

Mayor Bart Castleberry  
Clerk/Treasurer Denise Hurd  
City Attorney Charles Finkenbinder



City Council Members

Ward 1 Position 1 – Andy Hawkins  
Ward 1 Position 2 – David Grimes  
Ward 2 Position 1 – Drew Spurgers  
Ward 2 Position 2 – Shelley Mehl  
Ward 3 Position 1 – Mark Ledbetter  
Ward 3 Position 2 – Spencer Hawks  
Ward 4 Position 1 – Theodore Jones Jr.  
Ward 4 Position 2 – Shelia Isby

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**Tuesday, June 23<sup>rd</sup>, 2026 City Council Agenda**

Conway Municipal Building, City Council Chambers  
1111 Main Street, Conway, AR 72032  
[www.conwayarkansas.gov](http://www.conwayarkansas.gov)

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<b><u>5:30 pm Committee Meeting:</u></b>	No Committee Meeting
<b><u>6:00 pm Council Meeting:</u></b>	City Council Meeting
<b><u>Call to Order:</u></b>	Mayor Bart Castleberry
<b><u>Roll Call:</u></b>	Denise Hurd, Clerk/Treasurer
<b><u>Minutes Approval:</u></b>	May 26 <sup>th</sup> , 2026
<b><u>Monthly Financial Report:</u></b>	Month ending May 31 <sup>st</sup> , 2026

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**A. Community Development Committee: (Airport, Community Development, Code Enforcement, Permits, Inspections, & Transportation, Planning & Development)**

1. Consideration to approve waiving all three readings for ordinances on the June 23<sup>rd</sup> City Council agenda.
2. Ordinance approving the private club location for Longshot Lounge Golf Club, LLC, located at 1012 Oak Street.
3. Resolution to approve the proposal for Ridge Lighting and holiday décor for the A&P Commission.
4. Consideration to approve a conditional use permit to allow a Stationary Store in the O-3 zone for property located at 703 Donaghey Avenue.
5. Ordinance amending the boundary for the City by releasing certain property (deannexation) located in Section 23, Township 6 north, Range 14 West, off of Highway 25.

**B. Public Service Committee (Physical Plant, Parks & Recreation, & Sanitation)**

1. Ordinance appropriating funds for the Conway Animal Services from the Best Friend Animal Society Grant.

**C. Public Safety Committee (Police, Fire, CEOC, District Court, & Information Technology)**

1. Ordinance appropriating reimbursement funds from various entities for the Conway Police Department.
2. Ordinance appropriating asset forfeiture funds for various equipment within the Conway Police Department.

**D. Finance**

1. Ordinance approving the restructure of the Department of Sanitation.
2. Ordinance approving the restructure of the Department of Transportation.
3. Ordinance appropriating funds for employee pay adjustment for the City of Conway.

***Adjournment***

## MINUTES OF THE CITY COUNCIL, CITY OF CONWAY, ARKANSAS

Conway, Arkansas  
Tuesday, 6:00 pm  
May 26, 2026

On this date the City Council of the City of Conway, Arkansas met in regular session. The following members being a quorum were present and acting: Councilman Hawkins, Councilman Grimes, Councilman Ledbetter, Councilman Hawks, Councilman Jones, and Councilwoman Isby. Also, present and acting: Mayor Bart Castleberry, City Clerk Denise Hurd, and City Attorney Charles Finkenbinder. Councilman Spurgers and Councilwoman Mehl were not present.

**Call to Order: Mayor Bart Castleberry**

**Roll Call: Denise Hurd, City Clerk**

**Minutes: May 12, 2026**

Councilwoman Isby made a motion to approve the minutes of the City Council meeting on May 12<sup>th</sup> as submitted. Councilman Hawkins seconded the motion. The motion carried 6-0.

**Monthly Financial Report: April 30<sup>th</sup>, 2026**

Tyler Winningham addressed the Council stating that the General Fund was looking a bit beat up but added that it is somewhat typical to see this to some extent. He listed off some of the larger bills that the City has had to pay so far in 2026 including insurance compensation program which is about \$700,000, the legal defense fee to the Municipal League is paid in March and is \$200,000, software renewals come due at the beginning of the year that can add up to around \$250,000, and there have been several large payments on the 911 radio project that we took a loan out on last year totaling about \$700,000. He told them that payroll at this time is about \$1.6 million every other week and in January there were three payrolls, which affected cash flow very early on. He said that on the revenue side we are still waiting on the first property tax receipts which should come sometime in May and should be around \$1.5 million. He reported that sales tax is tracking well keeping us right on the number as far as actual compared to budget and is up around 3% this month. He told them we would need to keep an eye on the cash flow and since January Council has approved public safety purchases to be repaid with the new tax he would watch to make sure the General Fund did not suffer. He said that the Street Fund is not looking great either due to large outlays at the first of the year. He reminded them that the Street Fund is where we are recording expenses for the Connect Conway project such as street and pathway engineering, which will be reimbursed by the grant when we get to that point. He added that right now it was out about \$325,000 that has been paid up front for the project. Other large outlays this year are typical such as paving, traffic signal maintenance, sidewalk repair and maintenance, etc. He concluded by saying that the Sanitation and Airport funds look good. Councilwoman Isby made a motion to approve the monthly financials, and Councilman Hawkins seconded it. The motion carried 6-0.

**Report of Standing Committees:**

**A. Economic Development Committee: (Conway Aea Chamber of Commerce, Conway Development Corporation, Conway Downtown Partnership & Conway Corporation)**

**1. Consideration to approve waiving all three readings for the ordinances on the May 26<sup>th</sup> City Council agenda.**

Councilman Jones made a motion to approve waiving all three readings and Councilwoman Isby seconded the motion. A vote was called and motion carried 6-0.

- 2. Resolution expressing the willingness of the City of Conway, in partnership with Conway Corporation, to apply for Congressionally Directed Spending for the Tucker Creek Equalization Storage Facility Project.**

**R-26-21**

Mayor Castleberry presented Item A2 to the Council. Brett McDaniel, COO of Conway Corp told the Council they've been working on this project for about 7 years. He said that it is an 80/20 matching grant and Conway Corporation would be responsible for the 20% match. He added that currently it is a wastewater treatment plant that has a discharge into the Arkansas River so what this will do is convert it to where excess rainfall water can be put into the ponds for storage to be pumped into Tupelo Bayou. Councilwoman Isby made a motion to adopt the Resolution and Councilman Hawkins seconded the motion. A vote was called and the Resolution passed 6-0.

- 3. Ordinance authorizing the issuance of taxable industrial development revenue refunding bonds for DGB located at 600 Dave Ward Drive.**

**O-26-33**

Mayor Castleberry presented Item A3 to the Council. Gordon Wilbourn reminded the Council that back in 2018 they approved the issuance of bonds for DBG to acquire the old AmTRAN property and refurbish it and buy equipment. He told them that this is a restructuring of that deal, not an extension- no change in interest rates or maturity. He explained that in 2024 that property was in two different plats, and they released one back to the City and it went back on the tax rolls. The lease-hold interest on the other part of the property was assigned to another entity and DBG subleased from them. He said that the other entity controls the real property, but DBG controls the personal property, so in order to restructure they are asking for approval for a refunding of two different bonds. Mr. Wilbourn confirmed that both parties were in agreement of the restructuring. Councilman Hawkins made a motion to adopt the Ordinance and Councilwoman Isby seconded it. The Clerk called the roll with the following voting "Aye": Councilman Hawkins, Councilman Ledbetter, Councilman Hawks, Councilman Jones, Councilwoman Isby, and Councilman Grimes. The Ordinance passed 6-0.

**B. Community Development Committee (Airport, Community Development, Code Enforcement, Permits & Inspections, Transportation, & Planning & Development.**

- 1. Resolution approving an agreement for general legal services for the Advertising & Promotion Commission.**

**R-26-22**

Councilman Hawkins presented Item B1 to the Council. Councilwoman Isby told the Council that the A&P Commission experiences situations where they need legal advice during their meetings, so they sent out requests for bids to retain legal services for the A&P Commission. She said that four firms had sent in bids and appeared before the A&P Commission in April to discuss their qualifications and hear from the Commission. She listed the firms as Beckett Law LLC, Mickel & Chapman Attorneys, Owens & Parker Law Firm, and Quattlebaum, Grooms & Tull PLLC, and gave an overview of the law firms. She said the decision was influenced by the need for an hourly rate, because of the way the Commission operates. She told the Council that Owens & Parker Law Firm had multiple attorneys that would be available, they are a local firm, and they provided an hourly rate, so it was voted by the Commission to send a recommendation of approval to enter into an agreement with the Owens & Parker Law Firm to provide legal services for the A&P Commission. Councilman Grimes made a motion to approve the agreement with Owens & Parker Law Firm and Councilwoman Isby seconded the motion. A vote was called and the motion carried 6-0.

- 2. Resolution approving the Conway Emergency Utility Assistance program for the Community Development Department.**

**R-26-23**

Councilman Hawkins presented Item B2 to the Council. Shawanna Rodgers told the Council that the City often gets calls for utility and rental assistance. She said that the City participated in this program during the Covid shutdown and would like to offer this assistance to the community once again. She said the goal was to start offering the program in early 2027 and would follow HUD's guidelines for qualification. It was confirmed that the public would hear about the program through social media posts, the website, and through the City's partner non-profit organizations. Councilwoman Isby made a motion to adopt the Resolution and Councilman Hawkins seconded it. A vote was called and the Resolution was passed 6-0.

- 3. Resolution approving the application to apply for the Love Your Block Grant Program for neighborhood engagement for the Community Development Department.**

**R-26-24**

Councilman Hawkins presented Item B3 to the Council. Robbie Alberson, Grants Administrator, told the Council that this is a two-year grant program that will connect City leadership and residents together to help revitalize neighborhoods, with projects such as trash and debris cleanup, community gardens, implantation of art, etc. He added that it is a non-matching program and supplied by private philanthropy. Councilwoman Isby made a motion to adopt the Resolution and Councilman Hawkins seconded it. A vote was called and the Resolution was passed 6-0.

- 4. Resolution approving the application to apply for the STBG grant program for the Connect Conway project.**

**R-26-25**

Councilman Hawkins presented Item B4 to the Council. Kurt Jones told the Council that this is a surface transportation block grant administered through Metroplan. He said it is a \$3 million dollar grant with an 80/20 match, with the City's portion being around \$600,000, and would go toward the cost of the Connect Conway project. He added that this grant could help cover expected overruns in the cost of the project. He gave a brief report on the progress of property acquisition, saying that the agency that is handling it has sent out a number of offer letters and has received some acceptances. He added the consultants are working on some revisions to the plan that would have minimal impact on property owners. He was asked if he could clarify where the expected overages would come from, to which he replied that construction costs continue to rise as well as fuel costs which impact budgets. There was some discussion among the Council regarding costs, and it was expressed that costs should not be cut so much so that the project did not meet expectations when it was done. Councilwoman Isby made a motion to adopt the Resolution and Councilman Jones seconded it. A vote was called and the Resolution was passed 6-0.

**C. Public Service Committee (Physical Plant, Parks & Recreation, & Sanitation)**

- 1. Ordinance appropriating funds for the purchase of property located at the corner of Center & Robins Streets for the Parks & Recreation Department.**

**O-26-34**

Mayor Castleberry presented Item C1 to the Council saying that CBC had contacted him about some property they were going to be selling, and one parcel was directly across from the baseball fields at Conway Station Park, which has been serving as overflow parking for the games. HE added that there had been appraisals, the first one coming in at \$500,000 and the second one coming in at \$350,000 and a third one came in at \$512,000. He said he reached an agreement with CBC for

the amount of \$450,000 for the property. Andrew Thames said the 2.33 acre property was on the corner of Center and Robinson across from Conway Station Park, adding that this is a valuable piece of land for the City to use for parking. He added that payment for the property would come from the Parks Impact Fees Fund. Tyler Winningham told the Council that the Parks Impact Fee Fund can only be used to expand existing parks to accommodate more citizens. There was discussion among the Council as to the need for more parking at Conway Station, especially on weekends when tournaments are happening. Councilman Hawks pointed out that there appeared to be two parcels and urged Mr. Thames to confirm the delineation between the two. Councilwoman Isby made a motion to adopt the Ordinance and Councilman Grimes seconded it. The Clerk called the roll with the following voting "Aye": Councilman Grimes, Councilman Hawkins, Councilwoman Isby, Councilman Ledbetter, Councilman Jones, and Councilman Hawks. The Ordinance passed 6-0.

**D. Public Safety Committee (Police, Fire, CEOC, District Court, & Information Technology)**

**1. Ordinance authorizing personnel changes within the Conway Fire Department.**

**O-26-35**

Councilman Hawkins presented Item D1 to the Council. Chief Weidower told the Council that CFD is asking to reclassify an Engineer Senior Staff to a Captain Basic Staff position which would require no budget adjustment. Councilman Jones made a motion to adopt the Ordinance and Councilwoman Isby seconded it. The Clerk called the roll with the following voting "Aye": Councilwoman Isby, Councilman Jones, Councilman Ledbetter, Councilman Grimes, Councilman Hawks, and Councilman Hawkins. The Ordinance passed 6-0.

Mayor Castleberry reminded the Council that they would be observing the summer schedule and the next City Council meetings would be on June 23, July 28, and August 25<sup>th</sup>.

**Adjournment**-----

***PASSED this 26<sup>th</sup> day of May, 2026***

**APPROVED:**

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***Mayor, Bart Castleberry***

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***City Clerk, Denise Hurd***



City of Conway, Arkansas  
Monthly Financial Reports  
May 31, 2026

City of Conway  
 Monthly Financial Report - General Fund  
 For the month ended May 31, 2026



<b>Revenues</b>	<b>Budget</b>	<b>Month Activity</b>	<b>Year to Date</b>	<b>Encumbered</b>	<b>(Over)/Under Budget</b>	<b>% Expend/Collect</b>
Property Tax	5,300,000	1,443,163	2,400,853		2,899,147	45%
Payments in Lieu of Tax	30,000	-	-		30,000	0%
State Tax Turnback	2,900,000	65,628	392,015		2,507,985	14%
Sales Tax	31,500,000	2,672,297	12,935,539		18,564,461	41%
Beverage Tax	650,000	51,920	265,571		384,429	41%
Franchise Fees	4,399,720	4,875	1,633,675		2,766,045	37%
Licenses and Permits	654,000	34,093	166,347		487,653	25%
Public Safety	4,263,566	107,289	1,633,365		2,630,201	38%
Community Center	2,428,427	75,734	275,810		2,152,617	11%
Parks & Recreation	1,087,400	198,707	597,472		489,928	55%
Interest Income	900,000	-	213,276		686,724	24%
Contributions and Donations	-	-	1,350		(1,350)	-
Grant Revenue	-	-	196,739		(196,739)	-
Lease Revenue	70,000	-	24,017		45,983	34%
Proceeds from Sale of Assets	1,809	101	4,955		(3,145)	274%
Transfers In	770,000	-	-		770,000	0%
Insurance Proceeds	294	-	34,400		(34,106)	11701%
Miscellaneous Revenues	25,000	9,194	23,155		1,845	93%
<b>Total Revenues</b>	<b>54,980,216</b>	<b>4,663,000</b>	<b>20,798,539</b>		<b>34,181,677</b>	<b>38%</b>
<b>Expenditures</b>						
Admin (Mayor, HR)	1,857,189	91,649	444,907	5,429	1,406,852	24%
Finance	548,677	28,150	134,827	-	413,850	25%
City Clerk/Treasurer	182,358	14,246	67,922	-	114,436	37%
City Council	102,734	7,842	29,753	-	72,981	29%
Planning	723,418	203,348	451,967	11,862	259,589	62%
Physical Plant	1,035,273	79,058	387,141	9,066	639,066	37%
Information Technology	1,817,439	210,349	561,330	16,902	1,239,207	31%
Permits and Inspections	661,171	48,779	233,243	578	427,350	35%
Community Center	4,772,231	169,302	1,566,923	44,869	3,160,438	33%
Nondepartmental	1,590,388	25,372	752,071	4,652	833,665	47%
Police	18,730,611	1,457,245	7,240,088	194,045	11,296,477	39%
CEOC	4,229,426	208,579	1,839,820	27,633	2,361,974	44%
Animal Welfare	623,055	47,437	227,936	3,637	391,482	37%
Municipal District Court	1,016,418	98,103	393,830	3,454	619,135	39%
City Attorney	679,385	54,013	260,341	2,742	416,302	38%
Fire	17,996,993	1,090,281	6,174,880	258,532	11,563,580	34%
Parks	4,725,929	378,706	1,770,986	45,623	2,909,320	37%
<b>Total Expenditures</b>	<b>61,292,695</b>	<b>4,212,460</b>	<b>22,537,965</b>	<b>629,024</b>	<b>38,125,705</b>	<b>37%</b>
<b>Net Revenue/(Expense)</b>	<b>(6,312,478)</b>		<b>(1,739,426)</b>			

\*All figures are unaudited

Notes:

1) Budget column is current budget which includes all year-to-date adjustments, if any.

City of Conway  
General Fund  
2026

Fund Balance Appropriations

<u>Ordinance</u>	<u>Date</u>	<u>Description</u>	<u>Amount</u>
O-25-112	12/9/25	Potential operating deficit for Community Center	600,000
O-26-20	3/24/26	Ballistic plates for police bulletproof vests	88,372
O-26-21	3/24/26	New vehicle leasing program	40,000
O-26-24	4/14/26	Furniture for new additional District Court space	25,000
O-26-26	4/28/26	Payoff airport loan	600,000
O-26-32	5/12/26	Purchase fire truck (to be reimbursed by new sales tax)	2,443,947
			<u>\$ 3,797,319</u>

City of Conway  
 Balance Sheet - General Fund  
 As of May 31, 2026



Cash - Operating	8,918,058
Cash - Reserve	2,006,378
Petty Cash	715
Taxes Receivable	5,631,898
Accounts Receivable	6,429,998
Lease Receivable	444,839
Due from Other Funds	256,707
Due from Street	35,409
Due from Component Unit	264,744
Due from Municipal Court	44,803
Fuel Inventory	(1,598)
General Inventory	585
<b><i>Assets</i></b>	<b><u>24,032,538</u></b>
Insurance and Benefits Payable	(21,186)
Event Deposits	9,500
Held for Others - Crimestopper Reward	5,000
Held for Others - Performance Bonds	5,195
Deferred Revenue	5,370,199
Unearned Revenue	1,383,593
<b><i>Liabilities</i></b>	<b><u>6,752,301</u></b>
<b><i>Fund Balance</i></b>	<b><u>17,280,237</u></b>
<b><i>Total Liabilities &amp; Fund Balance</i></b>	<b><u>24,032,538</u></b>

\*All figures are unaudited

City of Conway  
 Monthly Financial Report - Street Fund  
 For the month ended May 31, 2026



Revenues	Budget	Month	Year to	Encumbered	(Over)/Under	%
		Activity	Date		Budget	Expend/Collect
Ad Valorem Tax	1,800,000	530,897	883,557		916,443	49%
Payments in Lieu of Tax	10,000	-	-		10,000	0%
State Tax Turnback	5,000,000	432,715	1,953,547		3,046,453	39%
Severance Tax	100,000	22,129	67,963		32,037	68%
State Tax Turnback - Wholesale	420,000	36,021	158,216		261,784	38%
Sales Tax	420,000	36,860	179,499		240,501	43%
Sign Permits	-	-	420		(420)	-
Engineering Fees	10,000	-	1,600		8,400	16%
Fees for Street Cuts	225,000	1,390	34,187		190,813	15%
Insurance Proceeds	-	-	120		(120)	-
Interest Income	200,000	-	74,892		125,108	37%
Proceeds from Sale of Assets	-	31,472	31,472		(31,472)	-
Miscellaneous Revenues	-	-	40,551		(40,551)	-
<b>Total Revenues</b>	<b>8,185,000</b>	<b>1,091,484</b>	<b>3,426,024</b>	<b>-</b>	<b>4,758,976</b>	<b>42%</b>
<b>Expenditures</b>						
Personnel Costs	3,458,178	229,817	1,172,510	-	2,285,668	34%
Other Operating Costs	4,833,617	1,325,104	3,527,661	72,263	1,233,694	73%
Total Operating Costs	8,291,795	1,554,921	4,700,171	72,263	3,519,361	57%
Capital Outlay	868,309	-	396,997	3,769	467,544	46%
<b>Total Expenditures</b>	<b>9,160,105</b>	<b>1,554,921</b>	<b>5,097,168</b>	<b>76,031</b>	<b>3,986,905</b>	<b>56%</b>
<b>Net Revenue/(Expense)</b>	<b>(975,105)</b>		<b>(1,671,144)</b>			

\*All figures are unaudited

Notes:

- 1) Budget column is current budget which includes all year-to-date adjustments, if any.

City of Conway

Street Fund

2026

Fund Balance Appropriations

<u>Ordinance</u>	<u>Date</u>	<u>Description</u>	<u>Amount</u>
O-26-03	1/13/26	Settlement of lawsuit with Tom Watson Construction	71,000
O-26-21	3/24/26	New vehicle leasing program	20,000
			<u>\$ 91,000</u>

City of Conway  
Balance Sheet - Street Fund  
As of May 31, 2026



Cash - Operating	4,563,246
Taxes Receivable	78,913
Accounts Receivable	2,540,070
<b><i>Assets</i></b>	<b><u>7,182,229</u></b>
Insurance and Benefits Payable	3,565
Due to General Fund	35,409
Deferred Revenue	1,968,990
<b><i>Liabilities</i></b>	<b><u>2,007,964</u></b>
<b><i>Fund Balance</i></b>	<b>5,174,265</b>
<b><i>Total Liabilities &amp; Fund Balance</i></b>	<b><u>7,182,229</u></b>

\*All figures are unaudited

City of Conway  
 Monthly Financial Report - Sanitation  
 For the month ended May 31, 2026



<b>Revenues</b>	<b><u>Budget</u></b>	<b><u>Month</u> <u>Activity</u></b>	<b><u>Year to</u> <u>Date</u></b>	<b><u>Encumbered</u></b>	<b><u>(Over)/Under</u> <u>Budget</u></b>	<b><u>%</u> <u>Expend/Collect</u></b>
Sanitation Fee Rev-Residential	10,350,000	910,851	4,602,243		5,747,757	44%
Proceeds - Recycled Materials	450,000	-	90,006		359,994	20%
Landfill Fees - General	400,000	(3,204)	158,175		241,825	40%
Insurance Proceeds	-	-	4,282		(4,282)	-
Interest Income	950,000	-	279,869		670,131	29%
Proceeds from Sale of Assets	-	6,202	6,202		(6,202)	-
Miscellaneous Revenues	-	-	1,122		(1,122)	-
<b>Total Revenues</b>	<b>12,150,000</b>	<b>913,848</b>	<b>5,141,898</b>	<b>-</b>	<b>7,008,102</b>	<b>42%</b>
<b>Expenditures</b>						
Personnel Costs	6,359,725	454,412	2,508,295	-	3,851,430	39%
Other Operating Costs	<u>3,633,000</u>	<u>297,750</u>	<u>1,051,421</u>	<u>284,847</u>	<u>2,296,732</u>	<u>29%</u>
Total Operating Costs	9,992,725	752,162	3,559,716	284,847	6,148,162	36%
Capital Outlay	<u>2,903,585</u>	<u>-</u>	<u>-</u>	<u>2,085,687</u>	<u>817,897</u>	<u>0%</u>
<b>Total Expenditures</b>	<b>12,896,310</b>	<b>752,162</b>	<b>3,559,716</b>	<b>2,370,534</b>	<b>6,966,059</b>	<b>28%</b>
<b>Net Revenue/(Expense)</b>	<b>(746,310)</b>		<b><u>1,582,182</u></b>			

\*All figures are unaudited

Notes:

- 1) Budget column is current budget which includes all year-to-date adjustments, if any.
- 2) Capital outlay is shown here for budgeting purposes, but only depreciation expense will be recorded at year end.

City of Conway  
Sanitation Fund  
2026

Fund Balance Appropriations

<u>Ordinance</u>	<u>Date</u>	<u>Description</u>	<u>Amount</u>
O-26-18	3/24/26	Purchase two refuse trucks	498,585

City of Conway  
 Balance Sheet - Sanitation  
 As of May 31, 2026



Cash - Operating	15,465,647
Petty Cash	200
Post Closure Cash Account	7,433,954
Accounts Receivable	32,500
Due from Component Unit	1,068,483
General Inventory	2,122
Land & Buildings	2,080,291
Infrastructure	921,553
Machinery, Equipment & Vehicles	4,043,664
Construction in Progress	134,555
Deferred Outflows of Resources	18,969
Deferred Outflows of Resources-OPEB	210,886
<b><i>Assets</i></b>	<b><u>31,412,824</u></b>
Accounts Payable	1,903
Insurance and Benefits Payable	4,994
Compensated Absences	356,761
Net Pension Obligation	8,723,931
Deferred Inflows of Resources	3,642,292
Deferred Inflows of Resources-OPEB	241,122
Net OPEB Liability	961,549
Due to Other Funds	5,215
Landfill Close/Post Close	9,309,171
<b><i>Liabilities</i></b>	<b><u>23,246,938</u></b>
<b><i>Net Position</i></b>	<b><u>8,165,886</u></b>
<b><i>Total Liabilities and Net Position</i></b>	<b><u>31,412,824</u></b>

\*All figures are unaudited

Note: Capital assets shown at book value (cost less accumulated depreciation).

City of Conway  
 Monthly Financial Report - Airport  
 For the month ended May 31, 2026



	<u>Budget</u>	<u>Month</u> <u>Activity</u>	<u>Year to</u> <u>Date</u>	<u>Encumbered</u>	<u>(Over)/Under</u> <u>Budget</u>	<u>%</u> <u>Expend/Collect</u>
<b>Revenues</b>						
Sales Tax	40,000	4,419	16,750		23,250	42%
Airport Fuel Sales	1,720,000	149,233	732,567		987,433	43%
T-Hangar Rent	270,000	4,345	126,639		143,361	47%
Community Hangar Rent	72,000	1,000	16,265		55,735	23%
Ground Leases	20,665	-	-		20,665	0%
Misc Revenue - Non air	10,000	-	12,576		(2,576)	126%
Miscellaneous Revenues	22,000	2,473	12,042		9,958	55%
<b>Total Revenues</b>	<b>2,154,665</b>	<b>161,470</b>	<b>916,839</b>	<b>-</b>	<b>1,237,826</b>	<b>43%</b>
<b>Expenditures</b>						
Personnel Costs	459,430	34,719	208,293	-	251,137	45%
Fuel for Resale	1,450,000	124,801	589,835	-	860,165	41%
Other Operating Costs	191,250	7,171	46,088	10,536	134,626	24%
Total Operating Costs	2,100,680	166,690	844,216	10,536	1,245,928	40%
<b>Total Expenditures</b>	<b>2,100,680</b>	<b>166,690</b>	<b>844,216</b>	<b>10,536</b>	<b>1,245,928</b>	<b>40%</b>
<b>Net Revenue/(Expense)</b>	<b>53,985</b>		<b>72,623</b>			

\*All figures are unaudited

Notes:

- 1) Budget column is current budget which includes all year-to-date adjustments, if any.
- 2) Capital outlay is shown here for budgeting purposes, but only depreciation expense will be recorded at year end.

City of Conway  
Airport Fund  
2026

Fund Balance Appropriations

<u>Ordinance</u>	<u>Date</u>	<u>Description</u>	<u>Amount</u>
------------------	-------------	--------------------	---------------

City of Conway  
 Balance Sheet - Airport  
 As of May 31, 2026



Cash - Operating	560,620
Taxes Receivable	7,381
Accounts Receivable - Fuel Vendor	34,841
Fuel Inventory	88,659
Land	1,254,473
Buildings	4,196,937
Machinery & Equipment	47,751
Infrastructure	19,150,222
Improvements	395,675
Construction in Progress	573,432
Deferred Outflows of Resources-OPEB	8,446
<b><i>Assets</i></b>	<b><u>26,318,435</u></b>
Compensated Absences	12,153
Deferred Inflows of Resources	38,509
Deferred Inflows of Resources-OPEB	9,657
Due to General Fund	1,493
Unearned Revenue	225,744
Note Payable	600,000
<b><i>Liabilities</i></b>	<b><u>887,556</u></b>
<b><i>Net Position</i></b>	<b><u>25,430,878</u></b>
<b><i>Total Liabilities &amp; Net Position</i></b>	<b><u>26,318,435</u></b>

\*All figures are unaudited

Note: Capital assets shown at book value (cost less accumulated depreciation).

City of Conway  
Monthly Financial Report - Major Project Funds  
As of May 31, 2026

Parks and Rec A&P Tax

Balance, 4/30/26	1,242,845
Receipts	486,009
Payments	(188,263)
Balance, 5/31/26	\$ 1,540,592

Pay as you go Sales Tax

Balance, 4/30/26	13,624,412
Receipts	490,477
Payments	(523,764)
Balance, 5/31/26	\$ 13,591,125

Street Impact Fees

Balance, 4/30/26	1,810,262
Receipts	5,932
Payments	-
Balance, 5/31/26	\$ 1,816,194

Parks Impact Fees

Balance, 4/30/26	509,777
Receipts	3,290
Payments	-
Balance, 5/31/26	\$ 513,067

Street Sales Tax

Balance, 4/30/26	19,375,872
Receipts	63,434
Payments	(100,443)
Balance, 5/31/26	\$ 19,338,863

City of Conway, Arkansas

Office of the Mayor

[www.conwayarkansas.gov](http://www.conwayarkansas.gov)

# Memo:

**To:** Mayor Bart Castleberry

**CC:** City Council Members

**From:** Felicia Rogers

**Date:** June 17, 2026

**Re:** June 23<sup>rd</sup>, 2026 City Council Agenda

---

I

The following ordinances are included on the June 23<sup>rd</sup>, 2026, City Council Agenda for consideration of waiving the three readings of each ordinance:

1. A-2 | Ordinance approving the private club location for Longshot Lounge Golf Club, LLC, located at 1012 Oak Street.
2. A-5 | Ordinance amending the boundary for the City by releasing certain property (deannexation) located in Section 23, Township 6 north, Range 14 West, off of Highway 25.
3. B-1 | Ordinance appropriating funds for the Conway Animal Services from the Best Friend Animal Society Grant.
4. C- 1 | Ordinance appropriating reimbursement funds from various entities for the Conway Police Department.
5. C-2 | Ordinance appropriating asset forfeiture funds for various equipment within the Conway Police Department.
6. D-1 | Ordinance approving the restructure of the Department of Sanitation.
7. D-2 | Ordinance approving the restructure of the Department of Transportation.
8. D-3 | Ordinance appropriating funds for employee pay adjustment for the City of Conway.



**City of Conway, Arkansas  
Ordinance No. O-26-\_\_\_**

**AN ORDINANCE APPROVING THE PRIVATE CLUB PERMIT FOR THE LONGSHOT LOUNGE GOLF CLUB, LLC AND ALLOWING FOR THE APPLICATION OF THE REQUIRED PERMITS FROM THE ARKANSAS ALCOHOLIC BEVERAGE CONTROL DIVISION PER ARKANSAS CODE ANNOTATED §3-9-222 AS AMENDED**

**Whereas** The Longshot Lounge Golf Club, LLC has applied for a private club permit as required under Chapter 4.12.04 of the Conway City Code per Ordinance No. O-17-100 and A.C.A §3-9-222, and

**Whereas**, the application is limited and specific to The Longshot Lounge Golf Club, LLC, 1012 Oak Street, Conway, Arkansas 72032; and

**Whereas**, the applicant has provided all the information required in the permit application process and met all the standards set forth by the Conway City Council, and

**Whereas**, the City Council for the City of Conway hereby approves the application for a permit for the proposed location to operate a private club within the City limits of Conway,

**Whereas**, this approval does not authorize the operation of a private club within the City of Conway, but does function as an authorization to apply for a private club permit through the Arkansas Alcoholic Beverage Control Division per A.C.A §3-9-222.

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

**Section 1.** That the application for private club permit is hereby approved for and specific to The Longshot Lounge Golf Club, LLC, 1012 Oak Street, Conway, Arkansas 72032.

**Section 2.** That no private club operations will begin unless and until a permit to operate a private club is issued by the Arkansas Alcoholic Beverage Division.

**Section 3.** That the approval and permit are subject to suspension or revocation by the City in the event (applicant) violates the Conway City Code or State law.

Passed this 23<sup>rd</sup> day of June, 2026.

**Approved:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

**Attest:**

\_\_\_\_\_  
**Denise Hurd  
City Clerk/Treasurer**



**City of Conway, Arkansas**  
**Resolution No. R-26-\_\_\_\_\_**

**A RESOLUTION TO APPROVE THE CONWAY ADVERTISING & PROMOTION COMMISSION TO ENTER INTO AN AGREEMENT FOR RIDGE LIGHTING & HOLIDAY DECORATIONS, AND OTHER PURPOSES**

**Whereas**, the City of Conway solicited professional services for the Conway Advertising & Promotion Commission for qualified vendors to submit proposals to provide Ridge lighting and holiday decorations for the commission; and

**Whereas**, the City of Conway received proposals from three (3) companies: Celebration Lighting, Lights by Sparky, and Jubilee Décor, which were evaluated by the Conway Advertising & Promotion Commission; and

Whereas, the Advertising & Promotion Commission recommends approval of the proposal submitted by Lights by Sparky for ridge lighting at a rate of \$26.00 per linear foot (estimated total of 20,463 linear feet) and \$94,883 for electrical services; and

**Whereas**, the Advertising & Promotion Commission recommends approval of the proposal submitted by Jubilee Décor for holiday decorations for downtown and roundabouts in the amount of \$97,147.87; and

**Whereas**, the cost for these services will be paid by the Advertising and Promotion Commission.

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

**Section 1.** The City of Conway hereby approves the Conway Advertising & Promotion Commission entering into agreements with Lights by Sparky for ridge lighting and Jubilee Décor for holiday decorations.

**Section 2.** All resolutions in conflict herewith are repealed to that extent of the conflict.

**PASSED** this 23<sup>rd</sup> day of June, 2026.

**Approved:**

**Attest:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

\_\_\_\_\_  
**Denise Hurd**  
**City Clerk/Treasurer**

## MEMO

To: Mayor Bart Castleberry  
cc: City Council Members

From: Ethan Reed, 2026 Planning Commission Chairman  
Date: June 23<sup>rd</sup>, 2026

Re: Conditional Use request to allow a Stationary Store in the O-3 zone for property located at 703 Donaghey Avenue

---

Eric Kindsfater, Uptown Stationers, LLC., has requested to allow a Stationary Store in the O-3 zone for property located at 703 Donaghey Avenue, with the following legal description:

703 Donaghey Avenue in Conway, of which the Legal Description is the South 111 Feet of Lots 15 and 16, Block A, Smith's Subdivision part of the Donaghey Addition, to the City of Conway, Faulkner County, Arkansas, as shown on Plat Book A, Page 46.

- The proposed stationery store will operate as a neighborhood-serving retail establishment, offering products such as notebooks, greeting cards, journals, pens, paper, and related accessories. The business will emphasize a calm, experiential shopping environment with minimal noise and limited delivery activity.

Staff proposes the following conditions:

1. Operating hours are limited to 8:00 AM – 8:00 PM, Monday through Saturday.
2. Development standards not addressed through CUP-0526-0066 review shall be governed by the City of Conway Zoning, Subdivision, and Building Code regulations to the extent they are not in conflict with the intent or text of CUP-0526-0066. All signage shall conform to the Conway Sign Code.
3. No zoning variance which would be required due to the commencement of the conditional use may be considered.
4. Any changes to or expansion of the approved use shall require an amended or new conditional use permit.
5. The conditional use approval shall become null and void if the use is not commenced within 18 months from the date of approval of this permit.
6. The conditional use permit shall expire if the use ceases for a consecutive period greater than 18 months.

The Planning Commission reviewed the request at its regular meeting on June 20th, 2026 and voted [Click or tap here to enter text.](#) that the request be forwarded to the City Council with a recommendation for approval.

Please advise if you have any questions.

703 Donaghey Ave  
Conway, AR 72034





S-1





O-3

R-1

Donaghey Ave

Louvenia Ave

**Zoning**

-  City Limits
-  O-3
-  R-1
-  S-1



**City of Conway, Arkansas**  
**Ordinance No. O-26-\_\_\_\_\_**

**AN ORDINANCE AMENDING THE BOUNDARY FOR THE CITY OF CONWAY BY RELEASING CERTAIN PROPERTY DESCRIBED BELOW FROM THE CITY LIMITS, AND FOR OTHER PURPOSES**

**Whereas**, the families of Earl Rogers II, Mary Louise Clifton, and Jennifer Rogers Pearce own certain property below described as in Section 23, Township 6 North, Range 14 West, lying within the city limits of the City of Conway on its northeast boundary; and

**Whereas**, there are no city utilities or other services provided to the area, and it is prohibitively expensive to extend water service due to the sparse number of inhabitants in the area; and

**Whereas**, Stuart and Katherine Allen and David and Brittany Hill have submitted their request, on behalf of the Rogers family, to the city council that the property be released from the city; and

**Whereas**, no other property owners or city inhabitants will be adversely affected.

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

**Section 1.** That the following described property:

The SW1/4 NW1/4, the se1/4 NW1/4, the SW1/4 ne1/4, a part of the NW1/4 se1/4, a Part of the SW1/4 se1/4, and part of the ne1/4 SW1/4, all lying in section 23, t-06-n, r-14-w, Faulkner county, Arkansas being more particularly described

As follows: beginning at a found 2" aluminum monument for the NW corner Of said SW1/4 NW1/4; thence along the north line of said SW1/4 NW1/4 S88°12'53"e a distance of 1303.65' to a found stone for the NW corner of said Se1/4 NW1/4; thence along the north line of said se1/4 NW1/4 s88°12'38"e a Distance of 1318.93' to a found 3" x 5" stone for the NW corner of said SW1/4 Ne1/4; thence along the north line of said SW1/4 ne1/4 s88°42'22"e a distance Of 1320.23' to a found 5" x 5" stone for the ne corner of said SW1/4 ne1/4;

Thence along the east line of said SW1/4 ne1/4 s01°20'25"w a distance of 1315.65' to a found 5/8" steel rod for the ne corner of said NW1/4 se1/4; Thence along the east line of said NW1/4 se1/4 s01°45'38"w a distance of 1049.01' to a set 1/2" rebar w/cap (1363) being on the north right of way of State highway no. 25; thence leaving said east line and along said right of Way the following calls: with a curve turning to the left with an arc Length of 241.85', with a radius of 5687.71', with a chord bearing of S34°31'35"w, with a chord length of 241.83'; thence s33°31'56"w a distance of 271.39'; thence s33°18'04"w a distance of 126.95'; thence s32°06'06"w a Distance of 55.22'; thence with a curve turning to the left with an arc

Length of 423.74', with a radius of 1544.82', with a chord bearing of S25°15'19"w, with a chord length of 422.41'; thence with a compound curve; Turning to the left with an arc length of 302.55', with a radius of 1459.80', With a chord bearing of s11°01'11"w, with a chord length of 302.01', to a set 1/2" rebar w/cap (1363) being 20.00 feet north of the 301.00 contour line; Thence leaving said right of way and along a parallel line being 20.00 feet North and west of the 301.00 contour line the following calls: s69°00'37"w A distance of 20.77'; thence n85°54'14"w a distance of 81.59'; thence N73°31'57"w a distance of 106.16'; thence s77°51'45"w a distance of 52.35'; Thence n53°32'54"w a distance of 86.70'; thence n45°32'54"w a distance of 113.75'; thence s25°07'49"w a distance of 160.83'; thence s17°52'02"e a Distance of 77.00'; thence s01°23'47"w a distance of 113.89'; thence S39°38'47"e a distance of 58.15'; thence n86°56'13"e a distance of 66.01', Thence s59°52'55"e a distance of 41.87'; thence s84°44'14"e a distance of 49.27';Thence s10°32'02"e a distance of 3.74'; thence s35°21'39"w a distance of 31.59'; Thence s74°02'32"w a distance of 20.92'; thence s79°25'18"w a distance of 120.47' to a set 1/2" rebar w/cap (1363) being on the south line of said SW1/4 Se1/4; thence leaving said parallel line and along said south line N88°22'09"w a distance of 290.75' to a found nail in 10" fence post for the SW Corner of said SW1/4 se1/4; thence along the west line of said SW1/4 se1/4 N02°01'46"e a distance of 1319.43' to a set 1/2" rebar w/cap (1363) for the SW Corner of said NW1/4 se1/4; thence along the west line of said NW1/4 se1/4

N01°18'29"e a distance of 331.31' to a set 1/2" rebar w/cap (1363); thence Leaving said west line n88°40'41"w a distance of 1338.81' to a found 1" pipe Being on the west line of said ne1/4 se1/4; thence along said west line N02°03'13"e a distance of 995.27' to a set 1/2" rebar w/cap (1363) for the se Corner of said SW1/4 NW1/4; thence along the south line of said SW1/4 NW1/4 n88°27'14"w a distance of 1325.87' to a found mag nail for the SW Corner of said SW1/4 NW1/4; thence along the west line of said SW1/4 NW1/4 N01°18'51"e a distance of 1321.37' to the point of beginning, containing 209.04 Acres more or less be removed from the City of Conway, Arkansas.

The City Council resolves to request the County Court to exclude the territory from the city limits of the municipal corporation and remit it back to the County.

**Section 2.** That any ordinances or parts of ordinances in effect at the time of the passage of this ordinance that are in conflict with this ordinance are repealed to the extent of the conflict.

**PASSED** this 23<sup>rd</sup> day of June, 2026.

**Approved:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

**Attest:**

\_\_\_\_\_  
**Denise Hurd**  
**City Clerk/Treasurer**

**LETTER OF AUTHORIZATION**

I/We, the undersigned property owner(s), do hereby name and authorize STUART ALLEN  
to act as agent of owner in my/our behalf in the matter of the application filed for de-annexation before the City  
Council of Conway, Arkansas.

Executed this 6 of JUNE, 2026.  
day of the month month

MARY LOUISE CLIFTON  
Owner Name (please print)

Pearce  
Owner Name (please print)

Mary Louise Clifton  
Owner Signature

Jennifer Rogers Pearce  
Owner Signature

EARL F ROGERS II

Earl Rogers II





June 15, 2026

Honorable Mayor Bart Castleberry  
1111 Main St.  
Conway, AR 72032

RE: City of Conway Annexation Coordination Requirement

Mayor Castleberry,

Thank you for coordinating with our office as you seek to detach property from the City of Conway, located in Section 23, Township 6 North, Range 14 West, Faulkner County, Arkansas. This letter represents confirmation that you have coordinated with our office (Arkansas GIS Office) as specified in § 14-40-101 (Act 914 of 2015) of the 90<sup>th</sup> General Assembly.

Our office will wait for the completion of additional steps necessary for the proposed boundary change, which normally comes from the Arkansas Secretary of State Elections Division after the appropriate filing by your County Clerk.

Sincerely,

A handwritten signature in blue ink that reads "Niki Bittle".

Niki Bittle, GIS Analyst

Attachments:

GIS Office Map of Proposed Annexation

Legal Description

Secretary of State Municipal Change Checklist

Proposed Detachment: City of Conway  
June 2026

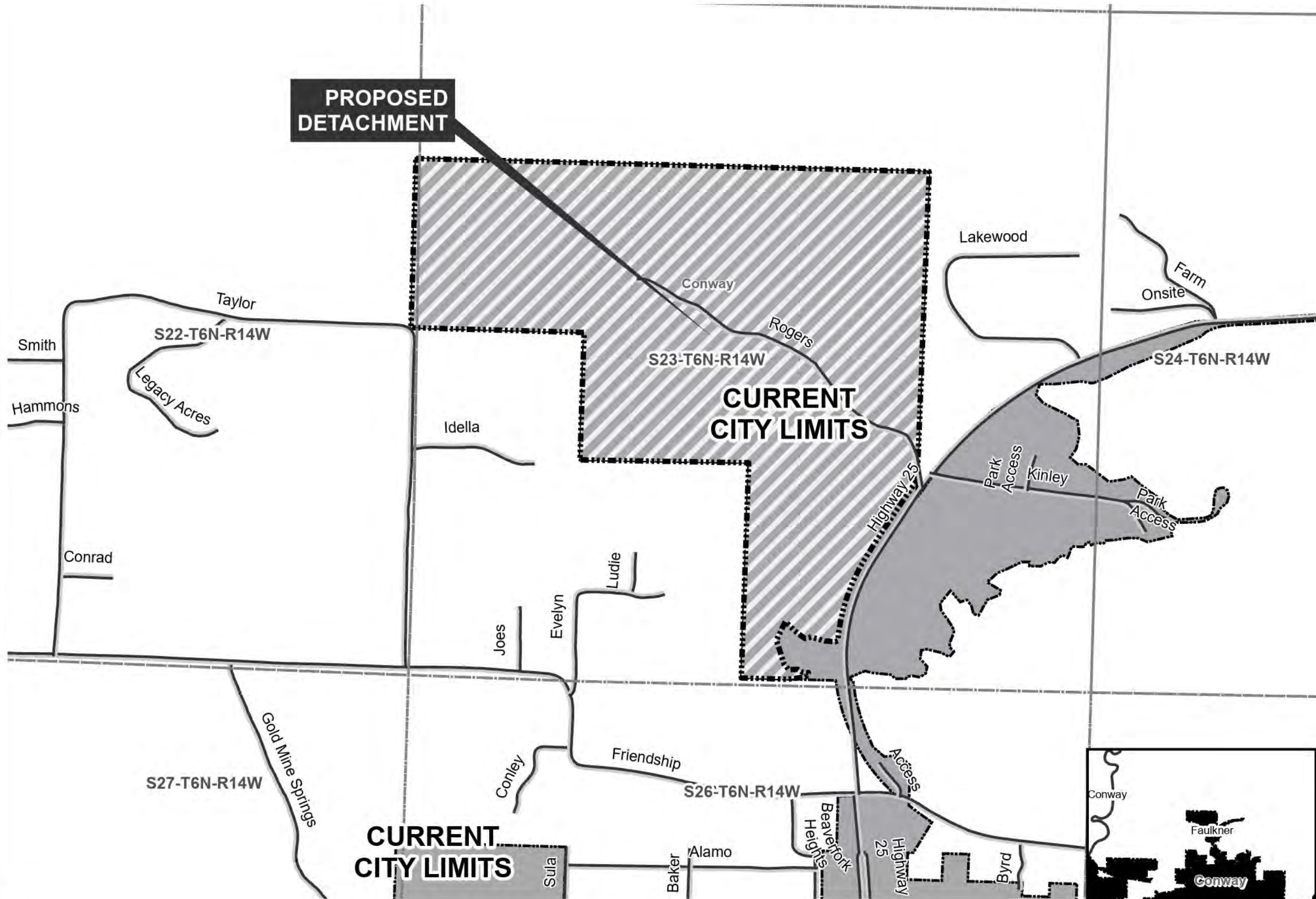
City: Conway  
Mayor: Bart Castleberry

Arkansas Code 14-40-101.

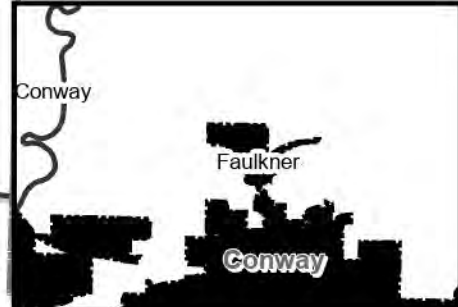
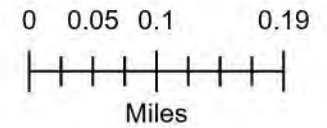
Before an entity undertakes an annexation, consolidation, or detachment proceeding under this chapter, the entity shall coordinate with the Arkansas Geographic Information Systems Office for preparation of legal descriptions and digital mapping for the relevant annexation, consolidation, and detachment areas.

The map contained herein, is evidence, the entity has met requirements of Act 914 of 2015

**PROPOSED  
DETACHMENT**



- Proposed Detachment
- Township-Range
- Sections
- Minor Road
- Neighboring City
- Existing Cities



THE SW1/4 NW1/4, THE SE1/4 NW1/4, THE SW1/4 NE1/4, A PART OF THE NW1/4 SE1/4, A PART OF THE SW1/4 SE1/4, AND PART OF THE NE1/4 SW1/4, ALL LYING IN SECTION 23, T-06-N, R-14-W, FAULKNER COUNTY, ARKANSAS BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS: BEGINNING AT A FOUND 2"ALUMINUM MONUMENT FOR THE NW CORNER OF SAID SW1/4 NW1/4; THENCE ALONG THE NORTH LINE OF SAID SW1/4 NW1/4 S88°12'53"E A DISTANCE OF 1303.65' TO A FOUND STONE FOR THE NW CORNER OF SAID SE1/4 NW1/4; THENCE ALONG THE NORTH LINE OF SAID SE1/4 NW1/4 S88°12'38"E A DISTANCE OF 1318.93' TO A FOUND 3" X 5" STONE FOR THE NW CORNER OF SAID SW1/4 NE1/4; THENCE ALONG THE NORTH LINE OF SAID SW1/4 NE1/4 S88°42'22"E A DISTANCE OF 1320.23' TO A FOUND 5" X 5" STONE FOR THE NE CORNER OF SAID SW1/4 NE1/4; THENCE ALONG THE EAST LINE OF SAID SW1/4 NE1/4 S01°20'25"W A DISTANCE OF 1315.65' TO A FOUND 5/8" STEEL ROD FOR THE NE CORNER OF SAID NW1/4 SE1/4; THENCE ALONG THE EAST LINE OF SAID NW1/4 SE1/4 S01°45'38"W A DISTANCE OF 1049.01' TO A SET 1/2" REBAR W/CAP (1363) BEING ON THE NORTH RIGHT OF WAY OF STATE HIGHWAY NO. 25; THENCE LEAVING SAID EAST LINE AND ALONG SAID RIGHT OF WAY THE FOLLOWING CALLS: WITH A CURVE TURNING TO THE LEFT WITH AN ARC LENGTH OF 241.85', WITH A RADIUS OF 5687.71', WITH A CHORD BEARING OF S34°31'35"W, WITH A CHORD LENGTH OF 241.83'; THENCE S33°31'56"W A DISTANCE OF 271.39'; THENCE S33°18'04"W A DISTANCE OF 126.95'; THENCE S32°06'06"W A DISTANCE OF 55.22'; THENCE WITH A CURVE TURNING TO THE LEFT WITH AN ARC LENGTH OF 423.74', WITH A RADIUS OF 1544.82', WITH A CHORD BEARING OF S25°15'19"W, WITH A CHORD LENGTH OF 422.41'; THENCE WITH A COMPOUND CURVE TURNING TO THE LEFT WITH AN ARC LENGTH OF 302.55', WITH A RADIUS OF 1459.80', WITH A CHORD BEARING OF S11°01'11"W, WITH A CHORD LENGTH OF 302.01', TO A SET 1/2" REBAR W/CAP (1363) BEING 20.00 FEET NORTH OF THE 301.00 CONTOUR LINE; THENCE LEAVING SAID RIGHT OF WAY AND ALONG A PARALLEL LINE BEING 20.00 FEET NORTH AND WEST OF THE 301.00 CONTOUR LINE THE FOLLOWING CALLS: S69°00'37"W A DISTANCE OF 20.77'; THENCE N85°54'14"W A DISTANCE OF 81.59'; THENCE N73°31'57"W A DISTANCE OF 106.16'; THENCE S77°51'45"W A DISTANCE OF 52.35'; THENCE N53°32'54"W A DISTANCE OF 86.70'; THENCE N45°32'54"W A DISTANCE OF 113.75'; THENCE S25°07'49"W A DISTANCE OF 160.83'; THENCE S17°52'02"E A DISTANCE OF 77.00'; THENCE S01°23'47"W A DISTANCE OF 113.89'; THENCE S39°38'47"E A DISTANCE OF 58.15'; THENCE N86°56'13"E A DISTANCE OF 66.01'; THENCE S59°52'55"E A DISTANCE OF 41.87'; THENCE S84°44'14"E A DISTANCE OF 49.27'; THENCE S10°32'02"E A DISTANCE OF 3.74'; THENCE S35°21'39"W A DISTANCE OF 31.59'; THENCE S74°02'32"W A DISTANCE OF 20.92'; THENCE S79°25'18"W A DISTANCE OF 120.47' TO A SET 1/2" REBAR W/CAP (1363) BEING ON THE SOUTH LINE OF SAID SW1/4 SE1/4; THENCE LEAVING SAID PARALLEL LINE AND ALONG SAID SOUTH LINE

N88°22'09"W A DISTANCE OF 290.75' TO A FOUND NAIL IN 10" FENCE POST FOR THE SW CORNER OF SAID SW1/4 SE1/4; THENCE ALONG THE WEST LINE OF SAID SW1/4 SE1/4 N02°01'46"E A DISTANCE OF 1319.43' TO A SET 1/2" REBAR W/CAP (1363) FOR THE SW CORNER OF SAID NW1/4 SE1/4; THENCE ALONG THE WEST LINE OF SAID NW1/4 SE1/4 N01°18'29"E A DISTANCE OF 331.31' TO A SET 1/2" REBAR W/CAP (1363); THENCE LEAVING SAID WEST LINE N88°40'41"W A DISTANCE OF 1338.81' TO A FOUND 1" PIPE BEING ON THE WEST LINE OF SAID NE1/4 SE1/4; THENCE ALONG SAID WEST LINE N02°03'13"E A DISTANCE OF 995.27' TO A SET 1/2" REBAR W/CAP (1363) FOR THE SE CORNER OF SAID SW1/4 NW1/4; THENCE ALONG THE SOUTH LINE OF SAID SW1/4 NW1/4 N88°27'14"W A DISTANCE OF 1325.87' TO A FOUND MAG NAIL FOR THE SW CORNER OF SAID SW1/4 NW1/4; THENCE ALONG THE WEST LINE OF SAID SW1/4 NW1/4 N01°18'51"E A DISTANCE OF 1321.37' TO THE POINT OF BEGINNING, CONTAINING 209.04 ACRES MORE OR LESS.



# Arkansas Secretary of State

## Cole Jester

Arkansas Secretary of State, 500 Woodlane Ave, Little Rock, AR 72201-1094

### Municipal Boundary Change Checklist

Act 655 of 2017 and A.C.A. §14-40-103

County: \_\_\_\_\_ City/Town: \_\_\_\_\_

City Ordinance/Resolution No: \_\_\_\_\_ Date approved: \_\_\_\_\_

County Court Case No: \_\_\_\_\_ Date Order Filed: \_\_\_\_\_

Type: \_\_\_\_\_  
(Choose from the list of Arkansas Code Sections located on the back)

Date Change Effective: \_\_\_\_\_ Set by:  Municipal Ordinance  Emergency Clause  Court  Default  
(Required by Act 655 of 2017)

For Circuit Court Challenge: Date Order Filed: \_\_\_\_\_  Upheld  Overturned  Other (attach explanation)

Please indicate which ward(s) the territory will be assigned to: \_\_\_\_\_  
(See A.C.A § 14-40-203)

#### Initiating party:

All Landowners  Majority Landowners  Municipal Governing Body  State  Other \_\_\_\_\_

#### Supporting Documentation attached (check all that apply):

- File marked copy of City Ordinance/Resolution (required)
- File marked copy of County Court Order or certified annexation election results (required except for A.C.A. §14-40-501)
- Copy of Arkansas GIS approved printed map and certification letter (required)
- Proof of Publication for all Legal Notices (include Hearing, Election, and City Ordinance/Resolution notices)
- File marked copy of Petition Part (if applicable)
- File marked copy of Complaint and final Circuit Court Order (Court Challenge only)

#### Municipal Contact:

Name: \_\_\_\_\_ Title: \_\_\_\_\_

Street Address: \_\_\_\_\_

City: \_\_\_\_\_ St: \_\_\_\_\_ Zip code: \_\_\_\_\_

*Complete one form per ordinance/resolution, attach it as a cover page to the supporting document set and submit to the County Clerk's Office within 45 days of the Effective Date as required by Act 655 of 2017*

#### County Official:

Signature: \_\_\_\_\_ Title: \_\_\_\_\_

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

*Pursuant to Act 655 of 2017, County Officials must submit a file-marked copy of municipal boundary change documents within 30 days of receipt to: Arkansas Secretary of State, Attn: Municipal Boundary Filing, 500 Woodlane Ave Suite 256, Little Rock, AR 72201-1094*

Office of the Arkansas Secretary of State use only

Received by: \_\_\_\_\_

### **Municipal Annexation, Detachment, and Incorporation Reference**

- Annexation of Territories Contiguous to County Seat A.C.A §14-40-201
- Annexation of Territories in another Judicial District (multiple county seats) A.C.A. §14-40-202
  - Annexation of City Park or Airport (automatic) A.C.A §14-40-204
- Annexation of building on boundary of two municipalities (written notice) A.C.A. §14-40-207
  - Annexation by Election (contiguous land) A.C.A. §14-40-302
  - Annexation of land in adjoining County A.C.A §14-40-401
- Annexation of surrounded unincorporated area (island/doughnut holes) by ordinance A.C.A. §14-40-501
  - Annexation by Petition of majority of Landowners A.C.A. §14-40-602
  - Annexation by Petition of all Landowners A.C.A §14-40-609
  - Consolidation of two municipalities by Election A.C.A §14-40-1201
- Annexation with Detachment from another municipality at landowner request A.C.A §14-40-2001
  - Annexation with Detachment from adjoining city at city request A.C.A §14-40-2101
  - Detachment of Land annexed by petition under §14-40-601 A.C.A §14-40-608
  - Detachment of municipal lands back to County by election A.C.A. §14-40-1801
  - Detachment of unsuitable land by municipal resolution A.C.A §14-40-1901
  - Incorporation by direct petition of landowners A.C.A §14-38-101
  - Incorporation by petition for special election A.C.A §14-38-115
- Surrender of Charter (Disincorporation) by second class city A.C.A §14-39-101



**City of Conway, Arkansas  
Ordinance No. O-26-\_\_**

**AN ORDINANCE APPROPRIATING FUNDS FOR THE CONWAY ANIMAL SERVICES FROM BEST FRIEND ANIMAL SOCIETY GRANT; AND FOR OTHER PURPOSES**

**Whereas**, donations in the amount of \$2,000 from Best Friends Animal Society Grant through the BFNC Scholarship Grant; and

**Whereas**, this funding will be used for David Mitchell to attend the Best Friends Animal Society conference in Utah.

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

**Section 1.** The City of Conway shall accept funds in the amount of \$2,000 and appropriate said funds from the Other Grant Revenues Account (399.000.4752) to the Miscellaneous Supplies Account (399.127.5699).

**Section 2.** All ordinances in conflict herewith are repealed to the extent of the conflict.

**PASSED** this 23<sup>rd</sup> day of June 2026.

**Approved:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

**Attest:**

\_\_\_\_\_  
**Denise Hurd  
City Clerk/Treasurer**



**City of Conway, Arkansas  
Ordinance No. O-26-\_\_\_\_**

**AN ORDINANCE APPROPRIATING REIMBURSEMENTS FUNDS FROM VARIOUS ENTITIES FOR THE CITY OF CONWAY POLICE DEPARTMENT; AND FOR OTHER PURPOSES**

**Whereas**, the City of Conway has received reimbursements funds from the following entities:

Various Companies	\$74,751.59	Extra Duty Services
FBI/DEA	\$1,115.41	Taskforce Funds
AR State Police	\$6,267.74	Taskforce Funds
Various Companies	\$1,000.00	Donations
Nationwide Insurance	\$1,001.00	K9 Vet Reimbursements
Municipal Vehicle Program	\$16,126.33	Insurance Proceeds

**Whereas**, the Conway Police Department needs these funds to replenish their expenditure accounts.

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

**Section 1.** The City of Conway shall appropriate funds from Various Companies in the amount of \$74,751.59 from 001.121.4185 to the CPD overtime expense account, 001.121.5114.

**Section 2.** The City of Conway shall appropriate funds from various companies in the amount of \$1,115.41 from 001.121.4186 to the CPD overtime account 001.121.5114.

**Section 3.** The City of Conway shall appropriate funds from Arkansas State Police in the amount of \$6,267.74 from 001.121.4186 to the CPD overtime expense account 001.121.5114.

**Section 4.** The City of Conway shall appropriate funds from Various Companies in the amount of \$1,000.00 from 001.121.4705 to the CPD grant and donation expense account 001.121.5760.

**Section 5.** The City of Conway shall appropriate funds from Nationwide Insurance in the amount of \$1,001.00 from 001.119.4360 to the CPD Other Miscellaneous expense account 001.121.5799.

**Section 6.** The City of Conway shall appropriate funds from Municipal Vehicle Program in the amount of \$16,126.33 from 001.119.4360 to the CPD vehicle maintenance account 001.121.5450.

**Section 7.** All ordinances in conflict herewith are repealed to the extent of the conflict.

**PASSED** this 23rd day of June, 2026.

**Approved:**

**Attest:**

\_\_\_\_\_

\_\_\_\_\_  
**Denise Hurd  
City Clerk/Treasurer**

**Mayor Bart Castleberry**



**City of Conway, Arkansas  
Ordinance No. O-26-\_\_\_\_\_**

**AN ORDINANCE APPROPRIATING ASSET FORFEITURE FUNDS TO THE POLICE DEPARTMENT; AND FOR OTHER PURPOSES**

**Whereas,** the Conway Police Department needs approximately \$18,097.45 to upfit, paint, and place into service an M-ATV armored vehicle. This vehicle will enhance officer safety, emergency response capabilities, and public safety operations; and

**Whereas,** the Conway Police Department needs \$3,628.41 to purchase JPX pepper guns, holsters, and cartridges for officer use; and

**Whereas,** the Conway Police Department needs \$1,393.75 for JPX instructor and certification training for department personnel; and

**Whereas** money in the Conway Police Department Asset Forfeiture account is allowed, by law, to be used for such purposes as these.

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

**Section 1.** The City of Conway shall appropriate funds in the amount of \$18,097.45 from the Seized Asset Forfeiture revenue account 250-000-4900, into the Asset Forfeiture accountable equipment expense account, 250.121.5650.

**Section 2.** The City of Conway shall appropriate funds in the amount of \$3,628.41 from the Seized Asset Forfeiture revenue account 250-000-4900, into the Asset Forfeiture accountable equipment expense account, 250.121.5650.

**Section 3.** The City of Conway shall appropriate funds in the amount of \$1,393.75 from the Seized Asset Forfeiture revenue account 250-000-4900, into the Asset Forfeiture conference/education expense account, 250.121.5750.

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

**PASSED** this 23rd day of June, 2026.

**Approved:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

**Attest:**

\_\_\_\_\_  
**Denise Hurd  
City Clerk/Treasurer**



**City of Conway, Arkansas  
Ordinance No. O-26-\_\_\_\_\_**

**AN ORDINANCE AUTHORIZING THE RESTRUCTURING AND THE ADDITION, REVISION, OR RECLASSIFICATION OF CERTAIN TITLES AND SALARIES; AND UPDATING THE AUTHORIZED POSITION LIST FOR THE DEPARTMENT OF SANITATION; DECLARING AN EMERGENCY; AND FOR OTHER PURPOSES:**

**Whereas**, the Department of Sanitation has experienced significant turnover and hiring or retention obstacles resulting from non-competitive wages; and

**Whereas**, the Department of Sanitation requests restructuring of the department and the addition, revision, or reclassification of certain titles and salaries to support recruitment and retention of personnel; and

**Whereas**, tiered and/or graduated wage structures will provide incentive and growth opportunities for personnel and assist with employee retention; and

**Whereas**, the Department of Sanitation requests an updated Authorized Position List as a result of the restructuring.

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

**Section 1.** The City of Conway shall make the following changes to the Department of Sanitation:

Approved Positions	Proposed Position	Proposed Hourly Rate	Proposed Annual Rate
Sanitation Director	Sanitation Director		111,801
Office Manager*	*Duties Moving to Deputy Director	-	-
Special Projects Manager*	*Duties Moving to Deputy Director	35.6203	74,090
Office Manager/Special Projects Mgr	Deputy Director 1	35.6203	74,090
	Deputy Director 2	37.1920	77,359
	Deputy Director 3	38.8330	80,773
	Deputy Director 4	40.5464	84,337
	Deputy Director 5	42.3355	88,058

		Deputy Director 6	44.2035	91,943
		Deputy Director 7	46.1539	96,000
<b>Administrative Assistant 1</b>		<b>Administrative Assistant 1</b>	18.5646	38,614
<b>Administrative Assistant 2</b>		<b>Administrative Assistant 2</b>	19.6785	40,931
		Administrative Assistant 3	20.8592	43,387
		Administrative Assistant 4	22.1107	45,990
		Administrative Assistant 5	23.4374	48,750
		Administrative Assistant 6	24.8436	51,675
		Administrative Assistant 7	26.3342	54,775
<b>Safety Specialist</b>		<b>Safety Specialist 1</b>	29.1951	60,726
		Safety Specialist 2	30.9468	64,369
		Safety Specialist 3	32.8036	68,231
		Safety Specialist 4	34.7718	72,325
		Safety Specialist 5	36.8581	76,665
		Safety Specialist 6	39.0696	81,265
		Safety Specialist 7	41.4138	86,141
<b>Collections Manager</b>		<b>Collections Manager 1</b>	35.6203	74,090
		Collections Manager 2	37.1920	77,359
		Collections Manager 3	38.8330	80,773
		Collections Manager 4	40.5464	84,337
		Collections Manager 5	42.3355	88,058
		Collections Manager 6	44.2035	91,943
		Collections Manager 7	46.1539	96,000
<b>Comm/Res Collections Supervisor</b>		<b>Collections Supervisor 1</b>	29.1951	60,726
		<b>Collections Supervisor 2</b>	30.9468	64,369
		<b>Collections Supervisor 3</b>	32.8036	68,231
		<b>Collections Supervisor 4</b>	34.7718	72,325
		<b>Collections Supervisor 5</b>	36.8581	76,665
		<b>Collections Supervisor 6</b>	39.0696	81,265
		<b>Collections Supervisor 7</b>	41.4138	86,141
<b>Commercial Driver 1</b>		<b>Commercial Driver 1</b>	22.5000	46,800
<b>Commercial Driver 2</b>		<b>Commercial Driver 2</b>	23.8500	49,608
<b>Commercial Driver 3</b>		<b>Commercial Driver 3</b>	25.2810	52,584
<b>Commercial Driver 4</b>		<b>Commercial Driver 4</b>	26.7979	55,740
<b>Commercial Driver 5</b>		<b>Commercial Driver 5</b>	28.4057	59,084
		Commercial Driver 6	30.1101	62,629
		Commercial Driver 7	31.9167	66,387

<b>Collector 1</b>		<b>Collector 1</b>	18.6630	38,819
<b>Collector 2</b>		<b>Collector 2</b>	19.7828	41,148
<b>Collector 3</b>		<b>Collector 3</b>	20.9698	43,617
<b>Collector 4</b>		<b>Collector 4</b>	22.2280	46,234
<b>Collector 5</b>		<b>Collector 5</b>	23.5617	49,008
		Collector 6	24.9754	51,949
		Collector 7	26.4739	55,066
<b>Landfill Operations Manager</b>		<b>Landfill Operations Manager 1</b>	35.6203	74,090
		Landfill Operations Manager 2	37.1920	77,359
		Landfill Operations Manager 3	38.8330	80,773
		Landfill Operations Manager 4	40.5464	84,337
		Landfill Operations Manager 5	42.3355	88,058
		Landfill Operations Manager 6	44.2035	91,943
		Landfill Operations Manager 7	46.1539	96,000
<b>Landfill Operations Supervisor</b>		<b>Landfill Operations Supervisor 1</b>	29.1951	60,726
		Landfill Operations Supervisor 2	30.9468	64,369
		Landfill Operations Supervisor 3	32.8036	68,231
		Landfill Operations Supervisor 4	34.7718	72,325
		Landfill Operations Supervisor 5	36.8581	76,665
		Landfill Operations Supervisor 6	39.0696	81,265
		Landfill Operations Supervisor 7	41.4138	86,141
<b>Construction Specialist General</b>		<b>Construction Specialist 1</b>	21.4320	44,579
<b>Construction Specialist Intermediate</b>		<b>Construction Specialist 2</b>	22.7179	47,253
<b>Construction Specialist Advanced</b>		<b>Construction Specialist 3</b>	24.0810	50,088
		Construction Specialist 4	25.5259	53,094
		Construction Specialist 5	27.0574	56,279
		Construction Specialist 6	28.6809	59,656
		Construction Specialist 7	30.4017	63,236

<b>Equipment Operator 1</b>	<b>Equipment Operator 1</b>	19.5000	42,196
<b>Equipment Operator 2</b>	<b>Equipment Operator 2</b>	20.6700	45,485
<b>Equipment Operator 3</b>	<b>Equipment Operator 3</b>	21.9102	49,095
	Equipment Operator 4	23.2248	51,058
	Equipment Operator 5	24.6183	53,101
	Equipment Operator 6	26.0954	54,694
	Equipment Operator 7	27.6611	56,335
<b>Recycling Operations Manager</b>	<b>Recycling Operations Manager 1</b>	35.6203	74,090
	Recycling Operations Manager 2	37.1920	77,359
	Recycling Operations Manager 3	38.8330	80,773
	Recycling Operations Manager 4	40.5464	84,337
	Recycling Operations Manager 5	42.3355	88,058
	Recycling Operations Manager 6	44.2035	91,943
	Recycling Operations Manager 7	46.1539	96,000
<b>Recycling Operations Supervisor</b>	<b>Recycling Operations Supervisor 1</b>	29.1951	60,726
	Recycling Operations Supervisor 2	30.9468	64,369
	Recycling Operations Supervisor 3	32.8036	68,231
	Recycling Operations Supervisor 4	34.7718	72,325
	Recycling Operations Supervisor 5	36.8581	76,665
	Recycling Operations Supervisor 6	39.0696	81,265
	Recycling Operations Supervisor 7	41.4138	86,141
<b>Fleet &amp; Facilities Manager</b>	<b>Fleet &amp; Facilities Manager 1</b>	35.6203	74,090
	Fleet & Facilities Manager 2	37.1920	77,359
	Fleet & Facilities Manager 3	38.8330	80,773
	Fleet & Facilities Manager 4	40.5464	84,337
	Fleet & Facilities Manager 5	42.3355	88,058
	Fleet & Facilities Manager 6	44.2035	91,943
	Fleet & Facilities Manager 7	46.1539	96,000
<b>Fleet &amp; Facilities Supervisor</b>	<b>Fleet &amp; Facilities Supervisor 1</b>	29.1951	60,726

	Fleet & Facilities Supervisor 2	30.9468	64,369
	Fleet & Facilities Supervisor 3	32.8036	68,231
	Fleet & Facilities Supervisor 4	34.7718	72,325
	Fleet & Facilities Supervisor 5	36.8581	76,665
	Fleet & Facilities Supervisor 6	39.0696	81,265
	Fleet & Facilities Supervisor 7	41.4138	86,141
<b>Heavy Equipment Mechanic 1</b>	<b>Heavy Equipment Mechanic 1</b>	26.5000	55,120
<b>Heavy Equipment Mechanic 2</b>	<b>Heavy Equipment Mechanic 2</b>	28.0900	58,427
<b>Heavy Equipment Mechanic 3</b>	<b>Heavy Equipment Mechanic 3</b>	29.7754	61,933
	Heavy Equipment Mechanic 4	31.5619	65,649
	Heavy Equipment Mechanic 5	33.4556	69,588
	Heavy Equipment Mechanic 6	35.4630	73,763
	Heavy Equipment Mechanic 7	37.5908	78,189
<b>Maintenance Specialist 1</b>	<b>Maintenance Specialist 1</b>	17.5000	36,400
<b>Maintenance Specialist 2</b>	<b>Maintenance Specialist 2</b>	18.5500	38,584
<b>Maintenance Specialist 3</b>	<b>Maintenance Specialist 3</b>	19.6630	40,899
	Maintenance Specialist 4	20.8428	43,353
	Maintenance Specialist 5	22.0933	45,954
	Maintenance Specialist 6	23.4189	48,711
	Maintenance Specialist 7	24.8241	51,634

**Section 2.** The City of Conway updates the Authorized Positions List for the Department of Sanitation as follows:

Job Title	No. of Positions	Job Title	No. of Positions
Administrative Assistant	7	Fleet & Facilities Supervisor	1
Collections Manager	2	Heavy Equipment Mechanic	6
Collections Supervisor	3	Landfill Operations Manager	1
Collector	27	Landfill Operations Supervisor	1
Commercial Driver	28	Maintenance Specialist	2
Construction Specialist	5	Recycling Operations Manager	1
Deputy Director	1	Recycling Operations Supervisor	1
Equipment Operator	8	Safety Specialist	1
Fleet & Facilities Manager	1	Sanitation Director	1

**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 starting the first pay period in July.

**PASSED** this 23<sup>rd</sup> day of June, 2026.

**Approved:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

**Attest:**

\_\_\_\_\_  
**Denise Hurd**  
**City Clerk/Treasurer**



To: Bart Castleberry, Mayor  
From: Joseph Hopper, Director  
Date: June 16, 2026  
Re: Proposed Restructuring of the Department of Sanitation

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Attached for your consideration is an ordinance proposing a restructuring of the Department of Sanitation, revisions to the departmental compensation plan, and updates to the authorized position list.

The Department of Sanitation has experienced increasing challenges in recruiting and retaining qualified employees. As the labor market has become more competitive, our current pay structure has not provided the flexibility for advancement necessary to attract and keep experienced staff. This has resulted in turnover, vacancies, and difficulties maintaining a stable workforce in positions that provide essential services to the residents and businesses of Conway.

The proposed restructuring is intended to provide a long-term solution rather than requiring periodic adjustments to individual positions. The revised plan establishes equitable progression within each classification and provides employees with a clear path for advancement based on experience and longevity. The intent is to create consistency across the Department while recognizing varying levels of responsibility.

A previously scheduled out of state vacation was arranged before I was made aware of the timeline for submitting this ordinance. As a result, I will be unable to attend the June 23, 2026, City Council meeting. Adam Robinson (Recycling Operations Manager) will attend on behalf of the Department and will be available to answer questions regarding the proposed plan.

I believe this proposal represents a fair and thoughtful approach to strengthening the Department's workforce while supporting the continued delivery of reliable solid waste services to our community. I respectfully recommend approval of the attached ordinance.

Please let me know if you have any questions or concerns regarding this request.



**City of Conway, Arkansas  
Ordinance No. O-26-\_\_\_\_\_**

**AN ORDINANCE AUTHORIZING THE RESTRUCTURING AND THE ADDITION, REVISION, OR RECLASSIFICATION OF CERTAIN TITLES AND SALARIES; AND UPDATING THE AUTHORIZED POSITION LIST FOR THE DEPARTMENT OF TRANSPORTATION; AND FOR OTHER PURPOSES:**

**Whereas**, the Department of Transportation has experienced significant turnover and hiring or retention obstacles resulting from non-competitive wages; and

**Whereas**, the Department of Transportation requests restructuring of the department and the addition, revision, or reclassification of certain titles and salaries to support recruitment and retention of personnel; and

**Whereas**, tiered and/or graduated wage structures will provide incentive and growth opportunities for personnel and assist with employee retention; and

**Whereas**, the Department of Transportation requests an updated Authorized Position List as a result of the restructuring.

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

**Section 1.** The City of Conway shall make the following changes to the Department of Transportation:

Approved Positions	Proposed Position	Proposed Hourly Rate	Proposed Annual Rate
Engineering Director	Engineering Director/ City Engineer		114000
Street Operations Director	Street Operations Director		114000
Street Superintendent	Street Superintendent 1	41.58	86486.40
	Street Superintendent 2	43.41	90292.80
	Street Superintendent 3	45.32	94265.60
Civil Engineer General Certificate	Staff Engineer 1	40.00	83200.00
Civil Engineer Intermediate Certificate	Staff Engineer 2	42.40	88192.00
Civil Engineer Advanced Certificate	Staff Engineer 3	44.94	93475.20
	Staff Engineer 4	47.64	99091.20
	Staff Engineer 5	50.50	105040.00
	Staff Engineer 6	53.53	111342.40
	Staff Engineer 7	56.74	118019.20
Special Projects Manager 1	Special Projects Manager 1	25.00	52000.00

	Special Projects Manager 2	26.10	54288.00
	Special Projects Manager 3	27.25	56680.00
	Special Projects Manager 4	28.45	59176.00
	Special Projects Manager 5	29.70	61776.00
	Special Projects Manager 6	31.01	64500.80
	Special Projects Manager 7	32.37	67329.60
Administrative Assistant 1	Administrative Assistant 1	18.56	38604.80
Administrative Assistant 2	Administrative Assistant 2	19.68	40934.40
	Administrative Assistant 3	20.86	43388.80
	Administrative Assistant 4	22.11	45988.80
	Administrative Assistant 5	23.44	48755.20
	Administrative Assistant 6	24.84	51667.20
	Administrative Assistant 7	26.33	54766.40
Engineer Intern Entry Level	Engineer Intern 1	32.24	67059.20
Engineer Intern General Certificate	Engineer Intern 2	35.39	73611.20
Traffic Signal Manager	Traffic Signal Manager 1	34.32	71385.60
	Traffic Signal Manager 2	35.69	74235.20
	Traffic Signal Manager 3	37.12	77209.60
	Traffic Signal Manager 4	38.61	80308.80
	Traffic Signal Manager 5	40.15	83512.00
Crew Leader	Crew Leader 1	26.79	55723.20
Concrete Crew Leader	Crew Leader 2	27.86	57948.80
	Crew Leader 3	28.97	60257.60
	Crew Leader 4	30.13	62670.40
	Crew Leader 5	31.34	65187.20
	Crew Leader 6	32.59	67787.20
	Crew Leader 7	33.89	70491.20
Construction Specialist General	Construction Specialist 1	21.43	44574.40
Construction Specialist Intermediate	Construction Specialist 2	22.72	47257.60
Construction Specialist Advanced	Construction Specialist 3	24.08	50086.40
Construction Specialist 4	Construction Specialist 4	25.53	53102.40
Construction Specialist 5	Construction Specialist 5	27.06	56284.80
	Construction Specialist 6	28.68	59654.40
	Construction Specialist 7	30.40	63232.00
Equipment Operator 1	Equipment Operator 1	19.50	42196.07
Equipment Operator 2	Equipment Operator 2	20.67	45485.08
Equipment Operator 3	Equipment Operator 3	21.91	49094.60
	Equipment Operator 4	23.22	51058.32

	Equipment Operator 5	24.62	53100.67
	Equipment Operator 6	26.10	54693.69
	Equipment Operator 7	27.66	56334.50
Construction Manager	Construction Manager 1	34.32	71385.60
	Construction Manager 2	35.69	74235.20
	Construction Manager 3	37.12	77209.60
	Construction Manager 4	38.61	80308.80
	Construction Manager 5	40.15	83512.00
Maintenance Manager	Construction Manager 1	34.32	71385.60
	Construction Manager 2	35.69	74235.20
	Construction Manager 3	37.12	77209.60
	Construction Manager 4	38.61	80308.80
	Construction Manager 5	40.15	83512.00
Heavy Equipment Mechanic 1	Heavy Equipment Mechanic 1	26.50	55120.00
Heavy Equipment Mechanic 2	Heavy Equipment Mechanic 2	28.09	58427.20
Heavy Equipment Mechanic 3	Heavy Equipment Mechanic 3	29.78	61942.40
	Heavy Equipment Mechanic 4	31.56	65644.80
	Heavy Equipment Mechanic 5	33.46	69596.80
	Heavy Equipment Mechanic 6	35.46	73756.80
	Heavy Equipment Mechanic 7	37.59	78187.20
Maintenance Specialist 1	Maintenance Specialist 1	17.50	36400.00
Maintenance Specialist 2	Maintenance Specialist 2	18.55	38584.00
Maintenance Specialist 3	Maintenance Specialist 3	19.66	40892.80
	Maintenance Specialist 4	20.84	43347.20
	Maintenance Specialist 5	22.09	45947.20
	Maintenance Specialist 6	23.42	48713.60
	Maintenance Specialist 7	24.82	51625.60
ROW Inspector	ROW/Construction Inspector 1	34.32	71385.60
	ROW/Construction Inspector 2	36.38	75670.40
	ROW/Construction Inspector 3	38.56	80204.80
	ROW/Construction Inspector 4	40.88	85030.40
Construction Inspector	ROW/Construction Inspector 5	43.33	90126.40
Traffic Engineer	Traffic Engineer 1	46.15	95992.00
	Traffic Engineer 2	48.18	100214.40
	Traffic Engineer 3	50.30	104624.00
	Traffic Engineer 4	52.52	109241.60
	Traffic Engineer 5	54.83	114046.40
	Traffic Engineer 6	57.24	119059.20

	Traffic Engineer 7	59.76	124300.80
Sign & Pavement Marking Technician 1	Sign & Pavement Marking Technician 1	18.51	38500.80
Sign & Pavement Marking Technician 2	Sign & Pavement Marking Technician 2	19.62	40809.60
Sign & Pavement Marking Technician 3	Sign & Pavement Marking Technician 3	20.80	43264.00
	Sign & Pavement Marking Technician 4	22.05	45864.00
	Sign & Pavement Marking Technician 5	23.37	48609.60
	Sign & Pavement Marking Technician 6	24.77	51521.60
	Sign & Pavement Marking Technician 7	26.26	54620.80
Staff Engineer Part time	Staff Engineer Part time	49.40	82199.00
Traffic Signal Technician 1	Traffic Signal Technician 1	22.75	47320.00
Traffic Signal Technician 2	Traffic Signal Technician 2	24.12	50169.60
Traffic Signal Technician 3	Traffic Signal Technician 3	25.56	53164.80
	Traffic Signal Technician 4	27.10	56368.00
	Traffic Signal Technician 5	28.72	59737.60
	Traffic Signal Technician 6	30.44	63315.20
	Traffic Signal Technician 7	32.27	67121.60

**Section 2.** The City of Conway updates the Authorized Positions List for the Department of Transportation as follows:

Job Title	No. of Positions
Engineering Director	1
Street Operations Director	1
Street Superintendent	1
Staff Engineer	1
Special Projects Manager	1
Administrative Assistant	1
Engineer Intern	1
Traffic Signal Manager	1
Crew Leader	5
Construction Specialist	9
Equipment Operator	2
Construction Manager	2
Heavy Equipment Mechanic	1
Maintenance Specialist	6
ROW/Construction Inspector	2
Traffic Engineer	1
Sign & Pavement Marking Technician	2
Staff Engineer Part Time	1
Traffic Signal Technician	3

**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 starting the first pay period in July.

**PASSED** this 23<sup>rd</sup> day of June, 2026.

**Approved:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

**Attest:**

\_\_\_\_\_  
**Denise Hurd**  
**City Clerk/Treasurer**



**City of Conway, Arkansas**  
**Ordinance No. O-26- \_\_\_\_\_**

**AN ORDINANCE APPROPRIATING FUNDS FOR EMPLOYEE PAY ADJUSTMENTS FOR THE CITY OF CONWAY; AND  
 FOR OTHER PURPOSES; DECLARING AN EMERGENCY**

**Whereas**, the City's employees are its most valuable resource, and their knowledge, professionalism, and commitment are essential to providing efficient, effective, and responsive services to the community; and

**Whereas**, periodically the City has consistently reviewed and adjusted employee compensation through cost-of-living adjustments, periodic market comparisons, and mid-year salary adjustments in order to remain competitive and responsive to economic conditions for all City staff; and

**Whereas**, the City has identified multiple positions that need to be updated to ensure employee compensation remains equitable, competitive, and aligned with the duties and responsibilities of those positions; and

**Whereas**, the mid-year adjustment increases will be effective with the 1<sup>st</sup> pay period in July, which starts June 28<sup>th</sup>, 2026, and which marks the start of the second half of the City's 2026 pay period schedule; and

**Whereas**, a listing of the positions and corresponding compensation adjustments to be funded by this appropriation is attached hereto as Appendix A.

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

**Section 1.** The City of Conway shall appropriate \$375,000 from the General Fund Balance Appropriation Account (001.119.4900) to the proper General Fund salary and benefit accounts.

**Section 2.** The City of Conway shall appropriate \$5,500 from the Airport Fund Balance Appropriation Account (551.109.4900) to the proper Airport Fund Salary and benefit accounts.

**Section 2.** All ordinances in conflict herewith are repealed to that extent of the conflict.

**Section 3.** That this ordinance is necessary for the protection of the public peace, health, and safety, and 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 23<sup>rd</sup> day of June, 2026.

**Approved:**

\_\_\_\_\_  
**Mayor Bart Castleberry**

**Attest:**

\_\_\_\_\_  
**Denise Hurd**  
**City Clerk/Treasurer**

**APPENDIX A:**

**General Fund:**

**Conway Fire Department**

<b>FIRE DEPT</b>			
	<b>#</b>	<b>Current</b>	<b>New</b>
<u>Position</u>	<u>Emps</u>	<u>Pay</u>	<u>Pay</u>
Firefighter Basic	11	48,140	48,140
Firefighter General	8	50,065	51,000
Firefighter Intermediate	12	53,598	55,233
Firefighter Advanced	9	54,150	58,459
40			
Firefighter Engineer Basic	9	57,313	62,112
Firefighter Engineer General	5	60,894	66,412
Firefighter Engineer Advanced	12	64,478	68,276
Firefighter Engineer Senior (NEW)	8	65,650	71,634
26			
Fire Captain Basic	0		
Fire Captain General	2	72,407	75,303
Fire Captain Advanced	15	77,233	81,095
Fire Captain Senior (New)	17	79,790	84,577
17			
Fire Battalion Chief Basic	2	87,453	92,700
Fire Battalion Chief Advanced	4	92,699	95,775
6			
Fire Battalion Chief Basic Staff	1	93,930	98,775
Fire Battalion Chief Advanced Staff	2	96,876	100,207
3			
Fire Chief	1	111,801	120,745
1			
<b>Total</b>	<b>118</b>		
LOPFI retirement contribution	24.0%		
Total Amount:			<b>518,888</b>
<b>GENERAL FUND</b>	<b>118</b>		

**Various Departments:**

	#	Current	New
<u>Position</u>	<u>Emps</u>	<u>Pay</u>	<u>Pay</u>
<b><u>City Attorney's Office:</u></b>			
Chief Deputy City Attorney	1	93,580	96,080
Deputy City Attorney I	1	81,095	84,406
Deputy City Attorney	1	55,524	57,200
Investigator	1	56,254	58,900
	4		
<b><u>Conway Community Center:</u></b>			
Head Lifeguard	1	35,103	39,056
	1		
<b><u>District Court:</u></b>			
Deputy Court Clerk	12	37,129	39,170
District Court Accountant	1	42,120	43,839
District Court Clerk Division I/Head Clerk	1	66,733	68,068
District Court Clerk Division II/Head Clerk	1	66,733	68,068
Special Services Officer	1	37,129	39,170
Chief Deputy Court Clerk	1	45,453	46,788
	17		
<b><u>Finance:</u></b>			
Accounts Payable Accountant	1	52,879	57,000
Finance Manager	1	70,816	75,000
Payroll Officer II/Budget Analyst II	1	51,420	55,541
	3		

<b><u>Information Technology:</u></b>			
Information Support Specialist/Project Mgr	1	56,254	60,500
	1		
<b><u>Office of the Mayor/Administration:</u></b>			
Assistant to the Mayor for Community Development	1	69,402	73,200
Chief of Staff	1	81,909	86,000
Communications Coordinator	1	50,879	56,254
Human Resources Manager	1	56,254	61,880
Business Service Coordinator	1	61,880	63,750
Safety/Risk Manager	1	61,880	63,750
	5		
<b><u>Parks &amp; Recreation:</u></b>			
Beaverfork Programs Manager	1	51,420	57,217
Expo Manager	1	54,900	57,217
Grounds Keeper Parks & Rec	8	35,103	37,129
Tennis Manager	1	30,285	35,000
	11		
<b><u>Permits and Inspections:</u></b>			
Assistant Director Permits & Inspections	1	59,629	62,300
Building Inspector	3	56,254	58,200
	4		
<b><u>Planning &amp; Development:</u></b>			
GIS Manager	1	70,582	73,400
Planning & Development Director	1	75,006	81,909
	2		
<b><u>Public Works:</u></b>			
Maintenance Specialist I	1	37,139	39,863
Public Works Director	1	72,178	78,000
	2		

<b><u>Police Department:</u></b>			
Assistant Sex Offender/Victim Services Specialist	1	37,889	42,358
Investigations Assistant Crime Scene Specialist	1	44,798	46,500
Maintenance Specialist	1	37,199	39,863
Victim Services Coordinator II	1	44,798	48,951
Police Chief	1	111,801	120,745
	5		
<b><u>Additional Positions:</u></b>			
Executive Assistant	2	46,788	54,482
	2		
<b><u>Elected Officials:</u></b>			
City Clerk /Treasurer	1	81,734	87,000
City Council	8	9,127	12,000
Mayor	1	123,974	145,000
<b>Total</b>	<b>47</b>		
Retirement contribution	10.0%		
Total Amount:			<b>226,537</b>
<b>GENERAL FUND</b>	<b>47</b>		

**AIRPORT:**

<b><u>Airport:</u></b>	<b>#</b>	<b>Current</b>	<b>New</b>
<b><u>Position</u></b>	<b><u>Emps</u></b>	<b><u>Pay</u></b>	<b><u>Pay</u></b>
Airport Operations Manager	1	50,394	53,400
Airport Line Technician	1	35,426	39,056
Airport Line Technician II	1	39,056	42,350
	3		
<b>Total</b>	<b>3</b>		
Retirement contribution	10.0%		
Total:		10,923	
<b>GENERAL FUND</b>	<b>3</b>		