared to exist and this Ordinance shall be in full force and effect from the date of its passage and approval;

Section 4 - 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 5 - 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

CITY OF BENTONVILLE
2026 NON-EXEMPT PAY RANGES

GRADE	FLSA STATUS	JOB TITLE		MIN	MID	MAX
15	N	ADMINISTRATIVE ASSISTANT I	HOURLY	15.97	20.00	24.03
15	N	CUSTODIAN I	ANNUAL	33,218	41,600	49,982
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	17.22	21.53	25.83
16	N	COLLECTIONS SPECIALIST	ANNUAL	35,818	44,772	53,726
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	18.42	23.03	27.63
17	N	BUILDING PERMIT CLERK I	ANNUAL	38,314	47,892	57,470
17	N	DEPUTY COURT CLERK I				
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	19.63	24.54	29.45
18	N	ADMINISTRATIVE TECHNICIAN	ANNUAL	40,830	51,043	61,256
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	20.83	26.04	31.25
19	N	ANIMAL SERVICES SUPERVISOR	ANNUAL	43,326	54,163	65,000
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	22.04	27.55	33.06
20	N	BUILDING PERMIT ADMINISTRATOR	ANNUAL	45,843	57,304	68,765
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	23.25	29.06	34.86
21	N	BUILDING INSPECTOR I	ANNUAL	48,360	60,434	72,509
21	N	CONSTRUCTION INSPECTOR				
21	N	CREW LEADER - STREET				
21	N	CUSTODIAL FOREMAN				
21	N	ENGINEER PROJECT/PERMIT COORD.				
21	N	IT FACILITIES COORDINATOR				
21	N	LIBRARIAN I				
21	N	PARALEGAL III				
21	N	PARKS FOREMAN				
21	N	RIGHT OF WAY PERMIT COORDINATOR				
21	N	TRAFFIC TECHNICIAN				
22	N	BUILDING INSPECTOR II	HOURLY	24.45	30.56	36.67
22	N	CHIEF DEPUTY COURT CLERK	ANNUAL	50,856	63,565	76,274
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	25.65	32.06	38.47
23	N	DEVELOPMENT SERVICES COORDINATOR	ANNUAL	53,352	66,685	80,018
23	N	FIRE INSPECTOR-NON UNIFORMED				
23	N	GRANT WRITER				
23	N	JUNIOR SYSTEMS ADMINISTRATOR				
23	N	FACILITIES MAINTENANCE COORDINATOR				
23	N	LIBRARIAN II				
23	N	PLANNER				
24	N	PLANNER II	HOURLY	26.86	33.57	40.28
			ANNUAL	55,869	69,526	83,782
25	N	ASPHALT SUPERVISOR	HOURLY	28.66	35.82	42.97
25	N	CONSTRUCTION SUPERVISOR	ANNUAL	59,613	74,495	89,378
25	N	GIS ANALYST				

25	N	PARKS AND RECREATION SUPERVISOR				
25	N	SENIOR BUILDING INSPECTOR				
25	N	TRAFFIC OPERATIONS CENTER SPECIALIST				
26	N	CHIEF BUILDING OFFICIAL	HOURLY	32.95	40.11	47.27
26	N	GIS COORDINATOR	ANNUAL	68,536	83,429	98,322
26	N	PLANNER III				

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

ADD-PAY TITLE	AMOUNT
Associates Degree	\$35.00/PP
Bachelors Degree	\$100.00/PP
Masters/PE/CPA	\$150.00/PP
Bi-lingual	\$100.00/PP
Code Specialist	\$75.00/PP
Certified Court Clerk	\$75.00/PP

**CITY OF BENTONVILLE WATER 2026
NON EXEMPT PAY PLAN**

<u>GRADE</u>	<u>STATUS</u>	<u>JOB TITLE</u>		<u>MIN</u>	<u>MID</u>	<u>MAX</u>
101	N	WATER DISTRIBUTION OPERATOR I (ASSOCIATE)	HOURLY	19.05	23.34	27.63
101	N	WASTEWATER COLLECTION OPERATOR I (ASSOCIATE)	ANNUAL	39,624	48,547	57,470
101	N	WRRF OPERATIONS TECHNICIAN I				
101	N	WRRF LAB TECHNICIAN I				
101	N	WRRF COMPOST TECHNICIAN I				
101	N	WRRF MAINTENANCE TECHNICIAN I				
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102	N	WATER DISTRIBUTION OPERATOR II (INTERMEDIATE)	HOURLY	21.46	26.01	30.58
102	N	WASTEWATER COLLECTION OPERATOR II (INTERMEDIATE)	ANNUAL	44,637	54,101	63,565
102	N	WRRF OPERATIONS TECHNICIAN II				
102	N	WRRF LAB TECHNICIAN II				
102	N	WRRF COMPOST TECHNICIAN II				
102	N	WRRF MAINTENANCE TECHNICIAN II				
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103	N	WATER DISTRIBUTION OPERATOR III (SENIOR)	HOURLY	21.87	26.56	31.25
103	N	WASTEWATER COLLECTION OPERATOR III (SENIOR)	ANNUAL	45,490	55,245	65,000
103	N	WRRF MAINTENANCE TECHNICIAN III				
103	N	WRRF LAB TECHNICIAN III				
103	N	WRRF OPERATIONS TECHNICIAN III				
103	N	WRRF COMPOST TECHNICIAN III				
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104	N	WATER DISTRIBUTION CONTROLLER	HOURLY	22.04	27.55	33.05
104	N	WATER UTILITIES DAMAGE PREVENTION SPECIALIST	ANNUAL	45,843	57,294	68,744
104	N	WATER UTILITIES METER TECHNICIAN				
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105	N	WATER DISTRIBUTION CREW LEADER	HOURLY	23.24	29.05	34.86
105	N	WW COLLECTION CREW LEADER	ANNUAL	48,339	60,424	72,509
105	N	WRRF COMPOST CREW LEADER				
<hr/>						
106	N	WATER CROSS-CONNECTION CONTROL COORDINATOR	HOURLY	24.44	30.55	36.66
106	N	WATER NEW SERVICE COORDINATOR	ANNUAL	50,835	63,544	76,253
106	N	WATER PRE-TREATMENT COORDINATOR				
106	N	WATER PROJECT COORDINATOR				
<hr/>						
107	N	WATER CONTROLLER FOREMAN	HOURLY	29.50	35.91	42.32
107	N	WATER METER SYSTEMS FOREMAN	ANNUAL	61,360	74,693	88,026
107	N	WRRF COMPOST FOREMAN				
107	N	WRRF OPERATIONS FOREMAN				
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108	N		HOURLY	30.70	37.41	44.12
108	N		ANNUAL	63,856	77,813	91,770
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109	N	GIS ANALYST	HOURLY	32.95	40.11	47.27
109	N	WATER CONSTRUCTION INSPECTOR	ANNUAL	68,536	83,429	98,322
109	N	WATER UTILITIES SYSTEMS TECHNICIAN				
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110	N	WATER DISTRIBUTION SUPERVISOR	HOURLY	33.22	40.99	48.76
110	N	WATER UTILITY OPERATIONS SUPERVISOR	ANNUAL	69,098	85,259	101,421
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	33.22	42.31	51.39
			ANNUAL	68,098	87,994	106,891
204	E	WATER UTILITIES STAFF ENGINEER	HOURLY	34.43	45.77	57.10
204	E	PROJECT MANAGER	ANNUAL	71,614	95,191	118,768
205	E	WRRF ASSISTANT MANAGER	HOURLY	35.62	48.14	60.66
205	E	OPERATIONS MAINTENANCE ASSISTANT MANAGER	ANNUAL	74,090	100,131	126,173
205	E	TECHNICAL SERVICES ASSISTANT MANAGER LAND DEVELOPMENT				
205	E	TECHNICAL SERVICES ASSISTANT MANAGER CAPITAL CONSTRUCTION				
206	E	TECHNICAL SERVICES MANAGER	HOURLY	38.99	52.70	66.40
206	E	OPERATIONS/MAINTENANCE MANAGER	ANNUAL	81,099	109,606	138,112
206	E	WRRF MANAGER				
207	E	DEPUTY DIRECTOR WATER UTILITY	HOURLY	42.35	57.24	72.13
			ANNUAL	88,088	119,059	150,030
209	E	DIRECTOR WATER UTILITY	HOURLY	49.08	66.33	83.58
			ANNUAL	102,086	137,966	173,846

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
2026 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	19.75	24.69	29.62
91	N	ELECTRIC CAD TECHNICIAN	ANNUAL	41,080	51,345	61,610
91	N	FIELD OPERATIONS COORDINATOR				
91	N	TREE TRIMMER I				
91A	N	APPRENTICE LINEMAN I	HOURLY ANNUAL	24.68 51,334	24.68 51,334	24.68 51,334
91B	N	APPRENTICE LINEMAN II	HOURLY ANNUAL	29.62 61,610	29.62 61,610	29.62 61,610
91C	N	APPRENTICE LINEMAN III	HOURLY ANNUAL	34.96 72,717	34.96 72,717	34.96 72,717
91D	N	APPRENTICE LINEMAN IV	HOURLY ANNUAL	40.15 83,512	40.15 83,512	40.15 83,512
92	N	ELECTRIC ENGINEERING TECH I	HOURLY	27.29	31.13	34.96
92	N	ELECTRIC TECHNICIAN I	ANNUAL	56,763	64,740	72,717
92	N	NEW SERVICE COORDINATOR I				
92	N	TREE TRIMMER II				
93	N	APPRENTICE LINEMAN IV	HOURLY	31.14	35.65	40.15
93	N	ELECTRIC ENGINEERING TECH II	ANNUAL	64,771	74,142	83,512
93	N	ELECTRIC TECHNICIAN II				
93	N	NEW SERVICE COORDINATOR II				
93	N	TREE TRIMMER III				
93A	N	TREE TRIMMING CREW LEADER	HOURLY ANNUAL	35.89 74,651	40.07 83,346	44.25 92,040
94	N	ELECTRIC ENGINEERING TECH III	HOURLY	35.89	41.08	46.27
94	N	ELECTRIC SYSTEMS COORDINATOR	ANNUAL	74,651	85,446	96,242
94	N	ELECTRIC TECHNICIAN III				
94	N	NEW SERVICE COORDINATOR III				
95	N	JOURNEYMAN LINEMAN	HOURLY	51.75	51.75	51.75
95	N	CONSTRUCTION COORDINATOR	ANNUAL	107,640	107,640	107,640
95	N	SAFETY COMPLIANCE OFFICER				
95A	N	ELECTRIC DEVELOPMENT COORD.	HOURLY ANNUAL	41.78 86,902	48.36 100,578	54.93 114,254
96	N	ELECTRIC CREW LEADER	HOURLY	54.34	54.34	54.34
96	N	SUBSTATION TECHNICIAN	ANNUAL	113,027	113,027	113,027
96A	E	ASST ELECTRIC ENGINEER. MANAGER	HOURLY ANNUAL	46.58 96,886	54.34 113,027	62.10 129,168
97	N	FIELD ELECTRIC SUPERVISOR	HOURLY ANNUAL	56.93 118,414	56.93 118,414	56.93 118,414
98	E	ELECTRIC ENGINEERING MANAGER ELECTRIC CONSTRUCTION MANAGER	HOURLY ANNUAL	45.43 94,494	61.31 127,525	77.19 160,555

**CITY OF BENTONVILLE
2026 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 ANNUAL	28.85 60,008	28.85 60,008	28.85 60,008
33	E	ACCOUNTANT	HOURLY	28.90	39.06	49.21
33	E	AIRPORT MANAGER	ANNUAL	60,112	81,234	102,357
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	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	PURCHASING AGENT				
33	E	SENIOR LIBRARIAN				
33	E	SENIOR PLANNER				
33	E	STORMWATER COORDINATOR				
34	E	ACCOUNTING MANAGER	HOURLY	34.43	45.77	57.10
34	E	ANIMAL SERVICES MANAGER	ANNUAL	71,614	95,191	118,768
34	E	ASSISTANT HR MANAGER				
34	E	BILLING & COLLECTIONS MANAGER				
34	E	CHIEF COURT CLERK				
34	E	PARKS MAINTENANCE MANAGER				
34	E	PW MAINTENANCE MANAGER				
34	E	RECREATION FACILITIES MANAGER				
34	E	STAFF ENGINEER				
34	E	STREET DEPARTMENT MANAGER				
34	E	SYSTEMS ADMINISTRATOR				
35	E	COMPREHENSIVE PLANNING MGR	HOURLY	35.62	48.14	60.66
35	E	PLANNING SERVICES MANAGER	ANNUAL	74,090	100,131	126,173
35	E	RECREATION SERVICES MANAGER				
36	E	ASSISTANT FINANCE DIRECTOR	HOURLY	38.99	52.70	66.40
36	E	DEPUTY DIRECTOR PARKS & RECREATION		81,099	109,606	138,112
37	E	ASSOCIATE STAFF ATTORNEY	HOURLY	42.35	57.24	72.13
37	E	CITY ENGINEER	ANNUAL	88,088	119,059	150,030
37	E	DEPUTY DIR. TRANSPORTATION				
37	E	HUMAN RESOURCES DIRECTOR				
37	E	IT DIRECTOR				
37	E	LIBRARY DIRECTOR				
38	E	PARKS & RECREATION DIRECTOR	ANNUAL	45.78	61.82	77.85
38	E	COMMUNITY DEVELOPMENT DIR		95,222	128,575	161,928
38	E	TRANSPORTATION DIRECTOR				
39	E	FINANCE DIRECTOR	HOURLY	49.08	66.34	83.59
				102,086	137,977	173,867
39A	E	ELECTRIC UTILITY DIRECTOR	HOURLY	\$52.44	70.88	\$89.31
		STAFF ATTORNEY	ANNUAL	109,075	147,420	185,765
40	E	PUBLIC WORKS EXECUTIVE DIRECTOR	HOURLY	\$56.25	75.91	\$95.56
			ANNUAL	117,000	157,882	198,765

Add Pay Title
Certified Court Manager

Amount
\$100.00

**CITY OF BENTONVILLE
2026 POLICE DEPARTMENT PAY RANGES**

GRADE	FLSA STATUS	JOB TITLE		MIN	MID	MAX
60A	N	TELECOMMUNICATOR I (TRAINING)	HOURLY ANNUAL	19.80 41,184	19.80 41,184	19.80 41,184
60B	N	TELECOMMUNICATOR II	HOURLY ANNUAL	21.32 44,346	23.62 49,130	25.92 53,914
60C	N	TELECOMMUNICATOR III	HOURLY ANNUAL	23.89 49,691	27.23 56,638	30.57 63,586
61	N	TELECOMMUNICATOR SHIFT SUPV.	HOURLY	24.63	30.43	36.23
61	N	TRAINER / QA COORDINATOR	ANNUAL	51,230	63,294	75,358
62	N	TELECOMMUNICATIONS ASSISTANT MANAGER	HOURLY ANNUAL	28.47 59,218	36.46 75,826	44.44 92,435
63	E	TELECOMMUNICATIONS MANAGER	HOURLY ANNUAL	32.75 68,120	42.49 88,369	52.22 108,618
40	N	POLICE OFFICER I	HOURLY ANNUAL	25.71 53,477	26.39 54,891	27.07 56,306
41	N	POLICE OFFICER II	HOURLY ANNUAL	27.32 56,826	31.78 66,092	36.23 75,358
42	N	POLICE CORPORAL	HOURLY ANNUAL	31.12 64,730	36.81 76,554	42.49 88,379
43	N	POLICE SERGEANT	HOURLY ANNUAL	35.79 74,443	42.57 88,535	49.34 102,627
44	N	POLICE LIEUTENANT	HOURLY ANNUAL	42.48 88,358	51.66 107,453	60.84 126,547
45	E	POLICE CAPTAIN	HOURLY ANNUAL	47.28 98,342	55.89 116,251	64.50 134,160
46	E	RESERVED FOR FUTURE USE	HOURLY ANNUAL	49.52 103,002	58.00 120,630	66.47 138,258
47	E	POLICE CHIEF	HOURLY ANNUAL	56.41 117,333	69.55 144,654	82.68 171,974
TE CERTIFICATE PAY			HAZMAT/SPECIAL DUTY			
General Certificate	\$75.00		Special Response Team	\$100.00		
Intermediate Certificate	\$100.00		K-9 Officer	\$115.00		
Advanced Certificate	\$150.00		Bomb Squad	\$150.00		
Senior Certificate	\$225.00		HAZMAT Team Specialist/Tech	\$75.00		
Chief Level I Certificate	\$45.00		TRT Education Stipend	\$35.00		
Chief Level II Certificate	\$60.00		ANIMAL SERVICES PAY			
Chief Level III Certificate	\$75.00		ACOAdvanced Certificate	\$45.00		
			ACO Senior Certificate	\$60.00		
Field Training Officer	\$30.00		Associates Degree Add Pay	\$35.00		
CID Stand-By Pay	30/Day		Bachelors Degree Add Pay	\$100.00		
Uniform	\$50.97		Master Degree/PE/CPA Add Pay	\$150.00		
			BI-Lingual Add Pay	\$100.00		

**CITY OF BENTONVILLE
2026 UNIFORMED FIRE DEPARTMENT PAY RANGES**

<u>GRADE</u>	<u>FLSA</u>	<u>JOB TITLE</u>		<u>MIN</u>	<u>MID</u>	<u>MAX</u>
52	N	FIREFIGHTER (2990)	HOURLY	16.40	19.22	22.03
			ANNUAL	49,036	57,453	65,870
52A	N	FIREFIGHTER - PARAMEDIC (2990)	HOURLY	19.74	22.31	24.88
			ANNUAL	59,023	66,707	74,391
54	N	FIREFIGHTER/ENGR (2990)	HOURLY	18.61	21.55	24.48
			ANNUAL	55,644	64,420	73,195
54A	N	FIREFIGHTER/ENGR - PARAMEDIC (2990)	HOURLY	21.97	24.90	27.82
			ANNUAL	65,690	74,436	83,182
54B	N	FIRE INSPECTOR (2080)	HOURLY	26.26	31.02	35.78
			ANNUAL	54,621	64,522	74,422
54C	N	FIRE INSPECTOR - PARAMEDIC (2080)	HOURLY	31.02	35.78	40.54
			ANNUAL	64,522	74,422	84,323
55	N	FIRE CAPTAIN (2990)	HOURLY	23.15	27.02	30.89
			ANNUAL	69,219	80,790	92,361
55A	N	FIRE CAPTAIN - PARAMEDIC (2990)	HOURLY	26.49	30.36	34.23
			ANNUAL	79,205	90,776	102,348
55B	N	ASSISTANT FIRE MARSHALL (2080)	HOURLY	33.28	38.84	44.40
			ANNUAL	69,222	80,787	92,352
55C	N	ASST. FIRE MARSHAL - PARAMEDIC (2080)	HOURLY	38.09	43.65	49.21
			ANNUAL	79,227	90,792	102,357
56A	N	BATTALION CHIEF (2990)	HOURLY	29.08	33.83	38.58
			ANNUAL	86,949	101,152	115,354
56C	N	DIVISION CHIEF (2080)	HOURLY	40.47	47.44	54.41
			ANNUAL	84,178	98,675	113,173
57	N	DEPUTY FIRE CHIEF (2080)	HOURLY	51.63	59.37	67.11
			ANNUAL	107,390	123,490	139,589
58	E	FIRE CHIEF (2080)	HOURLY	56.41	69.55	82.68
			ANNUAL	117,333	144,654	171,974

Note: For nonexempt (N) "Shift" employees, hourly rates are calculated from **annual** salaries, using 2990 hours per year meaning that the annual salaries shown include payments for automatic overtime. Holiday pay is calculated separately and added on top of that.

For all other Non-Exempt (40 hour/week) employees, annual salaries are calculated from **hourly** rates of pay using 2080 hours per year.

For exempt (E) employees, hourly rates are calculated from **annual** salaries, also using 2080 hrs per year.

Positions Battalion Chief and above are entitled to \$10,000 paramedic pay increase once licens

Nonexempt firefighters with special designations will have the following added to their pay each pay period.

TITLE	Amount
Paramedic -in-Training (Prerequisite)	\$96.16
Paramedic-in-Training (Actual)	\$192.31
HAZMAT Team Specialist	\$75.00
HAZMAT Team Technician	\$75.00

HAZMAT/TRT Team Coordinator	\$100.00
Tactical Rescue Team (Special Ops)	\$75.00
Special Resonse Team	\$100.00
Special Response Team Leader	\$115.00
Associates Degree	\$35.00
Bachelors Degree	\$100.00
Masters degree/PE/CPA	\$150.00
Bi-Lingual	\$100.00
NAFI-CFEI	\$75.00
ICC Fire Plans Examiner	\$75.00
ICC Building Plans Examiner	\$75.00
ICC Certified Fire Marshall	\$100.00
ICC Certified Building Official	\$100.00

**CITY OF BENTONVILLE
2026 ELECTED OFFICIALS SALARIES**

<u>GRADE</u>	<u>JOB TITLE</u>		<u>CURRENT</u>
70	ELECTED CITY ATTORNEY (P/T)	MONTHLY ANNUAL	1979.27 23,751.24
71	CITY CLERK	MONTHLY ANNUAL	1339.00 16,068.00
72	CITY COUNCIL	MONTHLY ANNUAL	1303.32 15,639.84
73A	MAYOR	HOURLY ANNUAL	76.87 159,889.60

Note: Hourly rates are calculated from annual salaries, using 2080 hours per year.

**CITY OF BENTONVILLE
2026 PART-TIME NONEXEMPT PAY RANGES**

<u>GRADE</u>	<u>FLSA STATUS</u>	<u>JOB TITLE</u>		<u>MIN</u>	<u>MID</u>	<u>MAX</u>
81	N	P/T Rec Worker I	HOURLY	12.42	14.35	16.28
81	N	P/T Basic F/F				
82	N	P/T Rec Worker II	HOURLY	12.95	14.89	16.82
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	13.48	15.43	17.37
83	N	P/T Lifeguard II				
83	N	P/T Basic F/F - Paramedic				
84	N	P/T Admin Clerk/Intern	HOURLY	14.00	16.50	18.99
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	14.53	17.03	19.53
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	15.06	17.57	20.08
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	15.59	18.65	21.70
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	16.11	19.18	22.25
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	16.64	19.71	22.78
89	N	P/T Library Technician				
89	N	P/T F/F II/Paramedic				
89	N	P/T Rec Leader IV				

ADD PAY TITLE	AMOUNT	CODE
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

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

Item Type (Check all that apply)

<input type="checkbox"/> Informational	<input type="checkbox"/> Bid Award	<input type="checkbox"/> Enter into an Agreement	<input type="checkbox"/> Change Order
<input type="checkbox"/> Recognizing Funds	<input type="checkbox"/> Budget Adjustment	<input type="checkbox"/> Waiver of Bid	<input type="checkbox"/> Emergency Clause
<input type="checkbox"/> Ordinance	<input type="checkbox"/> Resolution	<input type="checkbox"/> Informational	

Title, Recommendation & Justification

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

Amount for Approval:	\$
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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
		\$	\$
		\$	\$
		\$	\$
		\$	\$

Fund(s) Impacted

(check all that apply)

General Fund **Utility Fund** **Street Fund** **Other(s):** _____

Budget Impact Notes for Consideration (Optional):

11/21/25

Hadi Dudley
Bentonville Public Library
405 South Main Street
Bentonville AR 72712-5904

RE: Bibliotheca Sole Source Letter

Dear Hadi:

This sole source letter is to confirm that Bibliotheca provides certain products that are unique to the library market, and as such, can only be supported and maintained by Bibliotheca technicians for optimal performance and durability.

Furthermore, the costs associated with continuing to use Bibliotheca as your support and maintenance provider are significantly less, as Bibliotheca technicians would not require any additional training and would already have the required parts and tools.

Sincerely,

Mary K Zilles, VP of Sales Operations
m.zilles@bibliotheca.com | 678-336-7980 X 310
11190 Hudson Blvd N, Ste 300
Lake Elmo, MN 55042-4552



Service & Maintenance/Extended Warranty Quote

Bill To

Bentonville Public Library
 Attn: Courtney Fitzgerald
 405 South Main Street
 Bentonville AR 72712-5904
 United States

Ship To

Bentonville Public Library
 Attn: Courtney Fitzgerald
 405 South Main Street
 Bentonville AR 72712-5904
 United States

Quote

QUO-US25611

Date

10/9/2025

Customer:

C0007263-US

Payment Terms:

Net 30 Days

Quote Expiration:

1/7/2026

Contract Number:

31013

Term:

1/5/2026 - 1/4/2027

Item	Quantity	Net Price	Net Extended
selfCheck 1000 black with coin & note (US) B100284 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,775.55	1,775.55
selfCheck 1000 black with coin & note (US) B100285 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,775.55	1,775.55
remoteLocker 115 v3 15 locker tower (black) B41363 Bentonville Community Center January 05, 2026 - January 04, 2027	1	911.65	911.65
RFID gate premium Buried Cable, 1 aisle 9253496 Bentonville Public Library January 05, 2026 - January 04, 2027	1	2,100.00	2,100.00
RFID gate premium Buried cable, 1 aisle 9253497 Bentonville Public Library January 05, 2026 - January 04, 2027	1	2,100.00	2,100.00
RFID gate Direct mount, 1 aisle 8207830 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,621.20	1,621.20
open+ count (inc. 1 year subscription) 24163621 Bentonville Public Library January 05, 2026 - January 04, 2027	1	149.00	149.00



Item	Quantity	Net Price	Net Extended
open+ count (inc. 1 year subscription) 24062510 Bentonville Public Library January 05, 2026 - January 04, 2027	1	149.00	149.00
open+ count (inc. 1 year subscription) 24059820 Bentonville Public Library January 05, 2026 - January 04, 2027	1	149.00	149.00
open+ count (inc. 1 year subscription) 24163612 Bentonville Public Library January 05, 2026 - January 04, 2027	1	149.00	149.00
open+ count (inc. 1 year subscription) 24163616 Bentonville Public Library January 05, 2026 - January 04, 2027	1	149.00	149.00
SC1000 payment terminal, Comprise Castles UPT1000 512213612745 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
SC1000 payment terminal, Comprise Castles UPT1000 512213612746 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
SC1000 payment terminal, Comprise Castles UPT1000 512213612755 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
SC1000 payment terminal, Comprise Castles UPT1000 512213612751 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
selfCheck 1000 black with coin & note (US) B100181 Bentonville Public Library March 12, 2026 - January 04, 2027	1	1,454.49	1,454.49
selfCheck 1000 black with coin & note (US) B100132 Bentonville Public Library March 12, 2026 - January 04, 2027	1	1,454.49	1,454.49
Service and Maintenance: open+ count hardware open+ count hardware Bentonville Public Library January 05, 2026 - January 04, 2027	1	196.35	196.35
Service and Maintenance: open+ count hardware open+ count hardware Bentonville Public Library January 05, 2026 - January 04, 2027	1	196.35	196.35



Item	Quantity	Net Price	Net Extended
Service and Maintenance: open+ count hardware open+ count hardware Bentonville Public Library January 05, 2026 - January 04, 2027	1	196.35	196.35
Service and Maintenance: open+ count hardware open+ count hardware Bentonville Public Library January 05, 2026 - January 04, 2027	1	196.35	196.35
Service and Maintenance: open+ count hardware open+ count hardware Bentonville Public Library January 05, 2026 - January 04, 2027	1	196.35	196.35
remoteLocker 100 v3 central tower inc. RFID (black) B40920 Bentonville Community Center January 05, 2026 - January 04, 2027	1	2,104.15	2,104.15
remoteLocker 115 v3 15 locker tower (black) B40938 Bentonville Community Center January 05, 2026 - January 04, 2027	1	911.65	911.65
remoteLocker Outdoor Control unit 17 DD020025F029 Bentonville Public Library January 05, 2026 - January 04, 2027	1	2,822.99	2,822.99
SC1000 payment terminal, Comprise Castles UPT1000 512194022437 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
SC1000 payment terminal, Comprise Castles UPT1000 512194022441 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
SC1000 payment terminal, Comprise Castles UPT1000 512194022439 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
SC1000 payment terminal, Comprise Castles UPT1000 512194022455 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
selfCheck 1000 black with coin & note (US) B97480 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,775.55	1,775.55
selfCheck 1000 black with coin & note (US) B97482 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,775.55	1,775.55



Item	Quantity	Net Price	Net Extended
selfCheck 1000 black with coin & note (US) B97483 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,775.55	1,775.55
selfCheck 1000 black with coin & note (US) B97481 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,775.55	1,775.55
remoteLocker 115 v3 15 locker tower (black) B41003 Bentonville Community Center January 05, 2026 - January 04, 2027	1	957.23	957.23
remoteLocker 115 v3 15 locker tower (black) B41004 Bentonville Community Center January 05, 2026 - January 04, 2027	1	957.23	957.23
remoteLocker Outdoor Add-on 22 DD020025F044 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,296.02	1,296.02
remoteLocker Outdoor Add-on 22 DD020025F024 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,296.02	1,296.02
remoteLocker Outdoor Control Unit 17 DD020025F026B Bentonville Public Library January 05, 2026 - January 04, 2027	1	2,822.99	2,822.99
remoteLocker Outdoor Add-on 22 DD020025F030 Bentonville Public Library January 05, 2026 - January 04, 2027	1	1,296.02	1,296.02
selfCheck 1000 black with coin & note (US) B97971 Bentonville Community Center January 05, 2026 - January 04, 2027	1	1,775.55	1,775.55
SC1000 payment terminal, Comprise Castles UPT1000 512194022440 Bentonville Public Library January 05, 2026 - January 04, 2027	1	549.00	549.00
staffConnect gate SCG License Bentonville Public Library January 05, 2026 - January 04, 2027	1	79.00	79.00
libraryConnect devices, 1 year subscription, 6-15 devices LC License 6-15 Bentonville Public Library January 05, 2026 - January 04, 2027	1	499.00	499.00



Item	Quantity	Net Price	Net Extended
staffConnect gate SCG License Bentonville Public Library January 05, 2026 - January 04, 2027	1	79.00	79.00
		Subtotal:	43,859.73
		Tax Total:	4,119.31
		Total:	47,979.04
		Currency:	US Dollar



Terms and Conditions

WHAT WE WILL DO:

Hardware: In consideration of payment of the agreement price, and according to service level purchased, Bibliotheca will furnish labor and replacement parts necessary to maintain the Equipment specified in this agreement in proper operating condition during the term of this agreement, provided that the Equipment is installed by an authorized Bibliotheca Service Provider and used as directed. This Service Agreement covers Equipment failure during normal usage. Bibliotheca agrees to provide:

- On-site remedial maintenance during On-Site Coverage Hours (except for depot repair agreements) When Bibliotheca is notified that the Equipment is not in good working order. Bibliotheca will provide a toll-free telephone number for Customer to place, and Bibliotheca will receive equipment maintenance service calls twenty-four (24) hours per day, seven (7) days per Week.
- All labor, service parts and Equipment modifications Bibliotheca deems necessary to maintain the Equipment in good working order. All service parts will be furnished on an exchange basis and will be new parts or parts of equal quality. For certain Equipment, Bibliotheca reserves the right to replace the entire unit with new equipment or equipment of equal quality when Bibliotheca determines that replacement is more economical than on-site repair. All Equipment and service parts removed for replacement become the property of Bibliotheca.

Software: In consideration of payment of the agreement price, Bibliotheca will furnish over-the-phone software support and remote troubleshooting of the Bibliotheca Software specified in this agreement as well as updates necessary to maintain the Bibliotheca Software specified in this agreement in proper operating condition during the term of this agreement, provided that the Bibliotheca Software is installed and used as directed. Bibliotheca agrees to provide:

- All software configuration modifications Bibliotheca deems necessary to maintain the Bibliotheca Software in good working order
- Bibliotheca Software updates
- Internet Filter list updates (as applicable)
- A toll-free telephone number for Customer to place and Bibliotheca to receive software support calls. Over-the-phone software support calls may be placed twenty-four (24) hours per day, seven (7) days per week. Calls will be addressed during Bibliotheca Software Support Coverage Hours in the order they were received.

WHAT IS NOT COVERED: The basic maintenance fee does not include and Bibliotheca is not obligated to provide or perform repair of damage or increase in service time caused by (i) failure of Customer to provide continually a proper operating environment and supply of power as prescribed by the Equipment manufacturer; (ii) accident; (iii) Acts of God, including but not limited to fire, flood, water, wind and lightning; (iv) neglect, abuse or misuse; (v) failure of Customer to follow Bibliotheca's published operating instructions; (vi) modification, service or repair of the Equipment by other than Bibliotheca authorized personnel; (vii) use of Equipment for purposes other than for which designed; (viii) painting or refinishing the equipment; (ix) relocation of the equipment; (x) replacement of broken or damaged cabinetry; to include items such as lattices, base covers, book check covers, etc.; (xi) electrical work external to the Equipment; (xii) cosmetic restoration (e.g., filling of holes in floor or walls, plugging or wire run openings, removal of tape residue, etc.) after removal or relocation of equipment for any reason; (xiii) restoration of Equipment performance when it has been degraded by placement of unauthorized interference sources within the affected range of said equipment; (xiv) service requests related to use of markers (strips) other than those manufactured by Bibliotheca or its authorized distributor(s), (xv) modification, or repair of the Bibliotheca Software by other than Bibliotheca authorized personnel; (xvi) use of the Bibliotheca Software for purposes other than for which designed; (xvii) virus / hacker activity; (xviii) Non- Bibliotheca Software related updates and upgrades including, but not limited to, Microsoft and other operating systems, Anti-Virus, Intrusion Detection. (xix) labor or materials associated with consumables such as receipt printer paper, separator jaws, patron counter batteries, and similar items.

RENEWAL: This agreement is NOT automatically renewable. If a renewal agreement is offered by Bibliotheca, the agreement price quoted will reflect the age of the product and the service costs at the time of renewal.

ENTIRE AGREEMENT: This instrument sets forth the entire agreement between the parties, and no representation, promise or condition not contained herein shall modify these terms whether made prior to or subsequent to the execution of this agreement.

Submit Purchase Order by fax to 1-877-689-2269 or by email to service-renewals-us@bibliotheca.com.

Accepted By: _____

Accepted Date: _____

Customer Purchase Order Number: _____

ORDINANCE NO. _____

AN ORDINANCE WAIVING COMPETITIVE BIDDING FOR THE PURCHASE OF RFID SOFTWARE TO SUPPORT BENTONVILLE PUBLIC LIBRARY EQUIPMENT; AUTHORIZING THE MAYOR AND CITY CLERK TO ENTER INTO AN AGREEMENT WITH BIBLIOTHECA, IN AN AMOUNT NOT TO EXCEED FORTY-SEVEN THOUSAND NINE HUNDRED EIGHTY DOLLARS (\$47,980.00), FOR THIS PURCHASE; AND FOR OTHER PURPOSES.

WHEREAS, the Bentonville Public Library has selfCheck terminals, security gates, staff workstations, remote lockers, and other specialty library equipment;

WHEREAS, Bibliotheca is a sole source provider for the software to support these items; and

WHEREAS, this is a budgeted item.

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

Section 1: The Mayor and City Clerk are authorized to enter into a contract with Bibliotheca, for the purchase of RFID software to support library technology, in an amount not to exceed forty-seven thousand nine hundred eighty dollars (\$47,980.00);

Section 2: There exists an exceptional circumstance whereby the requirements of competitive bidding are neither practical nor feasible and the City Council; therefore, waives the requirements of competitive bidding for said items as Bibliotheca is a sole source provider;

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



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)

<input type="checkbox"/> Informational	<input type="checkbox"/> Bid Award	<input type="checkbox"/> Enter into an Agreement	<input type="checkbox"/> Change Order
<input type="checkbox"/> Recognizing Funds	<input type="checkbox"/> Budget Adjustment	<input type="checkbox"/> Waiver of Bid	<input type="checkbox"/> 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
		\$	\$
		Expense	Revenue
		\$	\$
		Expense	Revenue
		\$	\$
		Expense	Revenue

Fund(s) Impacted

(check all that apply)

General Fund **Utility Fund** **Street Fund** **Other(s):** _____

Budget Impact Notes for Consideration (Optional):



November 24, 2025

Bentonville Public Library
405 South Main Street
Bentonville, AR 72712

RE: OverDrive as a sole source provider

To Whom It May Concern:

OverDrive, Inc. uniquely provides a series of digital library services that enable institutions to lend popular ebooks, digital audiobooks, streaming video, and digital magazines to their authorized users via a single platform.

Available from OverDrive as a sole source provider, we offer a comprehensive suite of services that includes:

- A customized website for libraries and the award-winning, proprietary *Libby* app for patrons to access digital content
- OverDrive's proprietary browser-based formats for digital content, *OverDrive Read* for ebooks and *OverDrive Listen* for audiobooks
- OverDrive's proprietary online *Marketplace* for content ordering, content management, and customized usage reports
- OverDrive's proprietary *Local Content* feature, which enables institutions to upload locally produced and self-published digital content for lending to their users, with lending policies set by the institution
- OverDrive's proprietary *Public Library Connect* feature, which leverages cooperation between OverDrive's library and school customers to enable students to access their public library's digital content collection via OverDrive's student reading app, *Sora*
- OverDrive's *Notify Me* feature, which enables patrons to express interest in a title not currently offered by their library
- *OverDrive APIs*, available via the OverDrive Developer Portal, which allow for deep integration of digital content with library discovery tools
- Download ebooks in the Kindle format and compatibility with all generations of Amazon Kindle (*exclusive to OverDrive*)
- Popular and educational streaming videos available through Kanopy (*exclusive to OverDrive*)
- Digital magazines available through Zinio (*exclusive to OverDrive*)
- Online music lessons from master musicians available through ArtistWorks (*exclusive to OverDrive*)
- Integration with the institution's ILS for real-time patron authentication

As a result of the combination of the above referenced items, as well as OverDrive's continued innovation, market leadership, proven success, and secret processes, OverDrive is the sole vendor to offer these unique services and sought-after materials.

Very truly yours,



Steve Potash
Founder & CEO
OverDrive, Inc.

Schedule "C"
Library Participation Form – Northwest Arkansas Digital Consortium

1. In consideration of participation in the Consortium, lending digital materials, Participating Library agrees to abide by the terms and conditions of the Agreement and all Schedules.
2. Participating Libraries shall pay OverDrive an Annual Fee for joining and ongoing services provided to the Northwest Arkansas Digital Consortium. The Annual Fee shall include any and all services relating to use of the Application Services including the DLR System License, configuration and customization of website services, third party software licenses, hosting, bandwidth, and maintenance of the application services and staff training. After the first renewal term (after a period of four (4) years from Effective Date), the Annual Fee is subject to change. The Annual Fee shall be based upon Participating Library's Legal Service Area Population as reported by the then current information available at the National Center for Education Statistics (NCES): <http://nces.ed.gov/surveys/libraries/librarysearch/>

Annual Fees for 2008 - 2012

Please check one:

Tier 1	Legal Service Area Population up to 25,000	\$3,000 per year	_____
Tier 2	Legal Service Area Population of 25,001 – 55,000	\$6,000 per year	_____ x _____
Tier 3	Legal Service Area Population of 55,001 – 100,000	\$9,000 per year	_____

3. Arkansas public libraries with Legal Service Area Populations under 100,000 shall be eligible to join Consortium, on a quarterly basis. Any current OverDrive customer (standalone system) shall not be eligible to join Consortium. The Northwest Arkansas Digital Consortium shall be comprised of a minimum of five (5) Participating Libraries with a maximum of fifteen (15) Participating Libraries. Notwithstanding the foregoing, OverDrive shall have sole discretion to approve any and all new libraries that seek to join Consortium.
4. The Annual Fee collected during each year shall be allocated as follows: one-third (1/3) towards configuration, system fees, and maintenance, and two-thirds (2/3) toward selection of Content for the shared collection. At any time during the term of this Agreement, Consortium and/or Participating Libraries may select additional Content subject to standard terms and pricing. Consortium and/or Participating Libraries shall make payments to OverDrive for Content selections within 30 days of receipt of invoice.
5. All Participating Libraries that join Consortium after go-live shall pay OverDrive a one-time Participation Fee of Fifteen Hundred Dollars (\$1,500) per Participating Library. Such Participation Fee shall be waived for Participating Libraries that join Consortium before go-live. Such fee, if applicable, shall be due and payable directly to OverDrive within 30 days of receipt of invoice. The Participation Fee shall include in whole or in part, fees for testing, staff training, and integration of Participating Library into the Consortium Website.
6. Participating Library shall include a direct hyperlink and/or logo linked to the DLR service from Participating Library's home page and other appropriate sub-pages. Such link or logo shall be featured no less prominently than other electronic resources or services including but not limited to NetLibrary, Recorded Books, and MyLibraryDV.
7. Participating Library acknowledges it may incur additional license fees or costs related to MARC records, SIP or similar protocol for patron authentication. All such fees shall be at Participating Library's own expense, and are not included in the Annual Fee.
8. Participating Library acknowledges that if Participating Library withdraws from Consortium prior to the expiration of Agreement with OverDrive, all content, products, and services that have been purchased with the Participating Library's monetary and in-kind contributions to Consortium shall remain with Consortium.

[signature page follows]

Accepted and agreed this 5 day of Nov 2008 by:

Bentonville Public Library
("Participating Library")

By (signature): 

Name (Print): Bob McCaslin

Title: Mayor of Bentonville

Please fill out the following with the appropriate contacts:

Billing Contact(s)

Name(s), email address, and billing address of contacts to receive billing:

Name: Hadi Dudley Name: _____

Email: hdudley@bentonvillear.com Email: _____

Address: 405 S. Main ST Address: _____
Bentonville, AR 72712

ILS Change Contact(s)

Names(s) and email address of contacts allowed to request ILS changes for your library:

Name: Debra Hobbs Name: _____

Email: dhobbs@bentonvillear.com Email: _____

Collection Contact(s)

Name(s) and email address of contacts who will work on collection management:

Name: Heather Hays Bullock Name: Sue Ann Pikel

Email: hhays@bentonvillear.com Email: spekel@bentonvillear.com

Promotional Materials Contact(s)

Name(s) and email address of contacts to work with our Partner Services Team on promotion:

Name: Heather Hays Bullock Name: _____

Email: hhays@bentonvillear.com Email: _____



Library Consent Form

LIBRARY INFORMATION

Name of Public Library/Participating Library/Consortium ("Library"): **Bentonville Public Library**
 OverDrive-Hosted Website URL: (ex: mylib.overdrive.com) **https://lib2go.overdrive.com/**

PRIMARY CONTACT

Name: **Hadi Dudley** Title: **Library Director**
 Telephone: **479-271-3194** Email: **hdudley@bentonvillear.com**

Public Library Connect (PLC) enables students in designated schools within the library's service area to directly access their OverDrive digital collection.

Terms and Conditions:

- The undersigned consents to allowing students from designated schools and/or school districts ("Participating School") to utilize student IDs or school or district sign on credentials to be authenticated and borrow Digital Content from the Library's OverDrive Digital Collection.
- Access for students using PLC is provided to the Library at no cost and does not require any Library integration or other ILS changes.
- Titles checked out by students using PLC will be reported in the Library's Marketplace Checkout report under "Borrowed from: Sora."
- Participating Schools using PLC shall be limited to schools or districts within Library's legal service area and are subject to OverDrive approval. Each Participating School shall execute a consent form to agree to the terms of Library's service agreement with OverDrive.
- The term of PLC shall run concurrent with the Library's OverDrive agreement. In the event of termination or expiration of Library's OverDrive agreement, Participating Schools will no longer have access to PLC.

Sign us up!

On behalf of Library, my signature below indicates acceptance of the above Terms and Conditions, as well as authority for my library to enter into this agreement.

By: (signature)  Title: **Mayor**
 Name: (Print) **Stephanie Orman** Date: **6/22/20**

Please complete this consent form and email to connect@overdrive.com or return by fax to +1 216-573-6889.



OverDrive® Advantage 2.0 Enrollment Form

Shared Collection Information

Name of Shared Collection: Arkansas Library 2 Go

URL of Shared Collection: www.lib2go.overdrive.com

Participating Library Information

Participating Library Name: Bentonville Public Library

Sample Library Card Number (for testing purposes): 20296000061820 PIN (If Applicable): 1234

Participating Library Accounting Contact

Name: Vira Kousol Email: vkousol@bentonvillear.com

Telephone: 479-271-6771 Fax: 479-271-6775

Address: 405 South Main Street City Bentonville State AR ZIP 72712

Participating Library Collection Development Contact

Name: Heather Hays Email: hhays@bentonvillear.com

Telephone: 479-271-5976 Fax: _____

OverDrive sends emails about promotions, new products and services. By checking this box, you consent to receiving OverDrive's communications and promotional emails to your Primary Contact email address. These emails also include an easy method to manage your subscription(s), including unsubscribing to future emails.

Terms and Conditions:

- Participating Library must be a current OverDrive customer and participating in an OverDrive consortium or shared collection and have the ability to authenticate library patrons as part of an individual library.
- Participating Library must set up a separate account with OverDrive and will be invoiced separately for their titles.
- Participating Library acknowledges fees or costs related to MARC records, SIP or similar protocol for patron authentication are not included, and shall be at Participating Library's own expense.

Advantage Enrollment Fee:

- The Advantage Enrollment Fee is **\$250 USD**. This fee will be applied as an OverDrive Advantage **content credit**. Participating Library has access to purchase additional content at any time, as long as account is in good standing.

Advantage Collection Development Requests (Please check or complete all that apply):

- Popular Titles _____ Please specify subjects: _____
- High Consortium Holds _____
- Other (Please specify): _____

Acknowledgement and Acceptance:

- Participating Library requests to be invoiced an amount of \$ 0.00 USD (in addition to \$250 Advantage Enrollment Fee) for a deposit on account with OverDrive for future content collection purchases.
- Participating Library will be invoiced in the amount of **\$250 USD** for the OverDrive Advantage Enrollment Fee and agrees to be bound by the OverDrive Advantage Terms and conditions.

Bentonville Public Library

Date: 07/14/2020

(Participating Library Name)

By Signature: _____

Name (Print): Mayor Stephanie Orman
for Hadi Dudley, Library Director

Email: hdudley@bentonvillear.com

Please complete this Enrollment Form and return by fax (216-573-6889) or email (collectionteam@overdrive.com)

For more information on OverDrive Advantage, please contact collectionteam@overdrive.com

ORDINANCE NO. _____

AN ORDINANCE WAIVING COMPETITIVE BIDDING FOR THE PURCHASE OF DIGITAL MEDIA PRODUCTS FOR THE BENTONVILLE PUBLIC LIBRARY; AUTHORIZING THE MAYOR AND CITY CLERK TO ENTER INTO AN AGREEMENT WITH OVERDRIVE, NOT TO EXCEED SIXTY-EIGHT THOUSAND FIVE HUNDRED DOLLARS (\$68,500.00) FOR THIS PURCHASE; AND FOR OTHER PURPOSES.

WHEREAS, the Bentonville Public Library has a long standing agreement with OverDrive and regional consortium libraries allowing patrons access to a large collection of downloadable titles;

WHEREAS, OverDrive is a sole source, proprietary vendor for certain digital materials and subscriptions; and

WHEREAS, this is a budgeted item.

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

Section 1: The Mayor and City Clerk are authorized to enter into a contract with OverDrive, for the purchase of digital media items, in an amount not to exceed sixty-eight thousand five hundred dollars (\$68,500.00);

Section 2: There exists an exceptional circumstance whereby the requirements of competitive bidding are neither practical nor feasible and the City Council; therefore, waives the requirements of competitive bidding for said items as OverDrive is a sole source provider;

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



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)

<input type="checkbox"/> Informational	<input type="checkbox"/> Bid Award	<input type="checkbox"/> Enter into an Agreement	<input type="checkbox"/> Change Order
<input type="checkbox"/> Recognizing Funds	<input type="checkbox"/> Budget Adjustment	<input type="checkbox"/> Waiver of Bid	<input type="checkbox"/> Emergency Clause
<input type="checkbox"/> Ordinance	<input type="checkbox"/> Resolution	<input type="checkbox"/> Informational	

Title, Recommendation & Justification

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

Amount for Approval:	\$
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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
		\$	\$
		\$	\$
		\$	\$
		\$	\$

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 PURCHASING AND COMPLIANCE DEPARTMENT

FORMAL SEALED BID TABULATION

Date of Bid Opening:	11/13/2025	Time of Bid Opening:	1:30 PM CST	IFB-25-83
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Solicitation Title: Two (2) 2026 or Newer One Ton 2WD Cab and Chassis Sign Truck Platform Body

Bidders:				Chevrolet of Fayetteville		One Nation Distribution, LLC		Currie Motors		Superior Ford		Industrial Truck Equipment	
Line Item	Estimated Quantity	Unit of Measure	Description	Unit Price	Extended Price	Unit Price	Extended Price	Unit Price	Extended Price	Unit Price	Extended Price	Unit Price	Extended Price
1	2	EA	2026 Or Newer One Ton 2WD Cab and Chassis Sign Truck Platform Body	*Chevrolet of Fayetteville's Submission was rejected during bid evaluation.				\$152,076.00	\$304,152.00	\$142,005.00	\$284,010.00	\$178,890.00	\$357,780.00
	2	EA	Alternate Given: 2025 Ford F350 Cab and Chassis Sign Truck Platform Body			\$128,989.00	\$257,978.00						
Total Bid Price						\$257,978.00		\$304,152.00		\$284,010.00		\$357,780.00	

purchasing@bentonvillear.com - (479) 271-3115

TABULATION VERIFICATION



Purchasing and Compliance Specialist



Purchasing and Compliance Manager

RESOLUTION NO. _____

A RESOLUTION AWARDED IFB-25-83 TWO (2) CAB AND CHASSIS SIGN TRUCKS TO ONE NATION DISTRIBUTION IN THE AMOUNT OF TWO-HUNDRED FIFTY-SEVEN THOUSAND NINE-HUNDRED SEVENTY-EIGHT DOLLARS (\$257,978.00); AMENDING THE 2025 BUDGET; AND FOR OTHER PURPOSES.

WHEREAS, The City of Bentonville desires to purchase two (2) 2025 Cab and Chassis Sign Trucks from One Nation Distribution for a total of Two-Hundred Fifty-Seven Thousand Nine-Hundred Seventy-Eight Dollars (\$257,978.00).

WHEREAS, a budget adjustment is needed to reclassify budget savings in Machinery and Equipment to Vehicles.

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

Section 1: The 2025 Budget is adjusted to appropriate Fifty-Seven Thousand Nine-Hundred Seventy-Eight Dollars (\$57,978.00) from Account #203810-47410 Machinery & Equipment to Account #203810-47420 Vehicles.

Section 2: The Mayor and City Clerk are authorized to enter into an agreement with One Nation Distribution for the purchase of two (2) 2WD 2025 Cab and Chassis Sign Trucks in the total amount of Two-Hundred Fifty-Seven Thousand Nine-Hundred Seventy-Eight Dollars (\$257,978.00).

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



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)

<input type="checkbox"/> Informational	<input type="checkbox"/> Bid Award	<input type="checkbox"/> Enter into an Agreement	<input type="checkbox"/> Change Order
<input type="checkbox"/> Recognizing Funds	<input type="checkbox"/> Budget Adjustment	<input type="checkbox"/> Waiver of Bid	<input type="checkbox"/> 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
		\$	\$
		\$	\$
		\$	\$
		\$	\$

Fund(s) Impacted

(check all that apply)

General Fund **Utility Fund** **Street Fund** **Other(s):** _____

Budget Impact Notes for Consideration (Optional):

RESOLUTION NO. _____

A RESOLUTION AMENDING THE 2025 BUDGET TO ALLOCATE ADDITIONAL FUNDS FOR IFB-24-70 IDIQ IN THE AMOUNT OF FIVE-HUNDRED THOUSAND DOLLARS (\$500,000.00); AND FOR OTHER PURPOSES.

WHEREAS, The City of Bentonville desires to allocate Three-Hundred Thousand Dollars (\$300,000.00) to Mo-Ark Utilities and Two-Hundred Thousand Dollars (\$200,000.00) to Calcon, Inc. to continue water service line replacement work.

WHEREAS, a budget adjustment is needed.

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

Section 1: The 2025 Budget is hereby adjusted to appropriate Five-Hundred Thousand Dollars (\$500,000.00) from the Utility Fund to Account #503020-44450 Pub Works by Project Maintenance. That said amount will be allocated Three-Hundred Thousand Dollars (\$300,000.00) to Mo-Ark Utilities and Two-Hundred Thousand Dollars (\$200,000.00) to Calcon, Inc. to continue water service line replacement work.

Section 2 - 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 3 - 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