

Monday, November 24, 2025  
Council Meeting Six o'clock p.m.  
North Little Rock City Hall Council Chambers  
300 Main Street  
North Little Rock, Arkansas

The regular meeting of the North Little Rock City Council scheduled for Monday, November 24, 2025 was called to order at 6:00 p.m. by the Honorable Mayor Terry C. Hartwick.

The roll was called and the following Council Members answered to their names: DEBI ROSS, NICOLE HART, LINDA ROBINSON, STEVE BAXTER, RON HARRIS, SCOTT FOWLER and VINCE INSALACO, III (7/1). Chief Deputy City Clerk/Treasurer Katelyn Thomas, Deputy City Clerk/Records Manager Talor Shinn, and City Attorney Amy Beckman Fields were also present.

Council Member Nathan Hamilton entered the chambers during roll call.

The prayer and pledge of allegiance were led by IT Director John Barber.

On the motion of Council Member Ross and seconded by Council Member Insalaco III, and by consent of all members present, the minutes from the North Little Rock City Council meeting held on Monday, November 10, 2025, were approved, accepted, and filed as prepared by City Clerk Diane Whitbey (8/0).

On the motion of Council Member Baxter and seconded by Council Member Insalaco III and by consent of all members present, communication #2 was accepted and filed (8/0).

2. Ryan Wilson, North Little Rock Electric General Manager, memorandum re: PCA Rate December 2025 (\$0.0122/kWh positive).

On the motion of Council Member Ross and seconded by Council Member Insalaco III, communication #1 was read, accepted and filed (8/0).

1. Mayor's Office – Press Release re: North Little Rock Wastewater (NLRWW) Utility Honored with Platinum 7 Award for Excellence in Compliance by the National Association of Clean Water Agencies (NACWA) for two (2) facilities. NLRWW Executive Director Michael Clayton named 2025 AWWMA (Arkansas Water Works & Water Environment Association) Manager of the Year.

Mayor Hartwick called Mr. Michael Clayton to the podium and congratulated him on receiving the award for Excellence. He asked how many households were serviced. Mr. Clayton estimated around forty-two thousand accounts over three cities.

## **PRESENTATIONS**

*None.*

## **SCHEDULED PUBLIC HEARING**

*None.*

## **UNFINISHED BUSINESS**

*None.*

## **CONSENT AGENDA**

R-25-193 (RESOLUTION NO. 11177 – MAYOR HARTWICK)

A RESOLUTION WAIVING FORMAL BIDDING REQUIREMENTS AND AUTHORIZING PAYMENT TO RED RIVER AUTO GROUP FOR THE PURCHASE OF TWO VEHICLES FOR THE NORTH LITTLE ROCK STREET DEPARTMENT; AND FOR OTHER PURPOSES, was adopted. (\$118,252.00)

R-25-194 (RESOLUTION NO. 11178 – MAYOR HARTWICK)

A RESOLUTION WAIVING FORMAL BIDDING REQUIREMENTS AND AUTHORIZING PAYMENT TO ALTEC INDUSTRIES, INC. FOR THE PURCHASE OF A VEHICLE FOR THE NORTH LITTLE ROCK ELECTRIC DEPARTMENT; AND FOR OTHER PURPOSES, was adopted. (\$243,357.00)

R-25-195 (RESOLUTION NO. 11179 – MAYOR HARTWICK)

A RESOLUTION APPROVING SALARY INCREASES TO ALL FULL-TIME EMPLOYEES (EXCLUDING ELECTED OFFICIALS AND UNIFORMED EMPLOYEES COVERED UNDER AGREEMENTS BETWEEN THE CITY OF NORTH LITTLE ROCK AND THE FOP, IAFF, AND THE NLRPD SUPERVISORS ASSOCIATION), EFFECTIVE JANUARY 3, 2026; AND FOR OTHER PURPOSES, was adopted.

R-25-196 (RESOLUTION NO. 11180 – MAYOR HARTWICK)

A RESOLUTION APPROVING SALARY INCREASES FOR THE ASSISTANT FIRE CHIEF, THE FIRE BATTALION CHIEFS AND THE FIRE MARSHAL OF THE CITY OF NORTH LITTLE ROCK, EFFECTIVE JANUARY 3, 2026; AND FOR OTHER PURPOSES, was adopted.

## **NEW BUSINESS**

R-25-197 (RESOLUTION NO. 11181 – MAYOR HARTWICK)

A RESOLUTION AUTHORIZING THE ACCEPTANCE OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF NORTH LITTLE ROCK AND THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS A.F.L.-C.I.O., LOCAL NO. 35; AND

FOR OTHER PURPOSES, was read. A motion to adopt was made by Council Member Baxter and seconded by Council Member Fowler. Local 35 President (Fire Department) Brent Treadway came forward. He thanked the Council for their support as well as the Chief of Staff, Mike Davis and CFO Ember Strange for their assistance during negotiations. Mr. Treadway mentioned it was a smooth process that went well. Mayor Hartwick advised there would be a special announcement made at the new fire station (13<sup>th</sup> and Main). It is set to open around April 2026. On the previous motion and by consent of all members present, the resolution was adopted (8/0).

R-25-198 (RESOLUTION NO. 11182 – MAYOR HARTWICK)  
A RESOLUTION ADOPTING A BUDGET FOR THE 2026 FISCAL YEAR FOR THE NORTH LITTLE ROCK ELECTRIC DEPARTMENT; AND FOR OTHER PURPOSES, was read. A motion to adopt was made by Council Member Ross and seconded by Council Member Baxter, and by consent of all members present, with the exception of Council Member Hamilton, who voted no, the resolution was adopted (7/1).

R-25-199 (RESOLUTION NO. 11183 – MAYOR HARTWICK)  
A RESOLUTION ADOPTED A BUDGET FOR THE 2026 FISCAL YEAR FOR THE CITY OF NORTH LITTLE ROCK, ARKANSAS; AND FOR OTHER PURPOSES, was read. A motion to adopt was made by Council Member Baxter and seconded by Council Member Fowler. Council Member Hamilton advised he had spoken to Nick Leopoulos, Executive Director of the Thea Foundation. He stated there had been confusion on whether the Thea Foundation would be obtaining a grant from the Arkansas Community Foundation. It is not technically correct. The Thea Foundation spent fifteen years building up an endowment. They take contributions and add into the endowment fund. Non-profits around the State pool their endowment funds with the Arkansas Community Foundation in order to build a bigger pool. The Thea Foundation cannot touch the combined endowment. They get four percent earnings of the combined endowment each year. He added that the Thea Foundation adds around sixty-thousand dollars worth of benefits to students of North Little Rock through teachers, grants, art supplies, and scholarships. Council Member Hamilton said other organizations that the City partners with receive tons of money from other sources. He would vote in terms of how much he believed that the City wants those types of institutions downtown and how they operate. He referenced the Police and Fire retirement. He said he could not figure out the details or discussion when the City switched over from the pension to the current LOPFI program and it was his understanding that one party said they did not have a vote, and the other side claimed they did (City). He added that Bob Sisson, a former North Little Rock Finance Director, convinced the Mayor (Hays) the plan was too expensive and the City would not do it that way. He is trying to track down minutes from those meetings, however he believes it was passed with no discussion. One side remembers being upset about the vote and he believes the City owes it to the individuals to conduct a study to verify if they can roll them into the retirement plan. Council Member Hart asked if the retirees (who were not on the plan) had contacted him. He said many had. There are around 80

members. They refer to the old pension as the “closed plan” and had not received a raise. Council Member Hart asked what the process was for a study to be conducted. CFO Ember Strange advised the City would have to contact LOPFI and hire their actuary. She said the actuary report would not support a raise and it would be opening the door for any retiree on any of the City’s plans who had not been eligible for a raise to come back and challenge it, which she could not support from a financial aspect. Council Member Hamilton asked for clarification regarding her statement that the actuary’s report supporting an increase meant that it would go up. Ms. Strange stated that because of the unfunded liability, the status the plan currently was in would cause the actuaries to say that the City would need to contribute to the plan before giving anyone a raise. In 2013 or 2014 there was a change to the way pensions were accounted for which drastically increased the liabilities of the pension plans, therefore the assets are not able to withstand that. A LOPFI actuary would have to be hired because the individuals are in LOPFI’s plan. Council Member Hamilton asked if the closed plan members were in LOPFI. Ms. Strange said LOPFI administers it and hires the actuaries. He advised he was told that back in the day, the City would not pay to have the study done because they were under the impression it would cost too much. He added that he had already assumed it would cost more, but perhaps the City Council would support it. Ms. Strange advised that was the Council’s decision. Council Member Hart asked if there was a solution to the issue that would ensure that individuals would not encounter the same problem going forward of being unable to receive an increase. Ms. Strange said she did not know what year the issue occurred in since it had been before her time and she had not read the minutes, but when the closed plan merged with LOPFI, it was her understanding that the individuals in the Police Department had the option to stay in the plan they were in or go to the current plan that all officers hired after January 1983 or so would be a member of. The current plan that the City’s current officers are under does have a COLA (cost-of-living adjustment) in it. She cannot answer why they made the decision in prior years to stay under the previous plan. He asked if they were the ones who made the decision. She stated she mentioned earlier that she had not read the minutes, but that was her understanding. He then asked the Council if they were aware who had made the decision. Mayor Hartwick clarified Council Member Hamilton’s question. Council Member Hamilton said if he found information showing the members had made the decision he would step back. Council Member Baxter called Point of Order and stated he understood it was an important subject, but the item before City Council was the budget and he was confused on whether he had intent to make an amendment. Council Member Hamilton asked how much the actuarial study would cost. Ms. Strange said she would have to ask LOPFI. He also asked if there was a ballpark figure he could amend into the budget. She stated she would just be making up a number if she provided one, she did not know. City Attorney Fields advised that discussion should be towards the budget and Council Member Hamilton had brought it back to relevance by asking for a figure for an amendment; however, Ms. Strange could not provide one without further research. Council Member Baxter clarified that the budget they were about to vote on had changed since the original draft. Mayor Hartwick said it had gone through public comment. Council Member Hamilton referenced the City budget from 1990. He read off line items for the History Commission and City Beautiful who both had

received fifteen-thousand dollars from the City. The Law Library in Little Rock received fifty-one thousand dollars. The Boys and Girls Club received fifteen-thousand dollars. Council Member Hamilton reviewed budgets from the 80's, 90's, and early 2000's and commented that the City had been funding organizations forever. He doesn't mind supporting River City Ministries, The Thea Foundation and other organizations that give downtown North Little Rock cachet. He stated that if any of the Council Members supported the cuts to the non-profit organizations he wanted to give them an opportunity to speak regarding their reasoning as he did not support it. Council Member Hart stated the requests she had made to certain non-profits had been adequately increased which she appreciated. Her constituents were happy with the increase because they significantly serve the community in her ward. Mayor Hartwick asked if any other Council Member would like to speak on the legislation. Council Member Hamilton asked what the ten-thousand dollars dedicated to the unsheltered program would be going towards. Ms. Strange advised it would go towards Officer Cobbs and the programs that she runs. There was a homeless shelter fair and Brother Paul had offered to provide the meals, however he passed away and Officer Cobbs had to find last minute alternatives. She had requested the budget to make sure there were funds if needed. Council Member Hart asked if the budget would include the heating and cooling shelters in the City. Ms. Strange said yes. Council Member Hamilton mentioned Seis Puentes and asked how much they requested the previous year and the amount they received. Ms. Strange said they had requested eighty-five thousand and received eighty-five thousand. He confirmed that with the current budget their funds were cut more than fifty percent from the previous year at forty-thousand dollars. She said yes. He asked what the purpose was for the cut. Ms. Strange stated that the City had to balance a budget and was only able to push the amount up to forty-thousand dollars because she evaluated the last sales tax report and they felt confident for the increase. The sales tax had not been coming in as hoped in previous months. They added five-hundred thousand dollars back to the budget to accommodate some of the requests. Council Member Ross stated that Seis Puentes was purchasing a new building the previous year which is why the City had increased their line item to the large amount. She added that it may seem as though the Council did not have many questions, however she had reached out to the CFO (Ms. Strange) and had her items answered. Council Member Hamilton advised he wanted to be sure his questions were public. Council Member Ross asked for clarification that the changes made after the draft budget did not need to be amended. Ms. Strange said no. On the previous motion and by consent of all members present, with the exception of Council Member Hamilton who voted no, the resolution was adopted (7/1).

R-25-200 (RESOLUTION NO. 11184 – MAYOR HARTWICK)

A RESOLUTION CERTIFYING THE AMOUNT OF A CLEAN UP LIEN TO BE FILED WITH THE PULASKI COUNTY TAX COLLECTOR AGAINST CERTAIN REAL PROPERTY LOCATED AT 603 WEST 21<sup>ST</sup> STREET IN THE CITY OF NORTH LITTLE ROCK, ARKANSAS; AND FOR OTHER PURPOSES, was read. Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Ross and seconded by Council Member Fowler,

and by consent of all members present, the resolution was unanimously adopted (8/0).  
(\$10,100.13)

R-25-201 (RESOLUTION NO. 11185 – MAYOR HARTWICK)  
A RESOLUTION CERTIFYING THE AMOUNT OF A CLEAN UP LIEN TO BE FILED  
WITH THE PULASKI COUNTY TAX COLLECTOR AGAINST CERTAIN REAL  
PROPERTY LOCATED AT 823 PARKER STREET IN THE CITY OF NORTH LITTLE  
ROCK, ARKANSAS; AND FOR OTHER PURPOSES, was read. Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Baxter and seconded by Council Member Fowler, and by consent of all members present, the resolution was unanimously adopted (8/0).  
(\$6,353.35)

R-25-202 (RESOLUTION NO. 11186 – MAYOR HARTWICK)  
A RESOLUTION CERTIFYING THE AMOUNT OF A CLEAN UP LIEN TO BE FILED  
WITH THE PULASKI COUNTY TAX COLLECTOR AGAINST CERTAIN REAL  
PROPERTY LOCATED AT 129 HIGH STREET IN THE CITY OF NORTH LITTLE ROCK,  
ARKANSAS; AND FOR OTHER PURPOSES, was read. Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Baxter and seconded by Council Member Fowler, and by consent of all members present, the resolution was unanimously adopted (8/0). (\$4,280.47)

R-25-203 (RESOLUTION NO. 11187 – MAYOR HARTWICK)  
A RESOLUTION CERTIFYING THE AMOUNT OF A CLEAN UP LIEN TO BE FILED  
WITH THE PULASKI COUNTY TAX COLLECTOR AGAINST CERTAIN REAL  
PROPERTY LOCATED AT 1414 WEST 20TH STREET IN THE CITY OF NORTH LITTLE  
ROCK, ARKANSAS; AND FOR OTHER PURPOSES, was read. Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Baxter and seconded by Council Member Fowler, and by consent of all members present, the resolution was unanimously adopted (8/0).  
(\$5,239.15)

R-25-204 (RESOLUTION NO. 11188 – MAYOR HARTWICK)  
A RESOLUTION CERTIFYING THE AMOUNT OF A CLEAN UP LIEN TO BE FILED  
WITH THE PULASKI COUNTY TAX COLLECTOR AGAINST CERTAIN REAL  
PROPERTY LOCATED AT 1519 JULIAN STREET IN THE CITY OF NORTH LITTLE  
ROCK, ARKANSAS; AND FOR OTHER PURPOSES, was read. Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Baxter and seconded by Council Member Fowler, and by consent of all members present, the resolution was unanimously adopted (8/0).  
(\$3,364.94)

R-25-205 (RESOLUTION NO. 11189 – MAYOR HARTWICK)

A RESOLUTION CERTIFYING THE AMOUNT OF A CLEAN UP LIEN TO BE FILED WITH THE PULASKI COUNTY TAX COLLECTOR AGAINST CERTAIN REAL PROPERTY LOCATED AT 1124 NORTH H STREET IN THE CITY OF NORTH LITTLE ROCK, ARKANSAS; AND FOR OTHER PURPOSES, was read. Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Baxter and seconded by Council Member Fowler, and by consent of all members present, the resolution was unanimously adopted (8/0). (\$5,264.88)

R-25-206 (RESOLUTION NO. 11190 – MAYOR HARTWICK)

A RESOLUTION APPROVING AND CERTIFYING THE AMOUNTS OF LIENS TO BE FILED WITH THE PULASKI COUNTY TAX COLLECTOR AGAINST CERTAIN REAL PROPERTIES IN THE CITY OF NORTH LITTLE ROCK, ARKANSAS, AS A RESULT OF GRASS CUTTING EXPENSES AND ABATEMENT OF OTHER NUISANCES; AND FOR OTHER PURPOSES, was read. Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Baxter and seconded by Council Member Ross, and by consent of all members present, the resolution was unanimously adopted (8/0).

O-25-97 (ORDINANCE NO. 9825 – MAYOR HARTWICK)

AN ORDINANCE ADOPTING A REVISED ENERGY RISK MANAGEMENT POLICY FOR THE NORTH LITTLE ROCK ELECTRIC DEPARTMENT; REPEALING ORDINANCE NO. 9296; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES, was read. On the motion of Council Member Baxter and seconded by Council Member Fowler, and by consent of all members present, the readings were suspended (8/0). On the motion of Council Member Ross and seconded by Council Member Fowler, and the roll having been called and all members present having voted in the affirmative, the ordinance was adopted (8/0). Emergency clause adopted (8/0).

O-25-98 (ORDINANCE NO. 9826 – COUNCIL MEMBER HARRIS)

AN ORDINANCE APPROVING SALARY INCREASES FOR ELECTED OFFICIALS OF THE CITY OF NORTH LITTLE ROCK, EFFECTIVE JANUARY 3, 2026; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES, was read. On the motion of Council Member Harris and seconded by Council Member Ross, and by consent of all members present, with the exception of Council Member Hamilton who voted no, the readings were suspended (7/1). A motion to adopt was made by Council Member Ross and seconded by Council Member Robinson. Council Member Hamilton stated he believed that their pay should be increased as they complete quite a bit of work, but he does not believe putting it on the Agenda with six days notice to the

public and waiving all the readings was the appropriate way to do it. On the previous motion, and the roll having been called and by consent of all members present, with the exception of Council Member Hamilton who voted no, the ordinance was adopted (7/1). Emergency clause adopted (7/1).

O-25-99 (ORDINANCE NO. 9827 – COUNCIL MEMBERS ROSS AND HAMILTON)  
AN ORDINANCE VACATING AND ABANDONING A CERTAIN ALLEY RIGHT OF WAY  
ON PROPERTY BOUNDED BY ORANGE STREET, MAPLE STREET, WEST 19<sup>TH</sup> STREET,  
AND WEST 18<sup>TH</sup> STREET IN THE CITY OF NORTH LITTLE ROCK, ARKANSAS;  
DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES, was read. On the motion of Council Member Ross and seconded by Council Member Hamilton, and by consent of all members present, the readings were suspended (8/0). Mayor Hartwick convened a public hearing. There being no one present wishing to be heard the public hearing was adjourned. On the motion of Council Member Ross and seconded by Council Member Hamilton, and the roll having been called and all members present having voted in the affirmative, the ordinance was adopted (8/0). Emergency clause adopted (8/0). *(requested by St. Patrick's Catholic Church)*

#### **PUBLIC COMMENT**

Senator Mark Johnson introduced himself and Pastor Jack Vu with Saint Patrick's Catholic Church. He thanked the Council for approving their Ordinance in a timely manner as well as their service to the public. Mr. Johnson wished everyone a Happy Thanksgiving. Mayor Hartwick announced City offices would be closed November 27<sup>th</sup> and 28<sup>th</sup> for the Thanksgiving Holidays. Council Member Hart requested each Council Member, Elected Official and those present in their absence to take a moment to participate in sharing what they were thankful for. Mrs. Shinn advised Ms. Hattie Temple had signed up to speak at Public Comment, however she was not present during this time. There being no further business to come before the Council, and on the motion of Council Member Ross and seconded by Council Member Hart, and by consent of all members present, the meeting adjourned at 6:40 p.m. (8/0), until the next regularly scheduled meeting scheduled for Monday, December 8, 2025, at six o'clock p.m. in the City Council Chambers in City Hall, located at 300 Main Street, North Little Rock, Arkansas.

APPROVED: \_\_\_\_\_  
MAYOR TERRY C. HARTWICK

ATTEST: \_\_\_\_\_  
DIANE WHITBEY, CITY CLERK