1. Report of Standing Committees:

   A. Public Hearing:

   1. Public Hearing to discuss the closing of a portion of a utility/drainage easement located on Lot 17, Princeton Village PUD.

      a. Ordinance to close a portion of a utility/drainage easement located on Lot 17 Princeton Village PUD.

   B. Community Development Committee (Planning, Zoning, Permits, Community Development, Historic District, Streets, & Conway Housing Authority)

   1. Resolution setting a public hearing to discuss the closing of a utility easement located on Lot 2, Axiom commercial addition.

   2. Resolution setting a public hearing to discuss the renaming of a portion of 8th Avenue to be renamed Central Landing Blvd.

   3. Resolution requesting the Faulkner County Tax Collector place a certified lien on property located at 3290 Stone Road as a result of incurred expenses by the City.

   4. Consideration to approve change order #2 for the Siebenmorgen Half Road Improvements for the Community Development Department.

   5. Resolution to amend the master street plan to remove a proposed collector street northwest of the intersection of Meadowlake and Salem Road.

   6. Consideration to approve a conditional use permit for Mt. Carmel Community to allow a nursing home at property located at 2505 Salem Road in an A-1 zoning district.
7. Resolution expressing the willingness of the City to accept portions of the I-40 frontage road system into the street system from the Arkansas State Highway & Transportation Department.

8. Ordinance authorizing the reclassification of positions within the Street & Engineering Department.

9. Ordinance authorizing the reclassification of positions within the Administration Department.

Adjournment
City of Conway, Arkansas
Ordinance No. O-17-______

AN ORDINANCE CLOSING A PORTION OF THE 20 FOOT UTILITY AND DRAINAGE EASEMENT ON LOT 17, PRINCETON VILLAGE PUD; AND FOR OTHER PURPOSES:

Whereas, a petition was duly filed with the City of Conway, Arkansas on the 12th of January, 2017 by Keller Johnson asking the City Council to vacate and abandon the southern 10 feet of the 20 foot utility and drainage easement on Lot 17, Princeton Village PUD.

Whereas, after due notice as required by law, the council has, at the time and place mentioned in the notice, heard all persons desiring to be heard on the question and has ascertained that the easement or the portion thereof, hereinbefore described, has heretofore been dedicated to the public use as a utility and drainage easement herein described; has not been actually used by the public generally for a period of at least five (5) years subsequent to the filing of the plat; that all the owners of the property abutting upon the portion of the easement to be vacated have been afforded the opportunity to file with the council their written consent to the abandonment; and the public interest and welfare will not be adversely affected by the abandonment of this portion of the easement.

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

Section 1. The City of Conway, Arkansas releases, vacates, and abandons its rights, together with the rights of the public generally, in and to the easement designated as follows:

The southern 10 feet of the 20 foot, utility and drainage easement on Lot 17, Princeton Village PUD

Section 2. A copy of the ordinance duly certified by the city clerk shall be filed in the office of the recorder of the county and recorded in the deed records of the county.

PASSED this 14th day of February, 2017.

Approved:

___________________________
Mayor Bart Castleberry

Attest:

___________________________
Michael O. Garrett
City Clerk/Treasurer
PETITION OF WRITTEN CONSENT FOR THE VACATING OF EASEMENTS
FOR THE INTENT OF PUBLIC USE

Name of party requesting easement closure: Keller Johnson

Legal description of easement, or portion thereof, to be vacated: 320 Princeton Drive Lot -17 North 20' Utility easement

Signatures of abutting property owners:

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<tr>
<th>Name</th>
<th>Address</th>
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<tr>
<td></td>
<td>320 Princeton Drive Lot (17)</td>
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Petition to Vacate Public Utility Easement

Petition • 1

Updated 29 Dec 15
20 FT UTILITY AND DRAINAGE EASEMENT
Ref: Book L Page 190

Easements
Status
- Open
- Proposed Closure
January 9, 2017

City of Conway
Attn: Bryan Patrick,
Director of Planning and Development
1201 Oak Street
Conway, AR 72032

Dear Mr. Patrick:

RE: Utility easement closure – 320 Princeton Drive, Conway

AT&T concurs in Mr. Johnson’s (property owner) request to relinquish our interest in a dedicated twenty-foot utility easement along the northern property line of Lot 17 in the Princeton Village subdivision to the City of Conway.

AT&T has no facilities within this easement and has no plans to use it in the future.

Questions concerning our facilities in Conway can be referred to our local engineer, Lannie Page, at 501-218-6842 (lp1318@att.com).

Sincerely,

Lynda Palmer

CC: Keller Johnson (kellerjohnson@conwaycorp.net)
Loran Page, AT&T Engineer
January 10, 2017

City of Conway
1201 Oak St
Conway, AR  72032

RE:   Vacating of Easement

To Whom it May Concern:

Centerpoint Energy has no objection to vacating the following easement in Princeton Village Subdivision in Conway, Arkansas:

   north 20’ utility easement on the North side of lot 17  320 Princeton Drive

Thank You,

Tanya Malcolm
Jeff Turley

cc:  Keller Johnson
January 10, 2017

The Honorable Bart Castleberry
Mayor of Conway
City Hall
1201 Oak Street
Conway, AR 72032

Re: Princeton Village PUD, Conway, Faulkner County, Arkansas.

Dear Mayor Castleberry:

Conway Corporation has no objection to the easement abandonment request on Lot 17, Princeton Village PUD. The twenty foot utility/drainage easement does not have any of our utilities using said easement.

If you have any questions, please let me know.

Sincerely,

CONWAY CORPORATION

Leslie Guffey
Engineering and Planning
Comments:

The “20’ PRIVATE DRIVEWAY EASEMENT” located between lots 17 and 18 must remain.

The additional “20’ UTILITY/DRAINAGE EASE.” shown on lot 17 may be reduced to 10’.

I have no objection to vacating the “20’ UTILITY/DRAINAGE EASE.” Shown on lot 18. However, I believe a sewer line exists within this easement, and I recommend that the Conway Corporation be consulted before this easement is vacated.
City of Conway, Arkansas
Resolution No. R-17-

A RESOLUTION SETTING A PUBLIC HEARING TO DISCUSS THE CLOSING OF A 15 FOOT UTILITY EASEMENT ON LOT 2, ACXIOM COMMERCIAL ADDITION, IN THE CITY OF CONWAY, ARKANSAS:

Whereas, a petition has been filed with the City Council of the City of Conway, Arkansas by Car-Son Construction, to abandon the 15 foot utility easement along the eastern property line of Lot 2, Acxiom Commercial Addition, within the corporate limits of the City of Conway, Arkansas; and

Whereas, upon the filing of the petition with the City, the City shall set a date and time for a hearing before the City Council for consideration of the petition.

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

1. That the City Council shall hear said petition at its regular meeting to be held at the Russell L. “Jack” Roberts District Court Building, 810 Parkway Street, Conway, Arkansas, on the 28th day of February, 2017 at 6:30 pm.

2. That the City Clerk is hereby directed to publish notice of the filing of said petition and of said hearing for the time and in the matter prescribed by law.

PASSED this 14th day of February, 2017.

APPROVED:

______________________________
Mayor Bart Castleberry

ATTEST:

______________________________
Michael O. Garrett
City Clerk/Treasurer
City of Conway, Arkansas
Resolution No. R-17-___

Whereas, the City Council of the City of Conway, Arkansas has been constructed a new road called Central Landing Boulevard over a portion of 8th Avenue there is a need to rename the portion of 8th Avenue from Vine St to new intersection of 8th Avenue and Central Landing Boulevard.

Whereas, the City shall set a date and time for a hearing before the City Council for consideration of this street name change to Central Landing Blvd.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF CONWAY, ARKANSAS

1. That the City Council shall conduct a public hearing at its regular meeting to be held at City Hall, 1201 Oak Street, Conway, Arkansas, on the 28th day of February 2017 at 6:30 p.m.

2. That the City Clerk is hereby directed to publish notice of the hearing for the time and in the manner prescribed by law.

PASSED this 14th day of February, 2017.

Approved:

______________________________
Mayor Bart Castleberry

Attest:

______________________________
Michael O. Garrett
City Clerk/Treasurer
A RESOLUTION REQUESTING THE FAULKNER COUNTY TAX COLLECTOR PLACE A CERTIFIED LIEN AGAINST REAL PROPERTY AS A RESULT OF INCURRED EXPENSES BY THE CITY OF CONWAY; AND FOR OTHER PURPOSES.

Whereas, in accordance with Ark. Code Ann. § 14-54-901, the City of Conway has corrected conditions existing on 3290 Stone Rd within the City of Conway and is entitled to compensation pursuant to Ark. Code § 14-54-904; and

Whereas, State law also provides for a lien against the subject property, with the amount of lien to be determined by the City Council at a hearing held after the notice to the owner thereof by certified mail with said amount $4212.36 ($3802.15 + Penalty-$380.21 + filing fee-$30.00) to be thereafter certified to the Faulkner County Tax Collector; and

Whereas, a hearing for the purpose of determine such lien has been set for February 14th, 2017 in order to allow for service of the attached notice of same upon the listed property owners, by certified or publication as is necessary.

NOW THEREFORE BE IT RESOLVED that the City Council of the City of Conway, Arkansas that:

Section 1: That after said public hearing the amount listed above is hereby certified and is to be forwarded to the Faulkner County Tax Collector and Assessor by the City of Conway.

Section 2: That this Resolution shall be in full force and effect from and after its passage and approval.

ADOPTED this 14th day of February, 2017.

Approved:

________________________
Mayor Bart Castleberry

Attest:

________________________
Michael O. Garrett
City Clerk/Treasurer
MEMO:

To: Mayor Bart Castleberry  
CC: City Council Members  
From: Missy Lovelady  
Date: February 6, 2017  
Re: 3290 Stone Rd

- September 21, 2016– Warning Violation written regarding Dilapidated Structure by Kim Beard.  
- Property Owner is listed as Shirley Ann Mitchell.  
- Property was rechecked on 9/30/2016 with no progress made.  
- Certified and regular letters were mailed 10/11/2016 to address on file and a notice was left by post office.  
- Property was rechecked on 10/28/2016 with no action taken.  
- Process was then started for demolition by placing add in the LCD and taking bids.  
- Paladino Construction Inc. performed demo with agreement that the City would absorb the sanitation fees.  
- Final Cleanup completed on 12/28/2016.  
- Certified and regular letters were sent including date, time & place of the City Council meeting.

If you have any questions please advise.
January 18, 2017

Parcel # 710-08603-000

Shirley Mitchell
3290 Stone Rd.
Conway AR  72032

RE:  Nuisance Abatement at 3290 Stone Rd., Conway AR
Cost of Clean-Up, Amount Due:   $3802.15

To whom it may concern:

Because you failed or refused to remove, abate or eliminate certain conditions on the aforementioned real property in the City of Conway, after having been given seven (7) days notice in writing to do so, the City of Conway was forced to undertake the cleanup of this property to bring it within compliance of the Conway Municipal Code.

The City of Conway is requesting payment for all costs expended in correcting said condition. If after thirty (30) days from the receipt of this letter notifying you of the cost to correct said condition, such payment has not been remitted to the City, the City has the authority to file a lien against real estate property for the cost expended after City Council approval.

At its February 14, 2017 Meeting, 6:30 p.m. located at 810 Parkway Street, the City Council will conduct a public hearing on three items:

1. Consideration of the cost of the clean-up of your real property.
2. Consideration of placing a lien on your real property for this amount.
3. Consideration of certifying this amount determined at the hearing, plus a ten percent (10%) penalty for collection & filing fees, to the Tax Collector of Faulkner County to be placed on the tax books as delinquent taxes and collected accordingly.

None of these actions will be necessary if full payment is received before the meeting date. Please make check payable to the City of Conway and mail to 1201 Oak Street Conway Arkansas 72032 with the attention to Missy Lovelady. If you have any questions, please feel free to call me at 501-450-6191.

Respectfully,

Missy Lovelady
INVOICE

City of Conway
Code Enforcement

1201 Oak Street
Conway, AR 72032
Phone: 501-450-6191
Fax 501-504-6908
missy.schrag@cityofconway.org

TO Shirley Mitchell
3290 Stone Rd
Conway AR  72032

Description: Mowing/Clean-up/Admin Fees associated with the nuisance abatement at 3290 Stone Rd, Conway Arkansas

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<td>TOTAL AFTER 2/14/17</td>
<td>$4212.36</td>
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- Total amount due after February 14, 2017 includes collection penalty & filing fees

Make all checks payable to City of Conway Code Enforcement @ 1201 Oak Street Conway Arkansas 72032
Date of Violation: 09/21/16

Violator Name: Shirley Ann Mitchell

Address of Violation: 3290 Stone Rd

Violation Type: Dilapidated Structure

Warning #: CE9235

Description of Violation and Actions Taken: On 09/21/16 Code Enforcement Officer Kim Beard wrote a warning violation to correct dilapidated structure. Property was rechecked on 09/30/16 with no progress made. Certified & regular letters were mailed 10/11/16. Property was rechecked on 10/28/16 with no action taken. Ad was placed in LCD for demolition bids. Final cleanup was completed on 12/28/16.

Code Enforcement Officer: Kim Beard

Officer Signature: ________________________________

Date: ___________________________ Time: ___________________________
Memo

To: Mayor Bart Castleberry
From: Scott Grummer, Planning & Development
Date: 2/10/2017
Re: Siebenmorgen Half Road Improvement Change Order #2

A change order is needed for adjusting three (3) Sewer Man Holes impacting sidewalk elevations on the Siebenmorgen Half Road Improvement project. These manhole adjustments were not accounted for in the bid spec, thus needs to be added to accommodate the new elevations on site. Two manholes require raising 24” which exceeds the length allowed for ring extensions, and one needs to be lowered approximately 14”. Attached is a change order request from the contractor in the amount of $6,300. We are requesting approval of this in order to complete the sidewalk improvements and finish the job.

The original project budget was estimated at $400,000. The initial contract came in at $361,272. Incorporating the first change order of $9,810 for an additional culvert and this change order will bring the contract to $377,382. This represents a 4% increase in contract price.
Craig Custom Construction ,LLC  
2200 Brookwoood Dr suite 110  
Ryan Saddler , Vp Civil Constr  
1-501-328-7779  
Project : Seibenmorgan Rd Improvements  

Change Order Estimate # 2  

Description : Reconstruction of : see below  

Existing Sewer Man Holes :  
Qty 2 Man Holes = Will need raised aprox. 24" to New Design Elev.  
Qty 1 Man Hole  = Will need lowered aprox. 14 " to New Design Elev.  

Items :  
1. Excavate to below cone..@ structure../Haul Off 3 = qty LS  
2. Saw cut/Hammer to remove Cone/Ring/Lid 3 = qty LS  
3. Form/Set / Pour Cone...w/reinf..dowels 3 = qty LS  
4. Set new steps in structure 2 = qty LS  
5. Ring/Lids to be poured into sidewalks.. 3= qty LS  

Price = $2100/per Man Hole .Turn Key  
**All Labor , Material,Equipment,backfill,etc...  
turn key..to make necessary adjusments ..  

Total Cost  $6,300.00  

Ryan Saddler , VP Craig Custom Construction,LLC  
X______________________________________  

Mayor Bart Castleberry , City Of Conway , Ar  
X______________________________________  

Thank You !
A RESOLUTION AMENDING THE MASTER STREET PLAN TO REMOVE A PROPOSED COLLECTOR STREET NORTHWEST OF THE INTERSECTION OF MEADOWLAKE AND SALEM ROADS:

Whereas, the City of Conway would like to update the Master Street Plan to remove a future street connection linking Salem and Miller’s View Roads;

Whereas, the proposed street route would be impractical due to railroad right of way blocking access;

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

The graphic Conway Master Street Plan shall be updated as shown on Exhibit A with the removal of said proposed right of way route.

PASSED this 14th day of February, 2017.

Attest: Michael O. Garrett
City Clerk/Treasurer

Approved: Mayor Bart Castleberry
February 10, 17

MEMO

From: Bryan Patrick

To: Mayor and Council

Master Street Plan Amendment

The Planning Department in coordination with the Engineering Department is requesting that the City Council review and approve the enclosed Master Street Plan amendment.

This Master Street Plan amendment will remove the proposed collector street right of way shown connecting Salem Road to Miller’s View Road. The proposed right of way was placed on the Master Street Plan in July 2008 as part of the Old Morrilton Highway Small Area Plan. The right of way placement is problematic as the proposed right of way would need to cross Union Pacific property (the Cadron Ridge tunnel).

A revised Master Street Plan graphic and Resolution are enclosed.
To: Mayor Bart Castleberry  
CC: City Council Members 

From: Anne Tucker, 2017 Planning Commission Chairman  
Date: January 18, 2017  

Re: Conditional Use Permit request to allow a nursing/assisted living facility on property located at 2505 Salem Road

Mt. Carmel Community, LLC has requested a Conditional Use Permit to allow a Class A, luxury senior living community, including 46 independent living garden homes and a 75-unit assisted living center, on property zoned A-1 (Agricultural), located at 2505 Salem Road [address to be assigned via plat] with the legal description:

Part of the NW1/4 SW1/4, Section 35, T-6-N, R-14-W, Faulkner County, Arkansas, more particularly described as follows: Commencing at the NE corner of said NW1/4 SW1/4 and run S01°38'10"W along the east side of said NW1/4 SW1/4, 463.47' to the point of beginning; thence continue S01°38'10"W along the west right of way of Salem Road, 9.27' to the P.C. of a curve to the right, having a radius of 914.0'; thence along said curve too a point S36°58'58"W, 817.29'; being the P.T. of said curve; thence S63°30'24"W along said right of way, 242.19'; thence S70°06'28"W, along said right of way, 171.84'; thence leaving said right of way, N80°44'00"W, 155.0'; thence N60°32'30"W, 360.07' to a point on the west line of said NW1/4 SW1/4, said point being 188.50' N01°36'15"E of the SW corner of said NW1/4 SW1/4; thence N01°36'15"E along said west line, 664.88'; thence S88°21'36"E parallel with the north line of said NW1/4 SW1/4, 1318.31' to the point of beginning. Containing 20.00 +/- acres subject to any easements which may be located thereon.

was reviewed by the Planning Commission at its regular meeting on January 17, 2017. The Planning Commission voted 9-1, with Jerry Rye voting in opposition, that this request be forwarded to the City Council with a recommendation for approval with the following conditions:

1. Right-of-way dedication at the Salem Road/Meadowlake Road intersection for a roundabout per City Engineer specifications shall be dedicated during platting/development review.
2. The proposed development shall be generally constructed as presented.
3. Single ownership of all property and structures is required.
4. Right of way from roundabout to access residual Irby property to the south and west per City Engineer specifications shall be dedicated during platting and development review.

Please advise if you have any questions.
DESCRIPTION
CONDITIONAL USE PERMIT
MT CARMEL ASSISTED LIVING COMMUNITY
2505 SALEM RD
18 ac
A RESOLUTION EXPRESSING THE WILLINGNESS OF THE CITY OF CONWAY TO ACCEPT PORTIONS OF THE INTERSTATE 40 FRONTAGE ROAD SYSTEM INTO THE CITY STREET SYSTEM FROM THE ARKANSAS STATE HIGHWAY AND TRANSPORTATION DEPARTMENT:

Whereas, the City of Conway (the City) has requested the Arkansas State Highway and Transportation Department (the Department) to transfer a portion of the Interstate 40 Frontage Road System, locally known as North Amity Road, to the City Street System to provide expedient development, access management, and permitting; and

Whereas, the City and the Department agree that it is in the best interest of all parties to transfer ownership and associated maintenance responsibility of the portion of the Interstate 40 Frontage Road to the City Street System from approximately 700 feet north of the intersection with Arkansas State Highway 286 (Dave Ward Drive) near the extents of construction of AHTD Job# 080492 to the existing end of state maintenance; and

Whereas, the City understands the Department will retain control of access to the commuter park and ride lot adjacent to the Interstate 40 Frontage Road in the northwest quadrant of the intersection with Arkansas State Highway 286 (Dave Ward Drive).

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

Section 1. The City will assume ownership and associated management and maintenance of North Amity Road as specified above.

Section 2. The Mayor of the City of Conway is hereby authorized and directed to assume ownership of the above stated right-of-way.

Section 3. The City of Conway pledges its full support and hereby authorizes the Arkansas State Highway and Transportation Department to initiate action to implement this agreement.

PASSED this 14th day of February, 2017

Approved:

_________________________
Mayor Bart Castleberry

Attest:

_________________________
Michael O. Garrett
City Clerk/Treasurer
City of Conway, Arkansas
Ordinance No. O-17-____

AN ORDINANCE AUTHORIZING THE RECLASSIFICATION OF ONE (1) CONSTRUCTION SPECIALIST POSITION AND ONE (1) STORMWATER TECHNICIAN POSITION IN THE STREET DEPARTMENT TO TWO (2) JOB SUPERVISOR POSITIONS IN THE STREET DEPARTMENT; DECLARING AN EMERGENCY AND FOR OTHER PURPOSES:

Whereas, the Street Department requests the reclassification of one (1) Construction Specialist position and one (1) Stormwater Technician position to two (2) Job Supervisor positions in the Street Department;

Whereas, the annual salary for a Job Supervisor position is $39,398;

Whereas, this was approved in the FY2017 budget.

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

Section 1. The City of Conway shall reclassify one (1) Construction Specialist position and one (1) Stormwater Technician position in the Street Department to two (2) Job Supervisor positions in the Street Department;

Section 2. Retroactive pay from January 1, 2017 in the amount of $547.20 shall be paid to each of the two (2) Street Department employees who have been working in the Job Supervisor position since January 1, 2017.

Section 3. No additional salary funds are required for this staffing adjustment.

Section 4. All ordinances in conflict herewith are repealed to the extent of the conflict.

Section 5. This ordinance is necessary for the protection of the public peace, health and safety; an emergency is hereby declared to exist, and this ordinance shall be in full force and effect from and after its passage and approval.

PASSED this 14th day of February, 2017.

Approved:

__________________________
Mayor Bart Castleberry

Attest:

Michael O. Garrett
City Clerk/Treasurer
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No additional funds required

($3,093.56)
AN ORDINANCE AUTHORIZING THE RECLASSIFICATION OF ONE (1) DEPUTY MAYOR FOR POLICY AND PUBLIC AFFAIRS POSITION IN THE ADMINISTRATION DEPARTMENT TO A PURCHASING MANAGER POSITION IN THE ADMINISTRATION DEPARTMENT; AND ONE (1) BUDGET ANALYST II POSITION IN THE FINANCE DEPARTMENT TO A GRANT ADMINISTRATOR POSITION IN THE ADMINISTRATION DEPARTMENT; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES:

Whereas, the Administration Department requests the reclassification of one (1) Deputy Mayor for Policy and Public Affairs position to a Purchasing Manager position; and the reclassification of one (1) Budget Analyst II position in the Finance Department to a Grants Administrator position in the Administration Department;

Whereas, the annual salary for a Purchasing Manager position is $67,186 and the annual salary for the Grants Administrator position is $50,000; and

Whereas, a budget adjustment in the amount of $4,125.10 is required for the remainder of the 2017 budget year.

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

Section 1. The City of Conway shall reclassify one (1) Deputy Mayor for Policy and Public Affairs position to a Purchasing Manager position; and reclassify one (1) Budget Analyst II position in the Finance Department to a Grants Administrator position in the Administration Department;

Section 2. Additional salary funds in the amount of $4,125.10 are required for this staffing adjustment.

Section 3. All ordinances in conflict herewith are repealed to the extent of the conflict.

Section 4. This ordinance is necessary for the protection of the public peace, health and safety; an emergency is hereby declared to exist, and this ordinance shall be in full force and effect from and after its passage and approval.

PASSED this 14th day of February, 2017.

Approved:

____________________
Mayor Bart Castleberry

Attest:

____________________
Michael O. Garrett
City Clerk/Treasurer
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<th>Employee Salary</th>
<th>Social Security</th>
<th>Medicare</th>
<th>Non-Uniformed</th>
<th>Life Insurance</th>
<th>Medical Insurance</th>
<th>Dental Insurance</th>
<th>Unemployment Insurance</th>
<th>Workman’s Compensation Insurance</th>
<th>Salary Cost w/ fringe benefits</th>
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<td>6.20%</td>
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