

RESOLUTION NO. 2026-____

CITY OF TONTITOWN, WASHINGTON COUNTY, ARKANSAS

**A RESOLUTION APPROVING A PROFESSIONAL SERVICES AGREEMENT
WITH ZAK CONSULTING GROUP, LLC D/B/A ZAK HUMAN SOLUTIONS FOR A
COMPENSATION AND JOB MARKET ANALYSIS; AND FOR OTHER PURPOSES**

WHEREAS, the City of Tontitown recognizes the importance of maintaining competitive and equitable compensation practices for municipal employees; and

WHEREAS, the City desires to conduct a comprehensive compensation and job market analysis of City positions to evaluate current salary structures, internal equity, and market competitiveness; and

WHEREAS, Zak Consulting Group, LLC, doing business as Zak Human Solutions, possesses the expertise and qualifications necessary to perform such services; and

WHEREAS, the proposed Professional Services Agreement provides for a comprehensive compensation and job market analysis, including market benchmarking, internal equity review, preparation of a written compensation study, and presentation of findings to City officials and the City Council; and

WHEREAS, the proposed Professional Services Agreement between the City of Tontitown and Zak Consulting Group, LLC d/b/a Zak Human Solutions is attached hereto as Exhibit “A”; and

WHEREAS, the total cost of the services is Nine Thousand Five Hundred Dollars (\$9,500.00), payable in accordance with the terms of the Agreement; and

WHEREAS, the City Council finds that entering into the Agreement is in the best interest of the City and its employees.

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

Section 1. The Professional Services Agreement between the City of Tontitown and Zak Consulting Group, LLC d/b/a Zak Human Solutions for a Compensation and Job Market Analysis, attached hereto as Exhibit “A,” is hereby approved.

Section 2. The Mayor is hereby authorized and directed to execute the Professional Services Agreement and any documents necessary to carry out the intent of this Resolution.

Section 3. The total amount authorized for services under the Agreement shall not exceed Nine Thousand Five Hundred Dollars (\$9,500.00), subject to the terms and conditions contained therein.

Section 4. Funding for the services authorized herein shall be paid from available budgeted funds.

Section 5. This Resolution shall take effect immediately upon its passage and approval.

PASSED AND APPROVED on this _____ day of June 2026.

APPROVED:

Angela Russell, Mayor

ATTEST:

Rhonda Ardemagni, City Clerk-Treasurer
(SEAL)

SPONSORSHIP AND LEGISLATIVE HISTORY

Sponsor (Initiated By): _____

Motion to Introduce Made By: _____

Seconded By: _____

Adopted / Passed: _____

Vote: Ayes ____ Nays ____ Abstain ____ Absent ____

This requirement is in addition to, and does not supersede, any authentication, attestations, or signature requirements imposed by state law or other provisions of the Tontitown Municipal Code.