

# NORTH LITTLE ROCK WASTEWATER TREATMENT COMMITTEE

## MINUTES OF A MEETING HELD TUESDAY, AUGUST 14, 2018

A meeting of the North Little Rock Wastewater Treatment Committee was held on Tuesday, August 14, 2018 at the administrative offices located at the Faulkner Lake Treatment Plant.

The meeting was called to order by Chairman Matthews at approximately 12:15 p.m. Those in attendance at the meeting were Mr. K.W. Matthews, Mr. Ed Nelson, Mr. Sylvester Smith and Ms. Karen Bryant, and in addition, Mayor Mike Watson from the City of Maumelle. Also in attendance were Mr. Marc Wilkins, Director, Ms. Gina Briley, Mr. Charles Frost, Mr. Ronnie Thompson, Mr. Michael Clayton, Mr. Lyle Leubner, Mr. Bruce Engstrom, Ms. Lindsey Baker and Ms. Melissa Halpain with EGP, PLLC, Mr. Mark Halter and Mr. Sam Hilburn with Hilburn, Calhoun, Harper, Pruniski & Calhoun, Ltd. and Dawn Harmon.

First, the Committee reviewed the minutes of its July 10, 2018 meeting. There being no questions or comments, a motion was made by Mr. Nelson, seconded by Ms. Bryant, to approve the minutes of the July 10, 2018 meeting. The motion carried unanimously.

EGP, PLLC was present at the Committee meeting to present its findings of the Compensation Study which was requested by the Committee at the December 2017 meeting. See, *North Little Rock Wastewater Compensation Study, July 27, 2018*. Ms. Melissa Halpain explained to the Committee that EGP, PLLC was engaged to report on how the compensation of NLRWW employees compares to other utilities in the immediate area, i.e., Central Arkansas Water and Little Rock Water Reclamation Authority. From their analysis, although the 3% pay increase as suggested by the 2013 - 2017 NLRWW Compensation Pay Guide is reasonable when compared with recent fluctuations in inflation, NLRWW employees have been earning less than their counterparts at nearby facilities. Further, from their research, they quickly realized that specific positions vary greatly from organization to organization. Job descriptions do not easily translate from one utility to the next. The number of years of service and the skills and duties of each employee also makes it difficult to compare a specific position at NLRWW to that of another utility. An interesting finding was that even though the other utilities are larger in size and number of employees, they all have approximately the same net income before capital contributions at the end of the year which shows that NLRWW

Utility has exercised more efficient use of its money. The research also shows that NLRWW employees may on average earn around \$4,900 to \$9,500 below others in the same positions nationally after adjusting for Arkansas' lower cost of living. In conclusion, every indicator presented in EPG's analysis supports that NLRWW compensation is lower than that of its employment competitors. With inflation expected to be 3% for the year, and the American Water Works Association ("AWWA") anticipating 2.7% to 2.8% average salary increases for water utilities, the annual 3% increase in salaries is reasonable in comparison to inflation as well as national and industry-specific salary increases to keep the employees in the same relative position with respect to other local utilities, but additional measures will need to be taken to reduce the existing compensation gap. At the end of the presentation, the Committee discussed several options relating to compensation for Utility employees. At this time, the Committee decided to table a decision and take the matter under consideration until the next meeting to be held in September.

The Committee reviewed the cash disbursements for July 2018. There being no questions or comments, a motion was made by Mr. Smith, seconded by Ms. Bryant, to approve the cash disbursements for July 2018 reflecting total cash disbursements of \$1,850,087.10 and fund transfers between accounts of \$1,341,716.08. The motion carried unanimously.

Upon motion made by Mr. Nelson, seconded by Ms. Bryant, the Committee unanimously approved the Financial Statement for July 2018.

Mr. Wilkins then informed the Committee that on the weekend of August 3<sup>rd</sup>, 2018, an excavator was stolen from the job site being worked near 1500 E. 4<sup>th</sup> Street in North Little Rock. The Utility is currently renting a similar excavator in order to keep the work going. Police and insurance have been notified. A replacement can be purchased through HGAC. The Utility's insurance has a \$500 deductible and the amount to be reimbursed will be determined by the adjuster. The unit was purchased in December 2017. After discussion, a motion was made by Mr. Smith, seconded by Ms. Bryant, to replace the stolen KX-080 excavator with a new KX-080 excavator purchased through HGAC from Henard Utility Products, Inc. at a cost of \$87,955.72. The motion carried unanimously.

It was then reported that the staff has discovered 4,435 LF of 20-inch concrete and 3,456 LF of 24-inch ductile iron gravity pipelines that are heavily infiltrated with roots which are severely reducing their capacity during wet weather. Further sections of these pipelines are located in an area with limited seasonal accessibility. The staff recommends using chemical root control as the corrective measure for these pipelines because mechanical root removal with such heavy root intrusions may further damage the 70+ year-old concrete pipe, and

chemical root control can be applied in a short window of time. The process is guaranteed for two (2) years. Duke's Root Control, Inc. of Syracuse, New York is the sole source provider for chemical root control in Arkansas and has provided services to NLRWW in the past. The estimated cost of this project is \$43,854.50, which was not budgeted for separately. Funding will be from general revenues. A motion was then made by Mr. Smith, seconded by Mr. Nelson, to authorize the staff to enter into an agreement with Duke's Root Control, Inc. to provide chemical root control for 7,891 feet of gravity sewer line in the amount of \$43,854.50. The motion carried unanimously.

The Committee then discussed the fact that both aeration basins, final clarifier #3 and primary clarifier #3, have concrete issues that need to be addressed. Longitudinal cracks have formed along the circumference of the structures' top wall. The engineers recommended that the corrective action is to inject chemical grout to fill the voids. The concrete surface will then be sealed with an appropriate acrylic sealer. This process will protect against further damage from a freeze/thaw cycle. Mr. Wilkins stated that the Utility has had success in using this process in the past. The staff advertised for bids and received the following:

ICM	\$115,325.00
Roberts McNutt	\$ 76,400.00
Advanced Fluid Technologies	\$ 63,453.59

The 2018 budget includes \$75,000.00 for these repairs. A motion was then made by Mr. Nelson, seconded by Mr. Smith, to authorize the staff to enter into a contract with Advanced Fluid Technologies for the amount of \$63,453.59 for the Faulkner Lake Chemical Grout Injection Project. The motion carried unanimously.

A motion was then made by Mr. Nelson, seconded by Mr. Smith, to excuse the absence of Mr. McGlothlin from the meeting. The motion carried unanimously.

There being no further action to come before the Committee, a motion was made by Mr. Smith to adjourn the meeting. The motion carried unanimously, and the meeting was adjourned at approximately 1:14 p.m.

APPROVED AS TO FORM:



K. W. MATTHEWS, CHAIRMAN

RESPECTFULLY SUBMITTED,



SYLVESTER SMITH,  
VICE-CHAIRMAN/SECRETARY