

# City & Town

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### City&Town

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**ON THE COVER**—If you time it right, you might share an elevator with the Peabody ducks at the League's 2013 Winter Conference, Jan. 16-18, 2013, at the Peabody Hotel and Statehouse Convention Center in Little Rock. With newly elected officials taking office and a general session of the Arkansas Legislature underway, the Conference will be an important one as the League continues to promote the interests of our cities and towns. Register for the Conference and book your rooms early to get the best deals. See inside this issue for registration information and a tentative Conference agenda. Read also inside about the latest meeting of the Mississippi Delta Grassroots Caucus in West Memphis, our League 2012-2013 District 3 vice president, an approaching Arkansas Energy Code deadline, and more.—atm

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Cover photo by Andrew Morgan

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Dear friends:

By the time you read this, the November elections will be a thing of the past. Some of us will be happy with the results, and some will not be so happy. We will know who our president will be for the next four years, which party has control of the statehouse, whether there will be extra dollars in our coffers for street work (Issue 1), whether we will have extra financial tools at our disposal (Issue 2), and whether Arkansas will allow the sale of medical marijuana (Issue 5). No matter what the results, Arkansas cities will continue to serve the needs of our citizens!



November is also the month that we as city officials should be putting the finishing touches on our budgets for 2013. State law requires mayors to present their budgets to the city councils by Dec. 1. City councils are required to adopt a budget no later than February. If you attended the September workshops presented by League staff on municipal finance and budgeting, that task should have been made a little easier.

And speaking of workshops, League staff presented workshops in October on HR and personnel matters. Another workshop will be offered during the Winter Conference. All of these workshops are voluntary certification courses. After attending the requisite number of hours, mayors and city council members can become certified—not to be confused with certification, which we probably have to be to run for municipal office. Another certification course will be offered in April on procedural rules, conducting council meetings, and who does what at city hall. I encourage every elected official to attend this workshop, whether you plan to work toward certification or not. The information provided is invaluable as we strive to define our roles in municipal government. Sometimes the lines get blurred, and this workshop will help you keep it straight.

If you haven't signed up for the 2013 Winter Conference to be held Jan. 16-18, 2013, in Little Rock, let me encourage you to sign up now. Registration and payment must be received in the League office by Friday, Dec. 14, in order to qualify for early/advance registration. Dec. 14 is also the cut-off date for hotel reservations. Ken Wasson and the League staff have been planning for months to provide us with another great conference. It should be a "must attend" for all newly elected municipal officials. It will also take us into the 2013 legislative session.

This month League Executive Director Don Zimmerman and I will testify during Legislative Budget Hearings and present on behalf of our state's cities our state turnback request for FY2014. We will be asking for a 10 percent increase in turnback. We'll see how that goes.

Let me close with this last note. It sure has been an honor as your League president to be able to work alongside Don and his staff these past few months. We are very blessed to have such a dedicated and professional staff working for us at the Arkansas Municipal League.

Chris Claybaker  
Mayor, Camden  
President, Arkansas Municipal League



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# Smart growth key for District 3 VP

By Andrew Morgan, League staff

Springdale has contributed to the phenomenal growth seen in Northwest Arkansas over the last couple of decades, and it's the goal of Mayor Doug Sprouse, the League's 2012-2013 District 3 Vice President, to see to it that the city's growth is orderly and improves citizens' quality of life along the way.



With new parks, fire stations, road improvements, jobs, and more coming to Springdale, "We're going to be busy for a while," Mayor Doug Sprouse says.

Sprouse grew up in the city he now leads as Mayor, graduating from Springdale High School in 1975. That's where he met Sandy, his wife.

"Actually, I think our first date was homecoming, our junior year," Sprouse says.

They married just a couple of years after high school. They have three children, two sons and a daughter, who all live and work in Springdale. They've been blessed with four grandchildren, the oldest of whom is three.

"We're just loving life right now."

Springdale, with a population of 69,797, surpassed North Little Rock to become the fourth largest city in the state. The unofficial population is higher than that. Some recent annexations probably put the city on a par with Fayetteville at about 73,000, Sprouse says.

The city is one of just a few in the state that straddles a county line, with part of the city in Washington County and another in Benton County. It's an "additional blessing," Sprouse says of

the situation. With two quorum courts and two county judges, it can be a challenge.

"You just have to learn the landscape, because they don't do things just alike," Sprouse says. "And when you're talking about things like fire service in unincorporated areas, we're working right now to make sure that whatever agreement we have with one county is comparable with whatever we have with the other."

Financially the city has had to fight its way back over the last several years. When Sprouse took office in January of 2009, Springdale had been hit with what he calls a perfect storm. The nationwide economic downturn hit the area hard in general. Tax revenues in the city took about a million-dollar hit when a Sam's Club chose to close and reopen in Fayetteville. And then the state moved to the streamline sales tax system.

"I support it and I'm all for it, but there's one provision of it that really hurt Springdale more than most other cities, and that was the point-of-delivery provision, where sales tax is collected based on where a product is delivered rather than where it's sold. And in Springdale, we're not as heavy in clothing stores and restaurants as some of our surrounding cities, but we have a lot of service industry, a lot of furniture stores, those types of products that are likely to be delivered outside your city. So we took a big hit."

It's hard to say exactly what the cost has been, he says, but it's probably been a loss in tax revenue of \$1 to \$2 million a year. Sprouse hopes that before too long, the



Shiloh Square once complete will be a centerpiece of a revitalized downtown Springdale, Sprouse says. The public meeting facility features a stage, lighting, solar panels, and a windmill.





Spring Creek may not look like much now, but the Razorback Greenway will soon run alongside it, winding through the heart of Springdale. The Greenway is expected to be completed by the end of 2013.

streamline sales tax will be adopted nationwide, which would put everyone on a more level playing field.

There has been plenty of good news since that perfect storm. The Chamber of Commerce recently released a report showing that since 2010, 60 percent of the jobs created in Northwest Arkansas have been in Springdale.

“I haven’t seen the breakdown, but I’m pretty sure that the majority of that 60 percent has been manufacturing jobs,” Sprouse says.

The report added that 25 percent of the jobs created statewide since 2010 have been in Springdale.

Tyson remains a major job creator in the city. The Springdale School District, the fastest growing district in the state, is another major employer. Other major industries include George’s, Apex Tools, Rockline, and Pratt & Whitney, and they’ve been adding jobs, he says. The city’s hospital, part of the Northwest Medical System, is undergoing a \$12 million expansion and renovation.

This unassuming blonde brick building downtown is where Tyson Foods got its start, and the company still owns and utilizes the building. Don Tyson, who died in 2011, was a longtime advocate for his city.



As the city rebounds, the mayor and the citizens have made it a priority to improve the quality of life as they grow. In September the city passed a \$70 million bond issue, which, without raising taxes, dedicates an existing revenue stream with which they’ll build three new fire stations, two new city parks, and road improvement projects. The largest of the road projects is a new interchange at Don Tyson Parkway and I-540 that will serve the area around Arvest Park—home of the Northwest Arkansas Naturals—and ensure high-quality development on the site, both retail and residential.

“We want to do it right, and we’ve got a real opportunity out there. Things are really moving in the right direction.”

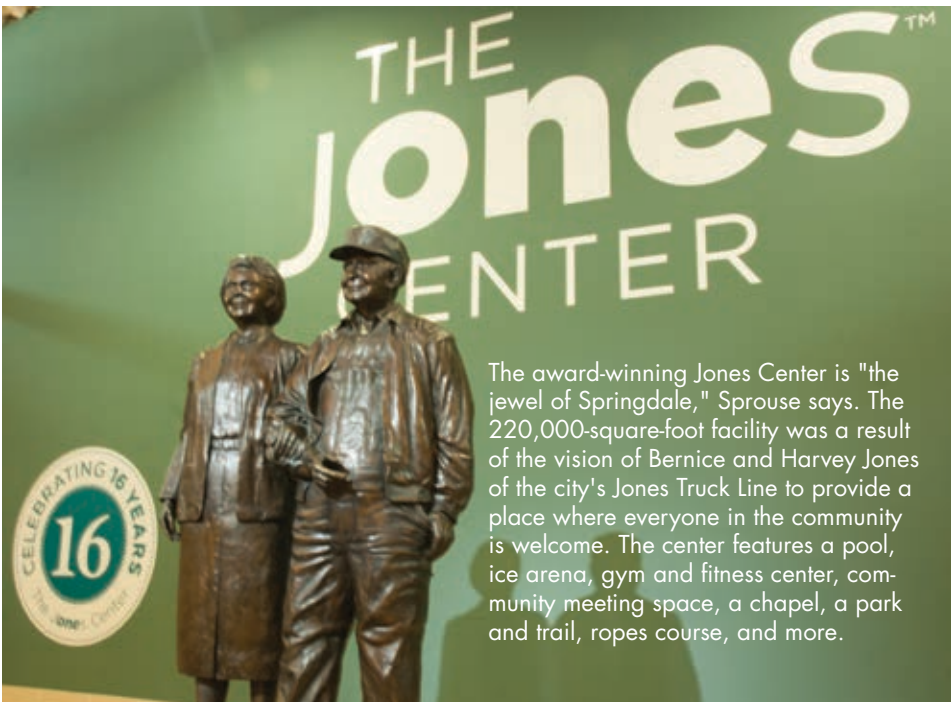
Sprouse is also excited about the continued development of the Razorback Greenway, the regional 36-mile pedestrian and bicycle trail under construction, which will wind its way through the heart of the city. Springdale will have about seven and a half miles of the trail when it’s completed. It will cross Emma Avenue in downtown and follow along Spring Creek north towards Lowell.

It will be uniquely beautiful with the Greenway running along the creek, Sprouse says, and it could also boost downtown redevelopment efforts.

“There have been a lot of well-meaning false starts to try to revitalize downtown,” Sprouse says, “but I think the regional Greenway is going to be the game changer. It’s really going to be the catalyst that we needed.”

New development elsewhere in the city, like near the ballpark, is wonderful, Sprouse says, but a vital downtown is important.

“The area of retail opportunity that we see around the ballpark will never be all it can be unless we do what we need to do downtown as well. The vitality of downtown says a lot to people about the heart of the city, so we’re excited about the opportunities we have to revitalize downtown, building off the momentum of the Razorback Greenway.”



The award-winning Jones Center is “the jewel of Springdale,” Sprouse says. The 220,000-square-foot facility was a result of the vision of Bernice and Harvey Jones of the city’s Jones Truck Line to provide a place where everyone in the community is welcome. The center features a pool, ice arena, gym and fitness center, community meeting space, a chapel, a park and trail, ropes course, and more.

# Heritage tourism a Delta economic driver, Caucus contends

By Andrew Morgan, League staff

Political, community, and business leaders from across the eight-state Mississippi Delta region discussed job creation, economic development, the November general election, progress and setbacks in race relations, and more at the annual Mississippi Delta Grassroots Caucus fall conference, Oct. 23-24. The fall meeting has traditionally taken place in Washington, D.C., to give leaders from the region the opportunity to meet with members of Congress and the administration. This year the Caucus chose to meet in the heart of the Delta at Mid-South Community College in West Memphis.

Identifying ways to promote economic development, small business development, heritage tourism, education, and job training are high priorities for the bipartisan Caucus. The Caucus also works to protect the funding for the Delta Regional Authority (DRA), which has used its relatively modest budget to form many public-private

partnerships across the eight-state region and leverage much more investment in numerous projects.

Delta heritage tourism continues to be a strong source of revenue for Arkansas and the region. Sites and events like Arkansas's Dyess Colony, Southern Tenant Farmers Museum, the King Biscuit Blues Festival, and the American Queen steamboat educate locals and visitors alike about the region's rich cultural traditions, history, art, struggles, and much more.

The Delta Blues Museum in Clarksdale, Miss., attracts visitors from across the globe and has undergone a 7,300-square-foot expansion and has more new exhibits in the works, Director Shelley Ritter said.

The Memphis National Civil Rights Museum, another big heritage tourism draw for the region, just celebrated its 20th anniversary, museum President Beverly Robertson said. The museum is built onto

The Marion Berry Renewable Energy Center on the campus of West Memphis' Mid-South Community College hosted the October meeting of the Mississippi Delta Grassroots Caucus. The \$9 million, 35,120-square-foot, LEED-certified facility is named for the district's former Congressman Marion Berry, a longtime Delta advocate.





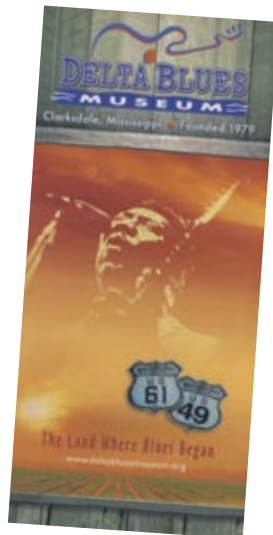


The Delta Blues Museum in Clarksdale is Mississippi's oldest music museum, Director Shelley Ritter said, and it attracts visitors from across the globe, including celebrities like Led Zeppelin's Robert Plant, who has also journeyed to Arkansas blues hub Helena-West Helena.

and incorporates the Elaine Hotel, the site of Dr. Martin Luther King Jr.'s assassination.

Heritage tourism is important to Delta communities, not just because of the economic boost it brings, said Rex Nelson, president of the Arkansas Independent Colleges and Universities, former co-chair of the DRA, and columnist.

"When we talk about heritage tourism, it's about more than just attracting outsiders and the dollars they spend," Nelson said. "Attracting those outsiders, getting them familiar with



Rex Nelson, a former DRA co-chair and longtime Delta supporter, said towns that take pride in themselves, that "have it going on," have a better chance at sustainable economic growth.



The National Civil Rights Museum in Memphis is the only museum in the world that comprehensively covers the seminal events of the civil rights movement, museum Director Beverly Robertson said.

Too many Delta communities still rely on a "1950s mentality" of economic development, Nelson said. In those days, he said, the south could attract northern manufacturers with cheap, union-free labor.

"Drive all over the rural south today and you'll see that building on the edge of town where they used to make the shirts or make the shoes that's long since been empty," Nelson said. "Those jobs are long gone. They first went south to Mexico, and a lot of them have since left there for Southeast Asia and China."

Getting a grant to build a big building to lure those kinds of jobs isn't going to work anymore, he said. First you should consider the quality of local schools, hospitals, community race relations, and more, he said. Towns that take the more holistic approach to economic development, that focus on downtown redevelopment,

heritage tourism, and build pride in the community might never attract the “Acme Widget Company,” Nelson said, but will have a better chance of retaining the young talent that would otherwise go elsewhere to raise a family or start a small business.

“You nailed it,” Arkansas House Speaker Robert Moore told Nelson about his description of the region’s strengths and economic challenges, and he congratulated the Caucus and the DRA on their efforts to forge new economic paths. He was struck, he said, by an issue of *National Geographic* magazine that described “geo-tourism,” which is tourism of a region’s natural resources, cultural history, diversity, and other unique qualities.

“That’s what we have—natural resources, a wonderful rich history that we’ve heard about today, our culture and diversity of the people, and the goodness of that diversity and how important it is to the future of our economic growth,” Moore said.



Heritage tourism is a good way to help Delta communities retain their young families and grow, said outgoing Arkansas House Speaker Robert Moore.

Young people continue to leave the Delta, however, and even those that would like to stay often can’t find good work. Heritage tourism can help turn that tide, he said.

“Not only is [heritage tourism] a huge economic force in the Delta, but when young people are growing up and they are in an environment where they see people wanting to come to where they live, what does that do to their psyche? It means they start thinking, gee, maybe we’re in a pretty good place, and maybe I want to stay here.”



## Support a family on \$20 a week?

**Volunteer firefighters who are injured in their firefighter duties receive only \$20 a week for a compensable injury.**

**Solution:** The Arkansas Municipal League’s Volunteer Firefighters Supplemental Income Program protects the earnings of volunteer firefighters who are injured in their duties.

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**How?** Cost is only \$20 a firefighter a year. All volunteer and part-paid firefighters in the department must be covered. The minimum premium for each city or town is \$240.

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or Andrea Ross, ext. 237.**

**Protect your loved ones’  
financial security.**

**Arkansas Municipal League’s Volunteer  
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# Municipal Property Program



Your Municipal Property Program offers broad coverage for your municipal property. The limits of coverage are \$500 million per occurrence per member for damages from fire, windstorm and other incidents in excess of \$5,000.

Coverage is \$50 million for losses exceeding \$100,000 on earthquakes and flooding.

The Municipal Property Program’s 2011 annual meeting in November adopted rates according to the following scale. See the new rates below.

FIRE CLASS I	—	.0021	X	covered value	=	Premium
FIRE CLASS II	—	.0022	X	covered value	=	Premium
FIRE CLASS III	—	.0023	X	covered value	=	Premium
FIRE CLASS IV	—	.0024	X	covered value	=	Premium
FIRE CLASS V	—	.0025	X	covered value	=	Premium
FIRE CLASS VI	—	.0026	X	covered value	=	Premium
FIRE CLASS VII	—	.0027	X	covered value	=	Premium
FIRE CLASS VIII	—	.0028	X	covered value	=	Premium
FIRE CLASS IX	—	.0029	X	covered value	=	Premium
FIRE CLASS X	—	.003	X	covered value	=	Premium
FIRE CLASS Unincorporated	—	.003	X	covered value	=	Premium

For more information, call Linda Montgomery at League headquarters, 501-978-6123 or 501-374-3484, Ext. 233.

# Cities that issue building permits for new building construction must adopt Arkansas Energy Code by December 31, 2012

In 2004, the Arkansas Energy Office, a subdivision of the Arkansas Economic Development Commission, developed the Arkansas Energy Code in order to establish minimum standards for the design of energy-efficient buildings. The 2004 version of the Arkansas Energy Code relied almost exclusively on the International Energy Conservation Code (IECC), 2003 Edition.

In 2009, the Arkansas Legislature passed Act 1196, which provided the Arkansas Energy Office with the authority to promulgate rules and regulations that require cities and counties issuing building permits for new building construction to adopt the 2004 version of the Arkansas Energy Code by ordinance. At the last legislative session, Act 1196 was amended by Act 802, which no longer required cities to comply with the 2004 version of the Arkansas Energy Code, but by the current version of the Arkansas Energy Code. *See Ark. Code Ann. § 15-10-205.*

New rules and regulations promulgated by the Arkansas Energy Office, including new versions of the Arkansas Energy Code, were to be enacted in compliance with the Arkansas Administrative Procedures Act. *See Ark. Code Ann. § 25-15-204 (describing the procedure for adopting, amending, or repealing a state agency's rules or regulations).*

The Arkansas Energy Office retooled the Arkansas Energy Code in 2011. For residential purposes, the 2003 edition of the IECC remains in effect. *See Ark. Energy Code for New Bldg. Constr. Supplements & Amendments*, Ark. Energy Office, available online at [arkansasenergy.org/residential/builders/energy-code.aspx](http://arkansasenergy.org/residential/builders/energy-code.aspx).

However, for commercial and high-rise residential construction projects, American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE) 90.1-2001 will govern until the end of the year. In 2013, ASHRAE 90.1-2007 will govern, with Chapter 8 of the 2003 IECC being replaced with Chapter 5 of the 2009 IECC.

The 2011 edition of the Arkansas Energy Code places certain requirements on cities and counties in order

to bring all cities and counties in compliance with the Code. Specifically, cities and counties that issue building permits for new building construction are required to adopt the Arkansas Energy Code as amended.

The Arkansas Energy Code shall be adopted by ordinance in all applicable cities and counties by Dec. 31, 2012. Once adopted, applicable cities and counties are required to submit a copy of the ordinance to the Arkansas Energy Office. However, if an applicable city and county has not adopted the Code by Dec. 31, 2012, a mayor or county judge is required to submit a letter describing why the city or county is not in compliance with the Code no later than 60 days after the deadline.

Cities or towns enacting the Code should follow the procedures for adopting a technical code by reference. *See Ark. Code Ann. § 14-55-207.* The law requires publication in a newspaper of general circulation in the city giving notice that three copies of the Arkansas Energy Code have been filed either electronically or by hard copy with the clerk or recorder of the municipality in order to ensure the public has the opportunity to inspect the new standards before the passage of the ordinance. Note that in order to have the entire code you must have copies of (1) the Arkansas Energy Code for New Building Construction Supplements, (2) the 2003 version of the IECC, (3) the 2009 version of the IECC, and (4) the ASHRAE standards.

Copies of the 2003 and 2009 versions of the IECC may be obtained by visiting the International Code Council's website at [www.iccsafe.org](http://www.iccsafe.org), or by calling 1-800-786-4452. The ASHRAE standards may be obtained by visiting the ASHRAE website at [www.ashrae.org](http://www.ashrae.org), or by calling 1-800-527-4723. The Arkansas Energy Code for New Building Construction Supplements and Amendments is available at: [arkansasenergy.org/residential/builders/energy-code.aspx](http://arkansasenergy.org/residential/builders/energy-code.aspx).



## Summary of Arkansas Energy Code

By J.D. Lowery, Project Manager, Arkansas Energy Office

- ◆ The Arkansas Energy Code sets minimum efficiency standards for new construction.
- ◆ Energy codes provide a cost-effective step to mitigating problems associated with growing demand for energy and resources.
- ◆ Energy codes cover:
  - Building envelope
  - Mechanical system
  - Electrical & Lighting Systems
  - Service water heating
- ◆ Arkansas Energy Office promulgates rules, adopts the statewide code and provides education and outreach regarding the code and building practices that can be used to meet the code.
- ◆ While AEO has the authority to enforce the code, this traditionally has fallen to local municipalities with building code enforcement divisions.
- ◆ It is the responsibility of the builders/contractors to meet the code. Failure to comply can be verified by local municipality or AEO. Civil action can be taken by building owner.
- ◆ Municipalities can adopt their own code but cannot be less stringent than the Arkansas Energy Code.

### Sample Ordinance -- 2011 ARKANSAS ENERGY CODE

ORDINANCE NO. \_\_\_\_\_

AN ORDINANCE PROVIDING MINIMUM ENERGY STANDARDS FOR THE DESIGN OF NEW BUILDINGS AND STRUCTURES OR PORTIONS AND ADDITIONS TO EXISTING BUILDINGS THAT PROVIDE FACILITIES OR SHELTER FOR PUBLIC ASSEMBLY, EDUCATION, BUSINESS, MERCANTILE, INSTITUTIONAL, STORAGE, AND RESIDENTIAL OCCUPANCIES, AS WELL AS THOSE PORTIONS OF FACTORY AND INDUSTRIAL OCCUPANCIES DESIGNED PRIMARILY FOR HUMAN OCCUPANCY BY REGULATING THEIR EXTERIOR ENVELOPES AND THE SELECTION OF THEIR HVAC, SERVICE WATER HEATING, ELECTRICAL DISTRIBUTION AND ILLUMINATING SYSTEMS AND EQUIPMENT FOR EFFECTIVE USE OF ENERGY.

Be in enacted by the City Council of \_\_\_\_\_, Arkansas,

#### **Section 1. ADOPTION OF ENERGY CODE.**

There is hereby adopted by the City Council of \_\_\_\_\_, Arkansas, for the purpose of establishing rules and regulations for energy efficient standards for new building construction, this code known as the 2011 Arkansas Energy Code, being particularly the 2011 Arkansas Energy Code edition thereof and the whole thereof, save and except such portions as are hereinafter deleted, modified, or amended, of which not less than three (3) copies of this ordinance, as well as, three (3) copies of the 2011 Arkansas Energy Code, have been and now are filed in the office of the Clerk or Recorder of the city of \_\_\_\_\_, Arkansas, and the same ordinance is hereby adopted and incorporated as fully as if set out at length herein, and from the date on which this ordinance shall take effect, the provisions thereof shall be controlling in the construction of all buildings and structures therein contained within the corporate limits of the City of \_\_\_\_\_, Arkansas.

#### **Section 2. INCONSISTENT ORDINANCES REPEALED.**

Ordinances or parts thereof in force at the time that this ordinance shall take effect, if inconsistent herewith, are hereby repealed.

#### **Section 3. EMERGENCY CLAUSE.**

Whereas it is of the utmost urgency that the city of \_\_\_\_\_, Arkansas, have an up-to-date Energy Code to protect the citizens of our city, therefore, an Emergency is hereby declared to exist and this ordinance being necessary for the immediate protection of the public shall take effect immediately on its passage and approval.

Signed: \_\_\_\_\_  
Mayor

Attest: \_\_\_\_\_ (SEAL)  
City Clerk or Recorder

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

# League's Mark Hayes receives IMLA's Outstanding State League Counsel Award

In a ceremony held Oct. 22 at the Hilton Austin in Austin, Texas, the International Municipal Lawyers Association (IMLA) at its 77th Annual Conference awarded the Outstanding State League Counsel Award to Arkansas Municipal League General Counsel Mark R. Hayes of North Little Rock.

IMLA established the Outstanding State League Counsel Award to honor attorneys who serve as counsel to their state league of cities or association of counties, towns or other local government entities and who are recognized for their valued service to the members of their organizations and for their skills as attorneys. This Award expects the recipient to exhibit the traditional qualities of excellence in the practice of law, but also seeks to recognize a practitioner who has provided outstanding service to local governments and who possesses an exemplary reputation in the legal community, the highest of ethical standards and who is devoted to improving local governments.

Hayes has actively litigated and lobbied on the behalf of Arkansas's municipalities for over two decades in his role as general counsel for the League. He maintains an active litigation caseload as well as managing and overseeing in excess of 200 lawsuits and claims. Hayes has authored dozens of statutes related to municipal government and lobbied and testified for their ultimate passage. Hayes routinely lectures statewide to various municipal-oriented organizations and lectures nationally on various municipal employment and police matters. He has been the program planning chair for IMLA for the past several years as well as serving as the secretary/treasurer for the Arkansas City Attorney's Association for over a decade. He is the only Arkansas lawyer who has served on the IMLA Board of Directors.

Founded in 1935, the IMLA is a non-profit, nonpartisan organization consisting of approximately 3,000 local governments and attorneys throughout the United States and Canada. IMLA provides a wide range of services and programs to its membership, including comprehensive educational programs, legal research, professional publications and legal advocacy on behalf of its members in the U.S. Supreme Court, as well as federal and state appellate courts. For additional information on IMLA and its services visit [www.imla.org](http://www.imla.org).

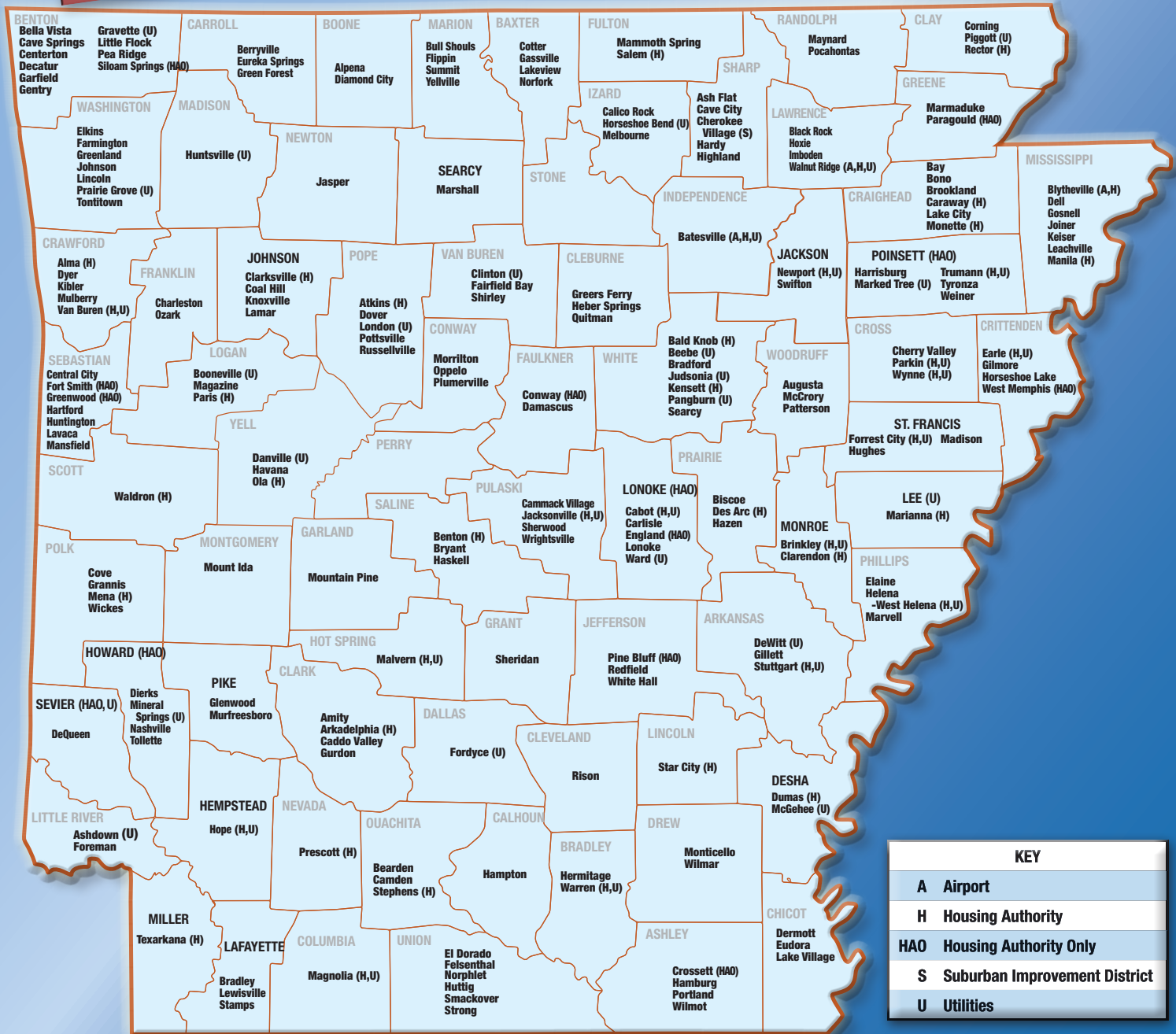






# The Municipal Health Benefit Fund offers quality health care coverage to municipal entities across Arkansas. We are 355 members strong!

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### Other Municipal Entities Covered by MHBF

Argenta Community Development Corp. .... North Little Rock  
 Barton-Lexa Water..... Phillips County  
 Central Arkansas Planning & Development District..... Lonoke  
 Eighth Judicial Drug Task Force ..... DeQueen  
 Fifth Judicial District Prosecuting Attorney ..... Russellville  
 Fifth Judicial District ..... Russellville  
 Grand Prairie/Bayou Two Water.....Lonoke and Prairie Counties  
 Holiday Island Suburban Improvement District.....Carroll County  
 Ladd Water Users Association ..... Pine Bluff  
 Lakeview Midway Public Water ..... Lakeview

Lee County Water Association ..... Marianna  
 Local Police & Fire Retirement System..... Little Rock  
 Montgomery County Nursing Home..... Mount Ida  
 NE AR Region Solid Waste Management District..... Paragould  
 North Little Rock - Library..... North Little Rock  
 North Little Rock - Sewer/Waste Water ..... North Little Rock  
 Northeast Public Water..... Mountain Home  
 Northwest AR Conservation Authority ..... Rogers  
 Northwest AR Economic Development District ..... Harrison  
 Ozark Mountain Regional Public Water ..... Diamond City

Ozark Regional Transit .....Ozark  
 SE AR Economic Development District..... Pine Bluff  
 Sevier County Water Association..... DeQueen  
 Thirteenth Judicial District Drug Task Force.....Camden  
 Upper SW Regional Solid Waste Management District..Nashville  
 Western AR Planning & Development District.....Fort Smith  
 White River Regional Housing.....Melbourne  
 Yorktown Water Association ..... Star City

# Successful grants engage stakeholders

By Chad Gallagher

**M**any grant applications require a public hearing or some other sort of public input regarding the proposed concept. This requirement is designed to ensure the funding request has broad based support in the community. Letters of support are also meant to demonstrate this. However, these hearings are often little more than a formality, attended by few, and in no way do they truly demonstrate broad community input or support. This is unfortunate because the reasoning behind the concept is right.

Engaging stakeholders is not only key for a successful grant application, but is also good for governing well and is a very important aspect of community development and visionary planning. There are a variety of ways to engage stakeholders in your community. Doing so allows you to learn more about your community, your citizens' perception of city government, their priorities and interest, and it facilitates a great opportunity for you to discover an idea or solution you might otherwise have never known about. Such engagement is useful whether you are conducting an initial needs assessment and building a brand new community strategy or if you are simply using it to manage your ongoing community development efforts. Here are a few tools you might use to engage your stakeholders.

**Community meetings**—Hosting community meetings is important, but to be successful they must be planned well. Send out invitations to stakeholders and ask for commitments to participate from members of civic groups and local organizations. Develop a specific agenda for the meeting. Use it to both inform and to collect ideas and thoughts from participants. Breaking out into smaller groups and preplanned activities can spur creativity among participants and enhance the quality of ideas that flow. A very small town might conduct one central meeting, while larger towns might break out into wards or neighborhoods.

**Constituency meetings**—In some instances you might conduct similar meetings with specific groups—a local civic club, senior citizens, students, physicians, downtown merchants, a professional organization, or some other local constituency. This allows you to zero in on those concerns and capture important feedback.

**Topical luncheons and roundtables**—Develop a meeting or a meal (Arkansans love to meet and eat!) around a specific topic. Keep the agenda focused on one area, invite the stakeholders most invested in that concern, and use it to gather information and feedback.

**Canvas, survey, and poll**—Sometimes you have to go direct to the citizens to capture the views of those who might not attend a meeting. You might do this by canvassing the community with volunteers on a set day with a well-developed survey, or use an online survey or telephone sampling.

**Planning retreats**—While retreats require commitment and some expense, I've found them to be very helpful to the cities and towns we work with. A planning retreat that is off-site and away from it all for a day or two allows you to gain the undivided attention of your city council, staff, key business leaders, or others. It should be well planned, organized, and carefully executed. Retreats can yield great advances for your organization.

The ultimate goal is to make a serious effort to engage those you serve. You may find the best idea comes from someone at one of these meetings. You might consider having your meeting facilitated by a third party to provide objectivity, neutrality, and creativity in the meeting's execution. This kind of outreach builds goodwill, makes you a better leader, and strengthens your community's effort to secure funding partners on important projects. Ongoing engagement always builds better cities. For more information on developing a survey tool or conducting an engagement meeting contact us and we'll offer you some tips and a helping hand.



*Chad Gallagher is principal of Legacy Consulting and a former mayor of De Queen. Contact him in De Queen at 870-642-8937, 501-246-8842 in Little Rock, or email [chad.gallagher@legacyincorporated.com](mailto:chad.gallagher@legacyincorporated.com).*



# Changes to 2012 Directory, Arkansas Municipal Officials

Submit changes to Whitnee Bullerwell, [wvb@arml.org](mailto:wvb@arml.org).



<b>Alicia</b>					
Delete	MTG	Second Monday	<b>Harrison</b>	Delete	FO
Add	MTG	Second Tuesday	Add	FO	Gerald Ragland
Delete	AL	Pollie Wilson	<b>Highland</b>	Delete	FC
Add	AL	Paul Wilson	Add	FC	Johnny Rickman
Delete	AL	Betty Lee	<b>Horseshoe Lake</b>	Delete	R/T
Add	AL	Kathy Lee	Add	R/T	Gerri Swanner
Delete	AL	(Vacant)			Gerri Brazeal
Add	AL	Jolene Shel	<b>Mineral Springs</b>	Delete	R/T
<b>Alma</b>			Add	R/T	(Vacant)
Delete	CEO	Bill Gregory	<b>Montrose</b>	Delete	PC
Add	BI	Jerry Parsons	Add	PC	Jena Hester
Delete	AL	Marsha Wooly	Delete	FC	Vicki Mixon
Add	AL	(Vacant)	Add	FC	James Cessor
<b>Bauxite</b>			Delete	DPW	David Cessor
Delete	PC	Ron Parsons	<b>Norphlet</b>	Delete	AL
Add	PC	(Vacant)	Add	AL	Chuck Jerry
<b>England</b>			<b>North Little Rock</b>	Delete	AIR
Delete	PC	Herman Hutton	Add	AIR	Skipper Polk
Add	PC	Nathan Cook	<b>Oakhaven</b>	Delete	R/T
<b>Garfield</b>			Add	R/T	Donald Bright
Delete	AL	Eddie Cooper	<b>Portland</b>	Delete	AL
<b>Gassville</b>			Add	AL	Charlie Kennedy
Delete	AL	Jeff Lewis	<b>Quitman</b>	Delete	WS
Add	AL	(Vacant)	<b>Russellville</b>	Add	PC
Delete	R/T	Wanda Watson	Delete	PC	Tom McMillen
Add	R/T	Jeff Lewis	Add	PC	Jeff Humphrey
<b>Green Forest</b>			<b>Springtown</b>	Delete	AL
Delete	WS	(Vacant)	Add	AL	(Vacant)
Add	WS	Donald Brown	<b>Vandervoort</b>	Add	CA
Delete	AL	Mike Miller	<b>Waldo</b>	Delete	FO
Add	AL	Cody Boren	Add	FO	Shelcia Mixon
<b>Greers Ferry</b>					Dianne Rider
Delete	M	(Vacant)			
Add	M	Roy Stewart			
<b>Hackett</b>					
Add	AM	Jennifer Costa			
<b>Hampton</b>					
Delete	M	Phillip Swofford			
Add	M	(Vacant)			
Delete	AL	Ann Broach			
Add	AL	Jamar Flint			
<b>Hardy</b>					
Delete	AL	Nathan Circle			
Add	AL	Blake Medlock			
<b>Harrell</b>					
Delete	AL	Harold Stephens			
Add	AL	Allen Watson			

ARKANSAS MUNICIPAL OFFICIALS DIRECTORY CHANGES

# League team races for cure

Tens of thousands of Arkansas supporters of the research to find a cure for breast cancer filled downtown Little Rock on Saturday, Oct. 20 for the 19th Susan G. Komen Race for the Cure. The League for the fifth year supported the popular event with a team of 58 staff members, extended family and friends who joined the fight.

The League's Karen Mitchell was captain of this year's team. Krystal Berline and Debbie Finkbeiner were co-captains. League team sponsors this year included eDoc America, the Bennett Davis Group, Arkansas Eye Association, Employee Benefit Services, and American Fidelity Assurance.



Warren Treasurer Bertia Mae Lassiter and Karen Mitchell's stepmother, Yvonne Brown, both cancer survivors, walked with the League's team.

More than 38,500 supporters participated in the event this year. Arkansas ranks third nationally—just below New York—in participation in the race. The organization's goal for next year is to register 50,000 participants in Arkansas.

You may have to wait a year to join the throngs on race day, but you can still contribute to the fight for the cure year-round. Visit the Arkansas chapter of the Susan G. Komen Race for the Cure online at [komenarkansas.org](http://komenarkansas.org) to find out how.



Photos by Andrew Morgan



The League's 2012 Race for the Cure team. Top row, L-R, Pat Planek, Sheryl Lipscomb, Sandra Hunter, Don Zimmerman, Joyce Standley, Glenda Robinson, Debbie Hogue, Tammie Williams, Chris Claybaker, Misty Jones, Jamie Adams, Mark Hayes, Karen Mitchell; bottom row, Jane Barnett, Debbie Finkbeiner, Tricia Zello, Krystal Berline, Darlene Cooper, Ken Wasson, and Karen Lauderdale.





**The deadline for enrollment in the Arkansas Municipal League 2013 Municipal Officials and Department Heads Accidental Death and Dismemberment Plan is Dec. 31, 2012.**

**Contact Tammie Williams at 501-374-3484, Ext. 216, or e-mail [twilliams@arml.org](mailto:twilliams@arml.org).**

## COMMUNITY PLANNING



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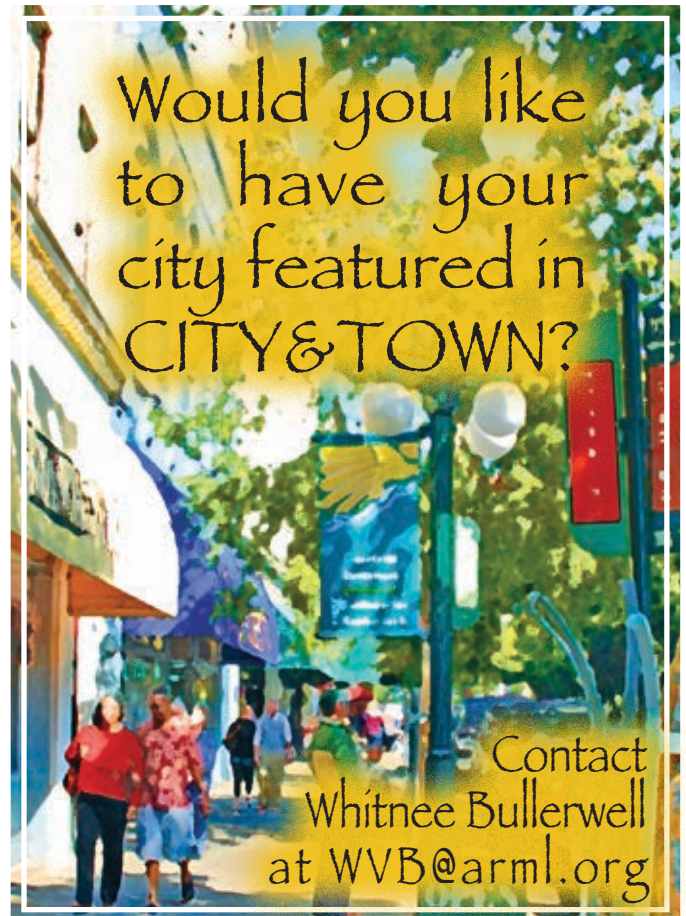


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## WHO you gonna CALL?

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Watch for the new Directory in early 2013.



Would you like to have your city featured in CITY&TOWN?

Contact Whitnee Bullerwell at [WVB@arml.org](mailto:WVB@arml.org)

# Sharp's solar modules power the nation and economy

By Meredith Stepp

In the modern economy, companies are constantly challenged by changing technologies and product demand, as well as by global competition and changing market forces. Communities depend on local industries and businesses to successfully respond to these challenges, while playing a supporting role in the process. The story of Sharp Electronics Corporation's Memphis plant is the story of a company that appears to have creatively navigated a market transition, with assistance from local players.

Ten years ago, the fate of Sharp's Memphis-based manufacturing facility was unknown. After moving its TV production line to Mexico in 2000 and 2001, hundreds of workers were laid off. Betting on the future of solar energy, Sharp took a gamble and began the process of retooling the plant to convert entirely to solar module production while also retraining its existing workforce. It paid off. By 2003, the Memphis plant was in full production and had rehired many of its former employees.

Over the years, demand for Sharp's solar modules has taken off allowing the facility to increase output and hire more and more workers. Currently the plant employs around 400 workers, double the number employed four years ago. As a direct result of the Sharp Memphis plant's success in solar manufacturing, the company recently reopened its toner manufacturing division in Memphis, which had been moved to Japan. It's rare that an off-shored plant returns to the United States, particularly in this case since China is the primary consumer of the toner produced.

A number of local players contributed to the success of Sharp's solar module initiative in Memphis. Sharp solar division Vice President Ron Kenedi credits the positive relationship between the company and union, the International Brotherhood of Electrical Workers Local 474 as having helped increase output, transition to 24-hour production, and improve plant technology and equipment. Likewise, the Memphis Greater Chamber of Commerce has worked to secure incentives and assistance to Sharp's Memphis facility including funding for workforce development. According to Sharp officials, the Chamber played a critical role in coordinating with state and local resources involved in economic and community development.

The Memphis and Shelby County Industrial Board approved an eight-year tax freeze with an estimated value of over \$3 million dollars in support of opening the solar production line. After a tornado damaged areas surrounding the plant in 2008, city and county government collaborated with Memphis Light, Gas, and Water to ensure electricity was fully restored to the entire plant within 24 hours.

Simultaneously, the union and company worked together to rebuild the plant and bring all employees back on the job within the week.

Today, Sharp Electronic Corporation's Memphis manufacturing plant has reason to celebrate. The plant recently produced its three millionth solar module since it began making them in 2003. To date, Sharp Memphis has created enough modules to power more than 100,000 homes with clean, renewable energy. According to the Sharp, the total modules eliminate close to 18 million metric tons of carbon dioxide emissions per year. In addition to residential construction or retrofits, Sharp supplies its green energy source to major commercial buildings, like Google's California campus, as well as government agencies, like the Tennessee Valley Authority. Sharp powers more buildings in the United States than any other solar manufacturer in the world.

But the environment is not the only one sharing in Sharp's success. So too are spinoff businesses who benefit from the solar power industry.

"Our customers are creating jobs by hiring electricians, roofers, and other labor to install our high-quality modules, thus driving local economies while helping build the nation's renewable energy portfolio," says T. C. Jones, vice president of human resources and general affairs for Sharp Manufacturing Company of America.

In 2011, the solar industry employed more than 100,000 workers, doubling the amount employed in 2009. And of course, there are the end-users who see considerable savings by reducing their dependence on traditional utilities. Factoring in growing government credits and rebates for renewable energy systems, businesses and individuals are realizing solar power cost-savings sooner than ever.

The green economy is growing and Sharp's investment in solar power benefits all that it touches—the environment, the economy, and workforce. While Sharp planted the seeds of investment, local government, elected officials, business, and labor worked to cultivate and nourish those seeds. It is this sort of tending and support from local government, the local business community, and workforce that allows Sharp and other business to take root and grow.



*Meredith Stepp is Labor Education Specialist, Institute for Economic Advancement, University of Arkansas at Little Rock.*



# NEWSLETTER

NOVEMBER 2012

The Newsletter, provided by a'TEST consultants, is included in *City & Town* as a service of the Arkansas Municipal League Legal Defense Program.

## Alcohol properties

Alcohol properties are identified as Ethyl, Methyl, and Isopropyl. Ethyl alcohol is what we consume in alcoholic beverages; Methyl alcohol is found in industrial products; and Isopropyl alcohol is what we know as rubbing alcohol. Alcohol can have low molecular weight. It may be a volatile liquid that burns easily and can be found in organic compounds (carbon, oxygen, hydrogen).

Alcohol can be contained in products that consumers would not expect to find it. Here are some places to check: alcoholic beverages, "non-alcoholic beverages," mouthwashes and breath sprays, flavoring extracts, cough medicine, prescription drugs, and household and industrial products.

Have you ever wondered how alcohol affects the human body? It is absorbed in the small intestine and food helps to slow the absorption rate. Alcohol is distributed in the body because it has an affinity to water and that is helpful. It is then eliminated from the body through urine, breath, saliva, and sweat. It appears that the body helps us rid itself of alcohol. Excessive alcohol use can impact this process.

Specimen collectors must be on guard when asked to perform a breath alcohol test. Breath Alcohol Technicians (BATS) are taught in the required training classes to be aware of and to deal with residual mouth alcohol. To avoid having a false positive alcohol test result due to residual mouth alcohol, the BAT must take the following steps:

- Observe the person for at least 15 minutes before any confirmatory test.
- Verify that the donor is not eating, drinking, smoking, chewing gum, or does not burp before the confirmatory test.
- Observe the donor prior to beginning, during, and completing the test.
- Reminder: On any DOT test, the alcohol test must be completed prior to conducting the urine drug screen.
- If an oral fluid alcohol device is being used for a screening test, it is important to have a confirmatory device nearby to do a test if the initial test shows the presence of alcohol. A breath alcohol test is required as the confirmatory test.
- All alcohol tests must be done within 30 minutes from start to finish.

## Moderate drinking a cancer risk

For years, we have read and heard that one drink a day—red wine is often the example used—is good for your heart. Now, a new study mentioned in a *Newsmax Health* article suggests it might increase your risk of cancer. This is certainly a new theory and very confusing, to say the least.

Many studies have indicated that alcohol can increase the "good" HDL cholesterol and could aid in preventing blood clots and heart attack risks. For diabetics, alcohol has been shown to lower blood sugar levels.

So, how did this good news change to bad news? A large well-publicized study published in the *Journal of the American Medical Association* has reported as few as three to six glasses of wine a week slightly raised breast cancer risk in women. The Million Women Study linked 13 percent of cancers of the breast, liver, rectum, mouth, throat, and esophagus to alcohol.

Even more astounding, the American Institute for Cancer Research has reported convincing evidence that alcohol boosts the risk of mouth, esophagus, larynx, pharynx, breast, and colorectal cancers (in men), and probably increases risk of colorectal and liver cancers in women.

Most of the new studies are indicating the increased risk of cancer from alcohol consumption of just one drink a day. This is a new threat to our society's health and one that we need to investigate more closely.

For the time being, it might be good to limit alcohol consumption until more data is forthcoming. Your doctor might be a good source of information on how this study might impact your own body.



**a'TEST CONSULTANTS, Inc., provides drug and alcohol testing as a service of the Arkansas Municipal League Legal Defense Program. The program helps cities and towns comply with the U. S. Department of Transportation's required drug testing for all holders of commercial drivers' licenses.**

# Summaries of attorney general opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Dustin McDaniel

## Local ordinance governs when firefighter's accrued sick leave is credited

Opinion: 2012-095

Requestor: Jeffress, Jimmy—State Senator

Under state law, when are fire fighters entitled to receive their sick leave? Q2) Can fire fighters accrue leave when they are not working or unable to work? Q3) What laws, rules or regulations would affect if and when fire fighters can receive their sick leave?

**RESPONSE:** 1) State law, ACA 14-53-108, dictates the rate at which sick leave is accrued, but not the time at which accrued sick leave is credited. State law leaves that timing decision to the city. 2) Yes. A firefighter continues to accrue sick leave under the statute as long as he or she is “employed” by the city. 3) The sick-leave statute, ACA 14-53-108, governs whether a firefighter accrues sick leave, and a municipal ordinance may specify when sick leave is credited.

## Clerk's redactions suspect

Opinion: 2012-103

Requestor: Hutchinson, Jeremy—State Senator

Is it permissible (legal) for a city clerk or county clerk to redact personal information (or any information) from a Statement of Financial Interest (SFI) once it has been filed with the clerk's office?

**RESPONSE:** I assume the SFI is filed pursuant to ACA §§ 21-8-701 through -704. It is somewhat difficult to respond without knowing more about the precise redactions at issue. I can state, however, that in my opinion the official with whom the form is filed plainly lacks authority to redact information that is required to be included on the form.

Additionally, as a general matter, I believe other redactions will be suspect, absent a specific basis in law for such action.

## Properties producing mineral rights subject to state tax

Opinion: 2012-104

Requestor: Lovell, Buddy—State Representative

Are the following entities exempt from ad valorem property taxes upon their producing mineral rights by virtue of Ark. Const. Art. 16, sec. 5: public schools, public libraries, public charities, churches, cemeteries, public hospitals, cities, counties, masonic lodges, elks clubs, improvement districts, fire departments, fire protection districts, conservation districts, drainage districts, municipal improvement districts, suburban improvement districts, the State of Arkansas, public institutions of higher education, state agencies, state commissions, state boards, Ark. Game & Fish Commission, Ark. State Highway Commission or Highway Department, the United States of America, Boys & Girls 4-H Houses, Boy Scouts of America, Future Farmers of America? Q2) May the entities listed above claim exemption from ad valorem property taxes upon their producing mineral rights in excess of the exemption granted by virtue of Ark. Const. art. 16, sec. 5? Q3) May the General Assembly extend an exemption in excess of that afforded an entity or taxpayer by virtue of Ark. Const. art. 16, sec. 5? Q4) Are persons afforded the homestead tax protections under Amendment 79 exempt or protected from ad valorem property taxes upon their producing mineral rights? Q5) Are disabled veterans exempt from ad valorem property taxes upon their producing mineral rights by virtue of ACA 26-3-306, or otherwise? **RESPONSE:** Q1) In my opinion, producing mineral rights are subject to taxation under Arkansas law unless preemptive federal law dictates otherwise. Of the entities you have mentioned, then, only the United States, which under preemptive federal law is exempt from state and local taxation, is exempt from taxation



of its mineral interests. Under the doctrine of sovereign immunity, however, claims for payment of property taxes against the state and its agencies may be pursued only before the Arkansas Claims Commission. Q2) Given that Ark. Const. art. 16, § 5 extends no exemption from property taxation to producing mineral interests, this question appears to be moot. Even if it were not moot, the answer would be “no,” since Ark. Const. art. 16, § 6 forbids extending any exemptions from property taxation beyond those recited in Article 16, § 5, which I do not believe covers exploited mineral interests. In my opinion, the answer to your remaining questions is likewise “no.” Q3 through Q5) No.

### **Custodian’s redaction consistent with FOIA**

Opinion: 2012-126

Requestor: Moss, Melinda—Superintendent, Harrison School District

Is the decision of the custodian of records to redact school employee home addresses and phone numbers prior to releasing a copy of the employee directory in response to a Freedom of Information Act request consistent with provisions of the FOIA?  
**RESPONSE:** Yes.

*For full Attorney General opinions online, go to [www.arkansasag.gov/opinions](http://www.arkansasag.gov/opinions).*



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# 2013 Winter Conference

Peabody Hotel/Statehouse Convention Center  
January 16-18, 2013

REGISTRATION

**Registration and payment must be received in League office by Friday, December 14, 2012, to qualify for advance registration.**

Advance registration for municipal officials . . . . .	\$150
Registration fee after <b>December 14, 2012</b> , and on-site registration for municipal officials. . . . .	\$175
Spouse/guest registration . . . . .	\$75
Child registration . . . . .	\$75
Other registrants. . . . .	\$200

- Registration will be processed **ONLY** with accompanying payment in full. Make checks payable to the Arkansas Municipal League.
- Registration includes meals, activities and a copy of **Handbook for Arkansas Municipal Officials, 2011-2012 edition**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after December 14, 2012.**
- Cancellation letters must be postmarked by **December 14, 2012**.
- **Peabody guests:** In order to avoid a cancellation penalty of one night's room and tax, reservations must be cancelled at least seven (7) days prior to arrival. **See page 27** for more information.

HOTEL RESERVATION

## Hotel Room Rates

<b>Peabody Hotel</b> (headquarters hotel)		
Single/Double. . . . .	\$129	Check-in..... 3 p.m.
<b>Capital Hotel</b>		
Single/Double. . . . .	\$160	Check-in..... 3 p.m.
<b>Doubletree Hotel</b>		
Single/Double. . . . .	\$136	Check-in..... 3 p.m.
<b>Wyndham Hotel</b>		
Single/Double. . . . .	\$94	Check-in..... 3 p.m.

- Cut-off date for hotel reservations is **December 14, 2012**.
- Rooms in Little Rock are subject to an 11.5 percent tax.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- Contact the hotel directly to make changes or cancellations in hotel accommodations.
- Hotel confirmation number will come directly from the hotel.
- Please check on cancellation policy for your hotel.

# TWO WAYS TO REGISTER OR

# 2

Complete the steps and **mail with payment** to:  
 ARKANSAS MUNICIPAL LEAGUE  
 Attn: 2013 Winter Conference  
 P.O. Box 38  
 North Little Rock, AR 72115-0038

**1** Register online at [www.arml.org](http://www.arml.org)  
 and pay by credit card.

## Step 1: Delegate Information

I am a newly elected official.

Name: .....

Title: ..... City of: .....

Address: .....

City: ..... State: ..... Zip: ..... Telephone: .....

Spouse/Guest will attend:  Yes  No Name: .....

Children will attend:  Yes  No Name(s): .....

## Step 2: Payment Information

• **WHAT IS YOUR TOTAL?** (see opposite page for fees)

Advance Registration  Regular Registration  Spouse/Guest  Child  Other Registrants Total  
 \$150 \$175 \$75 \$75 \$200 \$

• **HOW ARE YOU PAYING?**

**Check**

Mail payment and form to: Arkansas Municipal League  
 2013 Winter Conference  
 P.O. Box 38  
 North Little Rock, AR 72115

**Credit Card** Complete information below and send to address above.

Credit Card:  Visa  MasterCard

Card Number: \_\_\_\_\_ Exp. Date: \_\_\_\_/\_\_\_\_/20\_\_\_\_

Card Holder Name (as it appears on card): .....

Billing address (as it appears on statement): .....

City: ..... State: ..... Zip: ..... Telephone: .....

E-mail address (**required for credit card payment**) .....

## Step 3: Hotel Reservations

To obtain hotel reservations, registered delegates must directly contact participating hotels listed below. Please mention that you are with the Arkansas Municipal League to get the negotiated hotel rate.

**Peabody Hotel** Reservations \_\_\_\_\_ 800-732-2639 or 501-906-4000 (Jeanna Pearson, lead reservationist)  
**Capital Hotel** Reservations \_\_\_\_\_ 877-637-0037 or 501-374-7474  
**Doubletree Hotel** Reservations \_\_\_\_\_ 800-222-8733 or 501-372-4371  
**Wyndham Hotel** Reservations \_\_\_\_\_ 866-657-4458 or 501-371-9000

## Step 4: Hotel Payment

Payment Options: Credit Card or Direct Bill (Note: only two payment options.) To obtain direct billing as a payment option, registered delegates must directly contact hotel accounting offices listed below:

**Capital Hotel** Accounting \_\_\_\_\_ 501-370-7062  
**Doubletree Hotel** Accounting \_\_\_\_\_ 501-372-4371  
**Wyndham Hotel** Accounting \_\_\_\_\_ 501-371-9000



# TENTATIVE 2013 WINTER CONFERENCE

LITTLE ROCK, AR

WEDNESDAY - JANUARY 16

**1:00 P.M. – 7:00 P.M.**

REGISTRATION ..... Osage & Caddo Rooms, SCC

**1:00 P.M. – 7:00 P.M.**

VISIT WITH STATE AGENCIES ..... Governor's Hall I & II, SCC

*Different state agencies have been invited to set up in this area. Take time to visit with them about how their agencies might best assist your city.*

**2:30 P.M. – 5:30 P.M.**

CITY GOVERNMENT 101: WHO DOES WHAT? .....Peabody Ballroom

*This is the first part of a 5 hour workshop which is part of the Voluntary Certification Program for Mayors, Aldermen, City Managers and City Directors. It will include information on The Basics of Local Government and Who Does What At City Hall, (This session will count for 3 hours of the required 5 hours Certification Class.)*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

**3:30 P.M. – 4:15 P.M.**

MLWCT Board of Trustees ..... Manning Room, Peabody Hotel

**3:30 P.M. – 6:00 P.M.**

ARKANSAS CITY CLERKS, RECORDERS,  
AND TREASURERS ASSOCIATION ..... Arkansas Room, Peabody Hotel

Presiding: Johnny Bingham, President,  
Arkansas City Clerks, Records, and Treasurers  
Association

**7:00 P.M.**

OPENING NIGHT BANQUET ..... Governor's Hall III, SCC

*Constitutional Officers and Legislators have been invited to attend. At the conclusion of tonight's meal we will recognize those city officials who have completed the required 21 hours of course work to become certified municipal officials.*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

**8:30 P.M.**

PRESIDENT'S POST BANQUET

RECEPTION .....Governor's Hall I & II, SCC

\*SCC: Statehouse Convention Center

THURSDAY AM - JANUARY 17

**7:15 A.M. – 5:00 P.M.**

REGISTRATION OPENS .....Osage & Caddo Rooms

**7:30 A.M. – 8:45 A.M.**

HOST CITY BREAKFAST BUFFET ..... Governor's Hall I & II, SCC

*Enjoy a traditional Arkansas breakfast before the Opening Session courtesy of our Host City, Little Rock.*

**7:30 A.M. – 4:30 P.M.**

VISIT WITH GOVERNMENTAL AGENCIES .... Governor's Hall I & II, SCC

**9:00 A.M. – 10:30 A.M.**

OPENING GENERAL SESSION .....Peabody Ballrooms A, B, & C

*The Winter Conference officially begins with the singing of our National Anthem, followed by welcoming remarks from Little Rock Mayor Mark Stodola. Our opening keynote speech will be given by Dr. Gary McCaleb, former three term Mayor of Abilene, Texas and the 1999 President of the Texas Municipal League. At the conclusion of Dr. McCaleb's speech we will recognize the recipients of this year's Arkansas Business City of Distinction Awards. (This session will count towards 1.5 hours of continuing education credit.)*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

**10:30 A.M. – 11:00 A.M.**

BREAK ..... Governor's Hall I, II & Peabody Foyer

**11:00 A.M. – 12:00 P.M.**

GENERAL SESSION: WORDS OF WISDOM

FROM AML PAST PRESIDENTS .....Peabody Ballrooms A, B, & C

*Our past presidents collectively represent decades of institutional experience. They will share with us words of wisdom from their time in office.*

Presiding: Mayor Jackie Crabtree, Pea Ridge  
First Vice President, Arkansas Municipal League

## THURSDAY PM - JANUARY 17

### NOON

VOLUNTEER COMMUNITY OF THE YEAR  
AWARDS LUNCHEON .....Governor's Hall, I, II & III, SCC  
Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

### 2:00 P.M. – 3:00 P.M.

THE 89TH GENERAL ASSEMBLY:  
WHAT TO EXPECT.....Peabody Ballrooms A, B, & C  
*Legislative leaders will share with us their perspective on key legislative issues that will be a part of the 89<sup>th</sup> General Assembly.*  
Presiding: Mayor Jackie Crabtree, Pea Ridge  
First Vice President, Arkansas Municipal League

### 3:00 P.M. – 3:30 P.M.

BREAK ..... Governor's Hall I, II & Peabody Foyer

### 3:30 P.M. – 5:00 P.M.

DEALING WITH THE MEDIA.....Peabody Ballrooms A, B, & C  
*Local government's relationship with the media can become contentious and confrontational. What steps can you take to have a cordial and professional relationship with your local media? (This session will count towards 1.5 hours of continuing education credit.)*  
Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

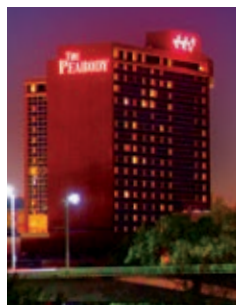
DINNER ON YOUR OWN

### 7:30 P.M. – 10:00 P.M.

STEPHENS' RECEPTION.....Capital Hotel

## Attention Winter Conference Peabody Guests:

“Reservations must be made in advance before the Peabody cut-off date of Friday, December 14, 2012. Reservations may be accepted after this date subject to availability. Once reservations are made, in order to avoid a cancellation penalty of one night's room and tax, reservations must be cancelled at least seven (7) days prior to arrival. Reservations canceled after that date will be billed one night's room and tax (\$150.29), to the credit card on file.”



## Peabody Hotel

Reservations 800-732-2639 or 501-906-4000  
(Jeanna Pearson, lead reservationist)

## FRIDAY - JANUARY 18

### 7:15 A.M. – 12:00 P.M.

REGISTRATION OPENS..... Osage Room

### 7:30 A.M. – 8:45 A.M.

BREAKFAST BUFFET ..... Governor's Hall I & II, SCC

### 8:30 A.M. – 4:30 P.M.

CITY ATTORNEYS..... Arkansas Room, Peabody Hotel  
*City Attorneys will meet for six hours of CLE.*

### 9:00 A.M. – 11:20 A.M.

PREPARING FOR 2013:  
GREAT CITIES MAKE A GREAT STATE ..... Peabody Ballroom, A, B & C  
*2013 will be a year of challenges. What might some of these challenges be, and how do we prepare?*

- The AML Proposed Legislation and the 89<sup>th</sup> General Assembly
- The Best Ways to Communicate With Your Legislator
- Utilizing AML Services.

Presiding: Mayor Jackie Crabtree, Pea Ridge  
First Vice President, Arkansas Municipal League

### 11:20 A.M.

CONCLUDING REMARKS..... Peabody Ballroom, A, B & C  
Speaker: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

### 11:30 A.M.

LUNCH BUFFET ..... Governor's Hall I & II, SCC  
*Before you depart, join us for a buffet of Southwest cuisine*  
Other Friday Meetings:

### 1:00 P.M.

MHBF Board Meeting ..... Manning Room, Peabody Hotel

### 12:30 P.M. – 2:30 P.M.

CITY GOVERNMENT 101 Continued:  
WHO DOES WHAT AT CITY HALL ..... Peabody Ballroom, A & B  
*Post Conference Certification: This session is a continuation from Wednesday's session on City Government 101. The afternoon session will focus on conducting your council meeting, proper ways to pass an ordinance, and record maintenance. (This session is the remaining 2 hours of the required 5 hour core Certification Class.)*  
Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League



# Arkansas Municipal League Winter Conference Scholarships Available

The Executive Committee of the Arkansas Municipal League (AML) voted in 2012 to award scholarships for the \$150.00 registration to the AML Winter Conference held in Little Rock. Scholarships will be awarded to a Mayor or Alderman, and a City Clerk, Recorder or Treasurer, all of which will enable city officials the opportunity to further their educational training in municipal government.

The Arkansas City Clerk's, Recorders, and Treasurers Association (ACCRTA) has agreed to handle applications and the selection process.

Fill out the scholarship application below and return it to:

**Diane Whitbey, CMC/CAMC**  
**City Clerk and Collector**  
**City of North Little Rock**  
**PO Box 5757**  
**North Little Rock, Arkansas 72119-5757**

For more information, please contact Diane Whitbey at [Dwhitbey@northlittlerock.ar.gov](mailto:Dwhitbey@northlittlerock.ar.gov), or call 501-340-5317.

## 2013 APPLICATION FOR ARKANSAS MUNICIPAL LEAGUE SCHOLARSHIP

I, \_\_\_\_\_, am a member of the Arkansas Municipal League, and do hereby apply for registration assistance from the Arkansas Municipal League.

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

Street Address or PO Box \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Date assumed current position \_\_\_\_\_

Other related experience:

Title	Municipality	Years
_____	_____	_____
_____	_____	_____
_____	_____	_____

Education: H.S. \_\_\_\_\_ Graduate College (years) \_\_\_\_\_ Degree \_\_\_\_\_

Please answer the following questions:

How does your municipality budget yearly for your education? \_\_\_\_\_

What is your reason(s) for applying for this scholarship? \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_

I understand that if a scholarship is awarded to me, it must be used for registration at the AML Winter Conference to be held in January 16-18, 2013, at the Statehouse Convention Center in Little Rock, and that I must attend all sessions.

Yes \_\_\_\_\_

If your attendance must be approved by the Chief Executive Officer or legislative body of your city or town, will you be given time to attend the conference? Yes \_\_\_\_\_ No \_\_\_\_\_

I do hereby attest that the information submitted with this application is true and correct to the best of my knowledge.

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

Deadline to apply is December 10, 2012

**DISCLAIMER:**

ACCRTA or AML will not be responsible for applications that are not received by the deadline.

Please feel free to call to verify that your application has been received.

# ACCRTA Scholarships Available

The executive board of the Arkansas City Clerks, Recorders and Treasurers Association (ACCRTA) awards scholarships for tuition to attend the Municipal Clerks' Training Institute, the Academy for Advanced Education and the International Institute of Municipal Clerks' annual conference, all of which will enable Arkansas clerks to further educational training.

A scholarship honoring the memory of Bill S. Bonner will be awarded to a first-year attendee in the certification program at the Municipal Clerks' Institute in September 2013.

Scholarships include: four local \$400 scholarships to attend the Municipal Clerks' Institute, Sept. 15-20, 2013, in Fayetteville; one \$400 scholarship for the Academy for Advanced Education, Sept. 18-19, 2013, in Fayetteville;

and one \$400 scholarship to attend the International Institute of Municipal Clerks (IIMC) annual conference, May 19-23, 2013, in Atlantic City, NJ.

These scholarships are in addition to the 11 regional scholarships awarded by the IIMC.

Fill out the scholarship application below and return it to:

Barbie Curtis, CMC, CAMC  
City Clerk / Treasurer  
City of Van Buren  
1003 Broadway  
Van Buren, AR 72596

For more information, contact Scholarship Chairman Barbie Curtis at 479-474-8936, or email [bcurtis@vanburencity.org](mailto:bcurtis@vanburencity.org).

## 2013 APPLICATION FOR SCHOLARSHIP ASSISTANCE

I, \_\_\_\_\_, am a member of the Arkansas City Clerks, Recorders and Treasurers Association and the International Institute of Municipal Clerks, and do hereby apply for assistance from ACCRTA. (Applicant must be a City Clerk, Deputy City Clerk, Recorder, Treasurer or related title at the time of application.)

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

Street Address or P.O. Box \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Telephone \_\_\_\_\_ Date assumed present position \_\_\_\_\_

Other related experience:

Title	Municipality	Years
_____	_____	_____
_____	_____	_____
_____	_____	_____

Education: H.S. \_\_\_ Graduate College (years) \_\_\_ Degree \_\_\_\_\_

Check one: This application is for a \_\_\_ First \_\_\_ Second \_\_\_ Third year Institute

What are the approximate costs of the institute you plan to attend?

Travel/Transportation \_\_\_\_\_ Registration Fee/Tuition \_\_\_\_\_

Lodging and Meal \_\_\_\_\_ Total Amount \_\_\_\_\_

How much does your municipality budget your department yearly for education? \_\_\_\_\_

What is your reason(s) for applying for this scholarship? \_\_\_\_\_

I understand that if a scholarship is awarded to me, it must be used between Jan. 1, 2013, and Dec. 31, 2013, and that I must attend all sessions. Yes. \_\_\_\_\_

Have you attached written evidence that your Chief Executive or legislative body supports your attendance at the institute and that in the event that a scholarship is awarded, you will be given the time to attend the institute? Yes \_\_\_ No \_\_\_

I do hereby attest that the information submitted with this application is true and correct to my best knowledge.

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

CHECK THE SCHOLARSHIP FOR WHICH YOU ARE APPLYING:

\_\_\_ IIMC Conference, Atlantic City, NJ—May 19-23, 2013  
\_\_\_ Academy for Advanced Education, Fayetteville—Sept. 18-19, 2013  
\_\_\_ Municipal Clerks' Institute, Fayetteville—Sept. 15-20, 2013

**DEADLINE: March 2, 2013**

**DEADLINE: April 2, 2013**

**DEADLINE: April 2, 2013**

**DISCLAIMER:** ACCRTA will not be responsible for applications that do not reach the chairman by the deadline. Please feel free to call after a few days to be sure your application was received.



# Conway recycling gets boost

By Sherman Banks

Going green in Conway has meant more than simply collecting aluminum cans. Green is not just a state of mind for the city. It has become part of the daily operation of the city and Faulkner County. The Conway Sanitation Department owns and operates the recycling program, the city landfill, and the composting facility. The self-sufficient program was created through a \$1 million bond issue passed in 1994 with 93 percent of the vote. Its reception in the community since has been just as overwhelmingly positive.

As a result of an inter-local agreement with the Faulkner County Solid Waste Management District, Conway successfully petitioned the district for a \$2 million dollar grant to purchase a state of the art recycling system. The grant made it possible for Conway to offer its residents curbside collection, a free co-mingled program in which no sorting of recyclables is necessary. This system allows for the recycling program to accept items that are traditionally excluded elsewhere, like Styrofoam and plastic bags. Conway's recycling effort has become a model program of curbside collection, sorting, and self-sufficiency.

In its 35,000-square-foot recycling center Conway was able to purchase a new \$1.7 million automated sorting system that can sort through the same volume in three hours that would normally take five days to do manually.

"The new sorting system is the most sophisticated recycling system in the region and these factors allowed the city to reach its ultimate goal of offering the most comprehensive, convenient and successful program in the state," said Angela Howard, recycling coordinator with Conway's Sanitation Department. Howard said recycling rates for the voluntary program are twice that of other communities in state.

The program has been extended to the rural areas of Faulkner County through a partnership with the Faulkner County Solid Waste Management District. The partnership has added 1,000 new weekly recyclers to the route.

Conway's commitment to conservation initiatives earned it recognition as a 2011 *Arkansas Business* Green City of Distinction. Howard is very proud of the recycling program because it represents Conway's commitment to enhance the quality of life of its residents, businesses, and neighboring communities.

The recycling program collects on average 150,000 tons of waste from city and county residents, schools, and businesses. The recyclables are bundled and sold to



The old assembly line, above, took five days to separate what the new recycling system, below, can separate in just three hours.

various recycling companies in and out of state. Officials estimate that recyclables have made the city upwards of \$600,000 per year.

As part of the effort, Conway also offers free educational programs and free business waste audits. About 7,000 people—students, residents, delegates from neighboring towns, and others—tour the city's sanitation and recycling facilities annually.

Conway's program has been a great success, with 68 percent residential participation. As a result of such a high residential participation the city has hosted individuals from other municipalities interested in replicating the services in their communities. For more information on how to enhance recycling effort in your community, contact Angela Howard, Conway Sanitation Department recycling coordinator, at 501-472-2342.



Contact Sherman Banks at 501-374-8493, email [sbanks@aristotle.net](mailto:sbanks@aristotle.net), or write to P.O. Box 165920 Little Rock, AR 72216.



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# Trees vs. sidewalks

By Jenny Gulick

**H**ave you ever been challenged by this decision: Do I keep that mature tree and not repair the sidewalk, or do I repair the sidewalk and lose the shade tree? This is an example of a no-win situation that public works managers face every day across the country.

Public infrastructure and construction projects are vital to the growth, safety, and livability of our communities. However, public trees are equally vital, green infrastructure assets that help reduce stormwater flows, improve air and water quality, decrease energy consumption, and give our communities character like nothing else can.

Unfortunately, when communities build, expand, or renovate buildings and hardscapes, trees that are often compromised in the process. Usually tree removal is considered the first and only option, and attempts to save trees during the construction process are often doomed. Most construction activities have considerable negative effects on trees, and even if trees are not removed at the outset, the damaged trees will likely decline or die, be unattractive, and potentially become safety risks within a few years after the project is complete.

So, what's a manager to do when there are trees within the project limits of a construction project? How do you comply with construction industry, safety and ADA standards, follow plan specifications, stay within the budget, complete the project on time, and save valuable trees?

The American Public Workers Association (APWA) recognizes the value of both grey and green infrastructure and believes there can be a balance between the built environment and the natural one. The Facilities and Grounds Technical Committee has created a new publication to help you protect and preserve valuable trees during construction projects.

The *Tree Protection and Preservation* pocket guide is now available and is a technical guide to conserving, protecting, maintaining, removing, and replacing trees



PHOTOS BY JOHN SLATER

Beautification is just one of the many ways our urban forests improve the quality of life in our cities and towns.

within construction sites on the public right-of-way and on public property.

The guide is aimed at helping managers and staff use accepted tree care standards that will give public trees the maximum chance for survival during development, redevelopment, and other construction projects.

The best management practices in the guide are technically correct and widely accepted practices and standards used by public works and construction professionals as recommended by professional arborists, urban and community foresters, landscape architects, and other tree care and landscape professionals. The goal is to provide communities with basic and practical information on how to best accomplish the most important tree management activities and that will give trees within construction project limits the best chance for surviving and thriving during and after the construction process.

If you are a public works manager, engineer, inspector, equipment operator, utility employee, landscape architect, landscape maintenance worker, planner, tree care professional, or government official or staff member, then the guide is for you. Your implementation of the appropriate best management practices during construction projects is an important component of





Mature trees on construction sites need more protection, especially in their critical root zones.

your overall community tree management program and responsibilities.

The guide is primarily intended to support public works professionals, but it can be used to inform and assist the local building, development, and construction industry, can be used as a project planning and implementation tool, could be a community education tool, and is a statement of standards for community tree care.

Tree protection is any activity designed to preserve tree health by avoiding damage to tree roots, trunk, or crown. All trees should be protected during construction projects and throughout their lives from damage to maximize their health, useful life, function, and benefits. Small, newly planted trees need as much protection as large, mature trees.

Some of the benefits of protecting trees during public works construction and public improvement projects are:

- Decreased liability from damaged trees and tree parts
- Reduced long-term tree maintenance and replacement costs
- Preserving larger trees and greater canopy cover that provide the most benefits
- Positive feedback from citizens, businesses, media, and overall good public relations
- Protection of native plants (many native trees are unavailable in nurseries and are difficult to reestablish)
- Healthier trees, forest ecosystem, and environment.

Almost all construction activities can be detrimental to trees. However, construction is a fact of life and absolutely necessary to fulfill a public works department's primary business function: to improve safety of public structures and properties and to increase service delivery to the public.

The guide can help give you ways to avoid damaging trees. Considering trees in the project planning stage and developing a tree protection plan is a proactive measure that will help any project be less problematic and more successful. Forethought should be given to determine if the construction project plans could be modified to save trees and still accomplish the construction task. Creative engineering design and techniques can be employed to save significant trees. For example, a road can be moved slightly, a building foundation can be built on piers, and underground utilities can be placed using boring devices rather than trenching.

It is strongly recommended that public works managers use the best management practices and consult regularly with certified arborists who are skilled in risk tree evaluation and tree protection before, during, and after construction projects.

*Jenny Gulick is a member of the APWA Facilities and Grounds Technical Committee. This article originally appeared in the August edition of the APWA magazine and is reprinted with permission. To purchase the Tree Protection and Preservation pocket guide online, visit [www2.apwa.net/bookstore](http://www2.apwa.net/bookstore) and click on Grounds and Forestry.*

# Fairs & Festivals

- Nov. 16-Jan. 1, **OZARK**, Trail of Holiday Lights, 479-667-2949, [www.ozarkchamberofcommerce.com](http://www.ozarkchamberofcommerce.com)
- Nov. 17, **BENTONVILLE**, Lighting of the Square, 479-254-0254, [www.downtownbentonville.org](http://www.downtownbentonville.org)
- Nov. 17-Jan. 1, **FAYETTEVILLE**, Lights of the Ozarks, 479-521-5776, [thelightsoftheozarks.com](http://thelightsoftheozarks.com)
- Nov. 19-Jan. 1, **JASPER**, Ozark Mountains Christmas Lights Trail, 870-446-2455, [www.theozarkmountains.com](http://www.theozarkmountains.com)
- Nov. 20-Dec. 31, **PINE BLUFF**, 16th Enchanted Land of Lights & Legends, 870-536-7600, [www.pineblufffestival.org](http://www.pineblufffestival.org); **WEST MEMPHIS**, Christmas Season of Lights Neighborhood Driving Tour, 870-732-7598, [www.westmemphis.org](http://www.westmemphis.org)
- Nov. 21-Jan. 2, **NASHVILLE**, Holiday Lights in the Park, 870-845-7405, [nashvillearkansas.org](http://nashvillearkansas.org)
- Nov. 22-Dec. 31, **CROSSETT**, Christmas Wonderland Light Display, 870-364-8269, [swfinney@windstream.net](mailto:swfinney@windstream.net); **FORT SMITH**, Holiday of Lights, 479-783-8888, [www.fortsmith.org](http://www.fortsmith.org)
- Nov. 23-24, **STUTTART**, 77th World's Championship Duck Calling Contest & Wings Over the Prairie Festival, 870-673-1602, [www.stuttgartarkansas.org](http://www.stuttgartarkansas.org)
- Nov. 24-Dec. 22, **ROGERS**, Holiday Hoopla, 479-936-5487, [mainstreetrogers.com](http://mainstreetrogers.com)
- Nov. 24-Dec. 31, **CORNING**, Christmas in the Park, 870-857-9001, [gboyd123@centurytel.net](mailto:gboyd123@centurytel.net)
- Nov. 24-Jan. 4, **PARIS**, 16th Little City of Lights Holiday Lighting & Parade, 479-963-2244, [www.ParisArOnline.com](http://www.ParisArOnline.com)
- Nov. 26-Dec. 30, **SHERWOOD**, Enchanted Forest Trail of Holiday Lights, 501-833-3790, [amy@sherwoodparks.com](mailto:amy@sherwoodparks.com)
- Nov. 27, **MONTICELLO**, 19th Monticello Christmas Parade, 870-367-6741, [montdrewchamber.com](http://montdrewchamber.com)
- Nov. 29, **JACKSONVILLE**, Holiday Lighting, 501-982-4316, [www.cityofjacksonville.net](http://www.cityofjacksonville.net)
- Nov. 30, **BOONEVILLE**, 30th Booneville Christmas Tree Lighting, 479-675-2666, [information1@booneville.com](mailto:information1@booneville.com); **EUREKA SPRINGS**, Christmas Parade of Lights, 479-253-8737, [www.eurekaspringschamber.com](http://www.eurekaspringschamber.com)
- Nov. 30-Dec. 13, **NEWPORT**, 2nd Newport Holiday Lighting, 870-523-8920, [johnnydlong13@yahoo.com](mailto:johnnydlong13@yahoo.com)

## CALENDAR

**National League of Cities  
2012 Congress of Cities and Exposition  
Boston, Massachusetts  
November 28 - December 1, 2012**

**Arkansas Municipal League  
Winter Conference  
Wednesday-Friday  
January 16-18, 2013  
Little Rock, AR**

# League seminar covers HR, personnel matters



David Schoen, a member of the League's legal staff, covers job evaluation records retention and other important human resources issues at the League's Human Resources and Personnel Matters seminar, held on Oct. 18 and 19 at League headquarters in North Little Rock. The seminar was part of the League's Voluntary Certified Continuing Education Program.

The seminar covered a variety of HR topics, including avoiding common traps in employment law, at-will employment, and employee discipline and discharge, federal employment laws such as ADA, FMLA, FLSA, and USERRA, tips on the hiring process, and more.

The seminar drew 111 municipal officials over the two days. The Continuing Education program will continue with a three-hour session at the League's Winter Conference, Jan. 16-18, 2013, in Little Rock.

## Save the Date!

### "Health and Wellness Seminar"

9:30 a.m. Thursday, Nov. 15 at League headquarters

**Covering:**

- MHBF changes for 2013
- PPACA—What you need to know
- Chemical dependency program
- eDocAmerica services
- Allcare specialty pharmacy program
- And more!

Registration form is available at  
[www.arml.org/calendar-municipal.html](http://www.arml.org/calendar-municipal.html)



# Shorter days can bring seasonal depression

By Erick Messias, M.D.

As the days grow shorter in fall and winter, and the hours of sunlight diminish, some people may experience a general state of sadness, grumpiness, or moodiness. Called Seasonal Affective Disorder (SAD), it affects five to 10 percent of the population in the United States, with it being more prevalent the further north you go.

In some cases, symptoms can reach that of a major depressive episode with weight gain, a loss of interest in usual activities, and sleeping more than usual. Also, seasonal depressive episodes are often characterized by a craving for carbohydrates.

Women are four times more likely than men to experience SAD. Other risk groups include people who have a close relative with the disorder. People aged 15 to 55 more typically experience SAD, but the risk declines steadily after age 55. Onset of the disorder usually begins sometime between young adulthood and age 30. The worst months for the symptoms typically are January and February.

If you experience these symptoms for more than a few weeks, you should consult a physician to help determine whether it's SAD or more serious depression.

Scientists and physicians have yet to fully determine the cause of the disorder that usually strikes in the winter or late autumn, but there appears to be a strong link between SAD and how long someone is exposed to light each day. The level of the sleep-related hormone melatonin increases as a person's environment darkens.

Because the number of daylight hours shrinks the more northerly the location, the disorder is more common the further north a person is in the winter. Nevertheless, individuals in Arkansas and other southern climes still can be affected.

If you think SAD might be afflicting you, there are a few things you can try to improve your state of mind:

- Increase exposure to light during the cold-weather months by turning on lots of interior house lights upon waking.
- Take long walks on sunny winter days.
- Exercise vigorously for up to 30 minutes at least three times a week.
- Don't oversleep or avoid the outdoors because it's cold outside. It's important to stick to routines.
- Try consuming foods rich in omega-3 fatty acids, which have been shown to aid in battling depression.

If these fail to lessen your symptoms, consult a physician. Here are a couple of questions your doctor is likely to ask: Have you been depressed during the winter season, then gotten better the following season for at least two consecutive years? Do you have a close relative with SAD? Do you have any of the other symptoms, such as weight gain? Do you crave carbohydrates more?

Your doctor might recommend a more intensive course of light therapy or one or more other treatment strategies. Light therapy may include sitting for 20-60 minutes daily in front of a "bright box," a plug-in box positioned at eye level that contains fluorescent lights with a diffusing lens. The duration of that light exposure may vary greatly between individuals depending on differences in their daily patterns of sleep and wakefulness. Another therapeutic technique is called "dawn simulation," in which a dim light turns on in the morning while you sleep then grows increasingly brighter like a sunrise. One of these methods of light therapy usually works well for most people with SAD.

If making your life brighter doesn't turn things around, there remain some alternatives. Antidepressants can help improve the balance of brain chemicals affected by the lack of light exposure. Counseling and behavioral therapy can teach you how better to manage your symptoms.

Again, millions of Americans every year experience SAD to some degree. You don't have to simply endure it like the cold of winter. Effective treatments are available.



*Erick Messias, M.D., is Associate Professor of Psychiatry, University of Arkansas for Medical Sciences.*

# Advertise in the 2013 Directory

The *Arkansas Municipal League Directory* reaches municipal officials and many more.

The *Directory* is a working reference of state and federal agencies, legislators, city and town elected and appointed officials, municipal department heads and others. It is a one-stop information guide to all of Arkansas's 500 incorporated cities and towns.

- Published in early 2013
- More than 1,200 copies distributed
- 100-110 pages

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Advertising deadline is **Dec. 28, 2012.**



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# Mulberry dedicates senior inn

By Taniah Tudor

**M**ulberry Senior Inn held its grand opening and ribbon cutting on Oct. 29. After years of planning and 10 months of construction, the senior center staff was ready to move into the new building on the corner of Seventh Street and Arkansas 64.



Mulberry's new senior center is four times larger than the previous facility.

Lori Oliver, director for the center, is excited about the new, roomy building she said.

"It's just a wonderful facility," Oliver said.

With a safe room, large kitchen, and more spacious dining area, the new center is 6,420 square feet, about four times the size of the previous building.

It also features a multi-purpose room, a game room, and a covered drive. The safe room can also be used for activities during the day.

Mulberry Mayor Gary Baxter said he is grateful to have additional construction in the city.

"The new senior center is a welcome addition to other projects we are experiencing," he said.

Team General Contracting began work on the center in December of 2011 and flooring crews are putting the finishing touches on the week of the grand opening. Though the project was only expected to last eight months, construction was delayed in January because of some unexpected soil work and subsequent costs, said lead architect Larry Hall of Biggerstaff, Minden and Hall Architects and Planners.

Funding for the project came mostly in the form of grants from the Arkansas Economic Development Commission and Federal Emergency Management Agency, said mayor's assistant Becky Shockley.

Before extra expenses that came during construction, total cost for the project was estimated at \$831,850, with the city paying \$113,912 of that. AEDC grants totaled

\$434,000 and FEMA grants were \$276,188. The Area Agency on Aging donated the land for the new center.

Former Mayor Betty Feller began grant applications for the project, with Mayor Gary Baxter continuing the project once he took office.

Other money came from the Arkansas Department of Rural Services, the Mulberry Lions Club, and other fundraisers and donations. State Reps. Leslee Post and Bruce Holland also provided some funding.

According to Oliver, the previous senior center could not accommodate the growing needs of the community. There was little room for seating and the kitchen was unable to meet the needs of its growing Meals on Wheels program, she said. Food had to be stored on pallets under the dining tables, and there was little room left for visitors or gatherings, Oliver said, calling the center "crowded and outdated."

It also had growing repair issues, she said.

In the new center, the size of their kitchen area has nearly tripled, and the safe room will be available to the entire community.

"The new Senior Center will provide a location for senior citizen activities and community-wide events," Baxter said.

Plans for the center can be expanded, now that there is room for growth and new projects, Oliver said. She is hoping to eventually implement a senior wellness education program.

*This article appeared originally in the Oct. 24 edition of the Press Argus-Courier and is reprinted with permission.*



Mayor Gary Baxter is joined at the center's grand opening by former Mulberry mayors Betty Feller, third from left, and Arnold Feller, who was the 1996-1997 League president, fourth from left.



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## CLE Offered at League Winter Conference

Six (6) hours of continuing legal education (CLE) will be available for city attorneys who attend the Arkansas Municipal League's 2013 Winter Conference, Jan. 16-18, 2013, at the Peabody Hotel and Statehouse Convention Center in Little Rock. The Arkansas City Attorneys Association (ACAA) sponsors the CLE. All CLE will occur on Friday, Jan. 18 in the Arkansas Room of the Peabody Hotel.

Brian Albright, city attorney for Hot Springs and ACAA president, urges members and non-members to register for the Conference as soon as possible. A registration form is in this issue of *City & Town*. Copies also are being mailed to city attorneys.

CLE topics are selected based on the requests from our city attorney members and will include, among other topics, land use basics and urban blight, basics on drafting and passing ordinances and resolutions, as well as one (1) hour of ethics.

To attend the CLE program, registration is required at the Winter Conference. For registration information, call Whitnee Bullerwell at 501-978-6105. For CLE information, call ACAA secretary/treasurer and League General Counsel Mark Hayes at 501-978-6102, or his assistant, Jamie Adams, at 501-978-6124.

## Little Rock named a Top 10 downtown

Livability.com, a national website that highlights more than 500 of America's best places to live and visit, has included Little Rock in its list of top 10 downtowns, KARK has reported. The list is the second installment of an annual listing of the best downtowns in America and includes communities with downtowns that are walkable, well thought out, and that have a wealth of dining and entertainment options.

For the 2012 list, editors narrowed down the more than 500 cities on Livability.com to those with populations between 100,000 and 300,000. They then considered the downtown's economic vitality, which was assessed by analyzing the city's unemployment rate, downtown vacancy rate, the distance between residential areas and downtown amenities, and residents' average income levels.

"This list highlights those cities with downtowns that offer residents and visitors valuable experiences—museums and theaters for families to visit, restaurants and coffee shops where friends can gather, shops and boutiques for finding memorable keepsakes," says John Hood, spokesman for Livability.com. "We chose cities in which the residents and government leaders have invested in downtown revitalization projects, providing a favorable atmosphere for older businesses to thrive and for new businesses to grow."

Located along the Arkansas River, Little Rock's downtown offers vibrant nightlife and a broad dining scene. Downtown Little Rock Partnership, a nonprofit group, has teamed with city leaders to revitalize areas of downtown. The group is working to renovate old buildings, beautify street corners and bring in special events such as an ice skating rink in the River Market area for the holiday season. Downtown tourism also gets a boost from the state's most visited landmark, the William J. Clinton Presidential Center and Park.

The other Top 10 Downtowns include Fort Collins, Colo.; Charleston, S.C.; Alexandria, Va.; Boise, Idaho; Stamford, Conn.; Lincoln, Neb.; Provo, Utah; Hollywood, Fla.; and McAllen, Texas.

## AHPP holds cemetery preservation fair

The Arkansas Historic Preservation Program will host a Cemetery Preservation Information Fair from noon to 4 p.m., Saturday, Nov. 17 in Morrison Hall at Trinity Episcopal Cathedral, 310 West 17th St., in Little Rock, AHPP Director Frances McSwain has announced.

At this free event, attendees can obtain cemetery-related materials regarding legal matters, forming nonprofits, researching interments, monument cleaning and conservation, landscape maintenance, organization of clean ups, National Register listing, involving youths in cemetery projects, and providing documentation, remote sensing, and funding services.

Speakers will include Randy Smith of Fairview Cemetery in Van Buren, who will speak on "Cemetery Advocacy: Reaching Out to the Community," and freelance writer Abby Burnett, who will present, "Cemetery Iconography 101: Recognizing Gravestone Symbolism." In addition, "Addressing Landscape Maintenance in Cemeteries," a webinar by the National Center for Preservation, Technology and Training, will be shown.

For more information on the free information fair, call Holly Hope at 501-324-9148 or email her at [holly@arkansasheritage.org](mailto:holly@arkansasheritage.org).

## Passen named officer of the year

Cpl. David Passen of the Van Buren Police Department was selected as officer of the year at a ceremony recognizing outstanding law enforcement officers across the state, the *Crawford County Press Argus-Courier* reported Oct. 3. Passen joined other law enforcement officers honored for their exemplary efforts at the Attorney General's 2012 Law Enforcement Officer of the Year awards Oct. 2. The awards ceremony was part of Attorney General Dustin McDaniel's annual Law Enforcement Summit.

Passen was among the first law enforcement officers to respond to emergency calls from the Crawford County Courthouse on Sept. 13, 2011.

A man wielding handguns and an assault rifle opened fire on Passen's patrol car, striking the car 16 times. The armed man had just shot and injured a courthouse employee inside the courthouse. Passen took cover and retrieved a rifle from the trunk of his car. Passen and other officers exchanged fire with the armed man, who was killed.

"With a steady hand and a clear head, Cpl. Passen helped return peace to a public building," McDaniel said. "Crawford County and the state are grateful for his honorable service and bravery."

Also during the ceremony, McDaniel paid tribute to the late Jonathan Schmidt, a Trumann police officer who was shot and killed in the line of duty in April 2011.

## North Little Rock officer recognized for service

North Little Rock Police Officer Tommy Norman was honored Oct. 8 for his service to the community, the *Arkansas Democrat-Gazette* has reported. Norman was selected to receive the National Chapter Military Order of World Wars (MOWW) Law and Order Distinguished Service Award. It is the highest honor awarded by the MOWW. The Central Arkansas chapter of MOWW nominated Norman for the award.

Norman, who has been a patrol officer since 1998, is well known for his community service. Among the projects he participates in, Norman established both the "Shop with a Cop" and the "Season of Giving" programs, and he frequently volunteers for Special Olympics fundraisers when he is off duty. In 2011 Norman received national recognition when he was named an America's Most Wanted All-Star. The League honored Norman at its 77th Convention for his service.

## Obituaries

**BOBBY KIRBY**, 73, mayor of Morrilton from 2007 to 2010, died Oct. 22.



# NEW!

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# Combine small victories with great dreams

By Jim von Tungeln

Since this is the month for giving thanks, perhaps we should consider those who have made our state great by making great cities—the dreamers and doers. Sometimes we value one more than the other. Both are important. Dreamers let our minds soar beyond the ordinary. Doers produce results.

By results, we mean concrete, physical products of our efforts—a park, a bridge, an urban center, or any major physical addition to our city. It might also mean something as small as the removal of an eyesore. Results are results. The scale depends on any number of factors, many of which are beyond the control of elected officials.

A careful observer of local government will notice the temptation to concentrate on great dreams at the expense of the day-to-day results that may not make the national news. We do so at our own peril.

What can a small result accomplish? First, it can build confidence and boost morale for those who endeavor tirelessly to make their city a better place. The advice to “build on your success” is as valid in the urban setting as it is anywhere.

A small result can also develop credibility. Many unpaid volunteers in local government, planning commissioners for example, deal mostly with a range of thankless tasks, some of which can turn controversial. Few people acknowledge their work, much less thank them for it. Helping them to achieve a high-profile project, no matter how small, proves most rewarding.

Finally, small results add up to large achievements. It is rare, but not impossible for a city to be transformed by some monumental project. More often, cities we admire reflect years of incremental improvements. Consider San Francisco. It survived fires, earthquakes, and lawlessness before emerging as one of America’s most beloved places.

Once a blighted spot, this intersection at Fair Park Boulevard and 12th Street in Little Rock now adds a touch of loveliness to the city.

Closer to home, the first photo with this column shows an intersection of a major Arkansas city that was once a blighting eyesore for the entire area. Years ago, the City Beautiful Commission decided to undertake an annual project to boost credibility and develop a sense of accomplishment. It decided to follow the advice of a former chair of the University of Arkansas School of Architecture: “If you can’t build something beautiful, at least go out and tear down something ugly.”

And so the commission found a blighted intersection containing a long-abandoned building and which had become not only an eyesore, but a trash-collecting site as well. At little expense, the commissioners persuaded the property owner to donate the land where the building sat to the city. With more urging, they persuaded the city to clear and landscape the site.

Although it has experienced several landscaping iterations over the years, the intersection remains attractive and now welcomes motorists to the neighborhood. Subsequently, the commission undertook other such limited-cost projects, including sponsoring a competition to design a city flag.

On the far other end of the planning spectrum, we should never ignore what the passion and vision of a single person can create, or, in the case of Richard and Vertis Mason of El Dorado, what a committed couple can accomplish. As almost everyone close to local government in our state knows, they are the parents behind the renaissance of downtown El Dorado.



PHOTOS BY JIM VON TUNGELN



Little Rock's Chenal Valley development resulted from the dream and persistence of a single individual.

It was my great fortune recently to be part of a workshop where we heard from representatives of the south Arkansas cities of Warren, Prescott, and Camden concerning the dreams for their cities. All were inspiring and some were indeed inspired by success in El Dorado. There are cases throughout our state too numerous to cover in this space.

One example, though, is a personal favorite of mine. In the late 1970s, a friend and colleague named Jack Castin noticed something that had escaped the notice of everyone else. The last interurban freeway built in America, I-630 in Little Rock, was going to “dead-end” near a vast reserve of wooded property under a single ownership. With a wall filled with maps and drawings, he regaled anyone who would listen about the development potential of this area.

Nobody listened, but Jack is not the kind of person who allows a dream to die. He finally located the engineer who represented the owners of the property and finagled a meeting with the corporate board. Although the company was not in the business of developing land for urban purposes, it became interested enough to take a chance on a modest development.

The outcome was the development now known as the Chenal Valley area of Little Rock. It remains a model of upscale development and has attracted visits from

landscape architecture schools in other states to study its layout and design. As the second photograph shows, it deserves the attention.

So, which is most desirable, the path of great dreams or the one of small victories? Once again, we need both. As with so many issues in public administration, success lies not in the victory of one side over another. Good results most often result from the push and pull of competing viewpoints. It is written somewhere that “without dreams, the people perish.” Somewhere else it is written (or should be) that dreams nourish our spirits but not our bodies. We profit from diversity.

So, this month let us be thankful for both the dreamers and the doers who toil without rest to make our cities great. In fact, let us be thankful for all those who have dedicated a lifetime to public service.



*Jim von Tungeln is staff planning consultant and available for consultation as a service of the Arkansas Municipal League. He is a member of the American Institute of Certified Planners. Contact him at 501-944-3649. His website is [www.planyourcity.com](http://www.planyourcity.com).*



# 2012 Estimated State Turnback Funds

Actual Totals Per Capita						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2011	2012	2011	2012	2011	2012
January	\$3.5720	\$3.4786	\$0.3285	\$0.2859	\$3.3436	\$3.1339
February	\$4.0199	\$3.7795	\$0.2906	\$0.2584	\$1.0700	\$1.0053
March	\$3.2159	\$3.2521	\$0.3725	\$0.4307	\$1.0000	\$1.0055
April	\$3.3681	\$3.4633	\$0.3751	\$0.2705	\$1.0000	\$1.0017
May	\$3.7030	\$3.6848	\$0.3460	\$0.1999	\$0.9900	\$1.0053
June	\$3.6759	\$3.8035	\$0.3406	\$0.2104	\$1.0100	\$1.0056
July	\$3.6615	\$3.7480	\$0.3633	\$0.1996	\$2.9000	\$3.1087
August	\$3.8180	\$3.5350	\$0.4115	\$0.1567	\$1.0100	\$1.0052
September	\$3.7317	\$3.6430	\$0.3947	\$0.1899	\$1.0100	\$1.0056
October	\$3.5307	\$3.4734	\$0.4021	\$0.2654	\$1.0100	\$1.0056
November	\$3.5115	\$3.4269	\$0.3930	\$0.2902	\$0.9200	\$1.0054
December	\$3.2842		\$0.3761		\$1.0100	
<b>Total Year</b>	<b>\$43.0924</b>	<b>\$39.2881</b>	<b>\$4.3940</b>	<b>\$2.7576</b>	<b>\$16.2736</b>	<b>\$15.2878</b>

Actual Totals Per Month						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2011	2012	2011	2012	2011	2012
January	\$6,297,470.92	\$6,537,582.03	\$578,646.75	\$537,347.01	* \$5,889,430.45	* \$5,889,623.14
February	\$7,080,721.02	\$7,103,104.25	\$511,874.74	\$485,627.91	\$1,889,837.05	\$1,889,245.23
March	\$6,041,952.97	\$6,111,822.72	\$699,895.94	\$809,523.74	\$1,878,361.11	\$1,889,603.23
April	\$6,328,001.75	\$6,508,820.12	\$704,744.69	\$508,320.37	\$1,883,619.31	\$1,882,530.42
May	\$6,957,111.57	\$6,925,015.17	\$650,134.81	\$375,733.12	\$1,860,445.27	\$1,889,362.42
June	\$6,906,168.25	\$7,148,252.90	\$639,925.58	\$395,417.87	\$1,889,921.24	\$1,889,865.20
July	\$6,879,119.02	\$7,043,886.87	\$682,553.18	\$375,173.84	** \$5,443,030.68	** \$5,842,460.26
August	\$7,173,125.80	\$6,643,716.19	\$773,146.02	\$294,503.90	\$1,889,129.92	\$1,889,164.55
September	\$7,011,103.63	\$6,846,853.12	\$741,466.34	\$356,918.13	\$1,890,081.33	\$1,890,041.23
October	\$6,633,476.96	\$6,528,081.50	\$755,415.22	\$498,817.98	\$1,890,081.33	\$1,890,041.23
November	\$6,597,419.28	\$6,440,629.62	\$738,267.62	\$545,491.57	\$1,734,293.45	\$1,889,559.03
December	\$6,170,333.10		\$706,663.00		\$1,890,081.33	
<b>Total Year</b>	<b>\$80,076,004.27</b>	<b>\$73,837,764.49</b>	<b>\$8,182,733.89</b>	<b>\$5,182,875.44</b>	<b>\$30,028,312.47</b>	<b>\$28,731,495.94</b>

\* Includes \$4 million appropriation from the Property Tax Relief Fund

\*\* Includes \$3,517,657 supplemental in July



# Local Option Sales and Use Tax in Arkansas



KEY: Counties not collecting sales tax

Source: Debbie Rogers, Office of State Treasurer

See also: [www.dfa.arkansas.gov](http://www.dfa.arkansas.gov)

Sales and Use Tax Year-to-Date 2012 with 2011 Comparison (shaded gray)

Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$37,846,866	\$35,123,247	\$37,289,267	\$35,666,555	\$75,136,134	\$70,789,802	\$12,533	\$27,640
February	\$46,523,853	\$42,235,810	\$44,592,756	\$42,753,266	\$91,116,609	\$84,989,076	\$22,619	\$34,351
March	\$40,360,002	\$33,606,662	\$36,819,087	\$34,174,199	\$77,179,089	\$67,780,861	\$13,222	\$35,321
April	\$41,324,697	\$35,244,719	\$37,882,489	\$35,257,864	\$79,207,186	\$70,502,583	\$27,247	\$23,355
May	\$46,157,943	\$39,976,322	\$41,661,276	\$40,107,935	\$87,819,219	\$80,084,257	\$8,489	\$9,286
June	\$43,883,127	\$37,765,150	\$40,430,123	\$37,056,613	\$84,313,250	\$74,821,762	\$30,892	\$25,409
July	\$44,736,261	\$37,831,729	\$40,688,525	\$36,634,846	\$85,424,786	\$74,466,575	\$11,606	\$14,470
August	\$45,618,216	\$40,620,093	\$41,616,180	\$40,946,986	\$87,234,396	\$81,567,078	\$27,685	\$22,415
September	\$44,215,998	\$39,596,088	\$40,815,883	\$39,895,996	\$85,031,881	\$79,492,083	\$14,110	\$14,702
October	\$45,686,669	\$39,356,921	\$42,353,132	\$40,657,852	\$88,039,801	\$80,014,774	\$28,246	\$24,979
<b>Total</b>	<b>\$436,353,632</b>	<b>\$381,356,741</b>	<b>\$404,148,718</b>	<b>\$383,152,112</b>	<b>\$840,502,351</b>	<b>\$764,508,851</b>	<b>\$196,649</b>	<b>\$231,928</b>
Averages	\$43,635,363	\$38,135,674	\$40,414,872	\$38,315,211	\$84,050,235	\$76,450,885	\$19,665	\$23,193

## 2012 ELECTIONS

- PIKE CO.**, Feb. 14  
Passed. 3/8% removed
- CONWAY**, Feb. 14  
Passed. 1/4% continued
- SALESVILLE**, Feb. 14  
Passed. 1%
- STUTTGART**, Feb. 14  
Passed. 1% continued
- BATESVILLE**, Mar. 13  
Passed. 1/2% temporary  
Passed. 1/2% permanent
- BLYTHEVILLE**, Mar. 13  
Passed. 1%
- FORT SMITH**, Mar. 13  
Passed. 1% continued
- LINCOLN**, Mar. 13  
Passed. 1%
- TONTITOWN**, Mar. 13  
Failed. 1%
- DEWITT**, April 10  
Passed. 1.5%
- MELBOURNE**, April 10  
Passed. 1%
- TRUMANN**, May 22  
Failed. 1%
- WASHINGTON CO.**, May 22  
Failed. 1/4% increase
- MAGNOLIA**, May 26  
Passed. 1/4% increase
- VAN BUREN**, July 10  
Passed. 1/2% increase  
Passed. 1/2% increase
- BRADLEY CO.**, Aug. 14  
Failed. 1/2%
- YELLEVILLE**, Aug. 14  
Passed. 1%
- STRONG**, Oct. 9  
Passed. 1%

# October 2012 Municipal Levy Receipts and October 2012 Municipal/County Levy Receipts with 2011 Comparison (shaded gray)


CITY SALES AND USE	AMOUNT	LAST YEAR	Gillett	11,600.54	8,400.15	Palentine	10,084.96	8,111.11	Bentonville	452,801.11	415,280.19
Alexander	48,478.81	41,449.50	Gilham	1,784.57	1,873.84	Paragould	278,803.91	320,892.78	Bethel Heights	30,425.32	27,904.16
Alma	195,181.17	186,578.64	Gilmore	347.05	303.38	Paris	24,489.19	26,268.89	Cave Springs	22,177.65	20,339.92
Almyra	2,964.78	2,941.13	Glenwood	63,412.93	55,941.10	Patmos	136.18	99.95	Centernton	122,047.61	111,934.25
Alpena	3,304.51	2,976.98	Gosnell	18,796.48	15,798.04	Patterson	799.22	1,178.31	Decatur	21,792.84	19,987.00
Alzheimer	3,434.14	2,846.18	Gould	5,737.58	4,774.28	Pea Ridge	27,705.57	26,530.03	Elm Springs	487.42	447.03
Altus	8,037.78	7,293.91	Grady	4,198.65	3,159.66	Perla	2,146.91	1,999.03	Garfield	6,439.09	5,905.52
Amity	9,742.47	12,304.27	Gravette	57,622.58	65,867.02	Perryville	19,281.03	21,517.23	Gateway	5,194.88	4,764.41
Anthonyville	410.67	146.42	Green Forest	27,812.07	30,755.68	Piggott	60,406.14	61,477.54	Genway	40,507.24	37,150.64
Arkadelphia	187,587.11	172,662.14	Greenbrier	141,565.77	134,475.03	Pine Bluff	931,756.50	938,459.41	Gravette	29,822.46	27,351.25
Ash Flat	75,698.02	74,962.29	Greenland	16,399.10	15,582.76	Pineville	918.80	1,121.18	Highfill	7,478.06	6,858.40
Ashdown	107,417.03	129,266.46	Greenwood	160,959.51	160,046.33	Plainview	3,133.82	3,477.33	Little Flock	33,157.44	30,409.88
Atkins	44,101.08	46,727.96	Guion	5,591.41	4,984.46	Plumerville	10,942.93	5,768.14	Lowell	93,982.43	86,194.67
Augusta	28,423.33	25,487.78	Gurdon	18,650.01	31,034.30	Pocahontas	118,001.74	113,427.40	Pea Ridge	61,491.98	56,396.51
Austin	12,373.78	8,326.55	Guy	5,871.49	6,054.21	Portia	4,293.68	2,970.79	Rogers	717,842.60	658,359.27
Avoca	2,383.18	2,690.25	Hackett	5,341.70	5,443.78	Pottsville	25,581.32	25,129.54	Siloam Springs	192,903.20	176,918.47
Bald Knob	55,724.08	49,247.08	Hamburg	30,287.00	27,170.12	Prairie Grove	77,254.30	79,353.34	Springdale	77,653.83	71,219.12
Barling	19,305.40	20,879.55	Hardy	20,205.46	20,915.69	Prescott	46,402.63	51,292.14	Springtown	1,115.94	1,023.47
Batesville	521,442.70	300,031.98	Harrisburg	22,445.92	22,213.45	Pyatt	676.47	1,047.17	Sulphur Springs	6,554.52	6,011.39
Bauxite	14,130.55	8,006.91	Harrison	247,861.08	239,330.73	Quitman	21,897.74	31,110.22	Boone County	345,400.24	340,249.30
Bay	6,726.45	NA	Hartford	2,098.53	2,285.76	Ravenden	2,657.83	2,912.58	Alpena	3,644.72	3,590.37
Bearden	11,154.72	10,767.15	Haskell	17,585.85	15,003.57	Reactor	24,710.83	25,947.35	Bellefonte	5,187.16	5,109.80
Beebe	81,628.80	89,489.32	Hatfield	3,023.38	3,466.41	Redfield	17,751.07	15,177.13	Bergman	5,015.78	4,940.98
Beedeville	150.49	103.34	Havana	2,457.31	2,769.42	Rison	11,070.51	12,191.82	Diamond City	8,934.71	8,801.47
Bella Vista	118,379.51	113,190.67	Hazen	52,831.09	46,645.46	Rockport	41,285.18	3,595.23	Everton	1,519.59	1,496.92
Belleville	2,175.42	2,107.32	Heber Springs	122,107.89	149,694.95	Roe	723.80	496.87	Harrison	147,879.74	145,674.41
Benton	664,957.33	613,489.28	Helena-West Helena	244,790.57	260,073.62	Rogers	2,198,163.07	1,991,067.28	Lead Hill	3,096.30	3,050.12
Bentonville	1,508,297.49	1,287,204.88	Hermitage	5,322.06	4,086.25	Rose Bud	63,991.45	21,083.84	Omaha	1,930.90	1,902.11
Berryville	226,474.06	160,300.92	Highfill	71,750.89	67,781.77	Russellville	875,570.39	923,220.12	South Lead Hill	1,165.40	1,148.02
Bethel Heights	48,670.05	43,243.80	Highland	22,021.80	23,773.03	Salem	21,916.21	20,702.48	Valley Springs	2,090.86	2,059.68
Black Rock	6,114.60	6,588.72	Holly Grove	8,845.02	8,988.75	Salesville	2,684.56	NA	Zinc	1,176.81	1,159.28
Blevins	1,743.55	1,565.36	Hope	173,842.64	168,755.37	Searcy	810,291.99	305,684.18	Bradley County	134,475.84	123,420.99
Blue Mountain	174.95	232.15	Horseshoe Bend	20,306.73	21,989.66	Shannon Hills	9,074.49	11,816.83	Banks	1,038.36	953.00
Bluytheville	553,191.68	292,236.95	Hot Springs	1,416,860.73	1,382,744.73	Sheridan	184,148.44	176,141.64	Hermitage	6,950.31	6,378.94
Bonanza	2,263.79	1,821.84	Hoxie	16,960.01	18,192.59	Sherrill	856.80	981.02	Warren	50,268.29	46,135.89
Bono	9,857.83	NA	Hughes	10,310.00	11,222.91	Shirley	404,852.64	381,975.71	Calhoun County	58,254.01	57,173.73
Booneville	88,584.70	85,539.97	Humphrey	2,436.55	2,459.12	Shirley	2,959.72	2,823.02	Hampton	12,826.93	12,589.06
Bradley	4,240.75	3,272.64	Huntington	2,571.61	1,981.92	Siloam Springs	480,289.17	492,644.53	Harrell	2,460.75	2,415.12
Branch	1,617.41	1,877.08	Huntsville	48,515.13	43,017.41	Sparkman	3,799.81	3,959.61	Thornton	3,943.02	3,869.90
Briarcliff	1,021.79	735.45	Imboden	6,519.73	7,243.63	Springdale	1,836,146.67	1,761,304.42	Tinsman	523.15	513.46
Brinkley	105,859.60	97,078.93	Jacksonville	617,576.72	575,711.70	Springtown	52.25	82.16	Carroll County	153,532.40	148,708.86
Brookland	15,626.85	NA	Jasper	23,384.13	23,291.76	St. Charles	3,441.99	4,066.19	Beaver	562.06	544.40
Bryant	943,937.31	888,880.99	Jennette	139.54	122.26	Stamps	14,943.64	16,922.97	Blue Eye	168.62	163.32
Bull Shoals	14,939.31	13,304.77	Johnson	40,642.80	41,407.14	Star City	75,549.69	71,995.81	Chicot County	229,893.05	255,324.13
Cabot	652,563.85	584,563.48	Joiner	2,198.49	2,335.96	Stephens	6,906.03	6,753.60	Dermott	24,005.53	20,939.47
Caddo Valley	38,652.10	33,463.32	Jonesboro	1,878,284.44	1,847,017.21	Stuttgart	384,861.12	349,911.99	Eudora	18,853.77	20,514.53
Calico Rock	23,298.25	23,695.70	Keiser	3,157.33	2,946.64	Sulphur Springs	2,370.62	1,894.48	Lake Village	21,396.42	23,281.16
Camden	279,401.25	277,803.49	Keo	1,601.39	2,068.97	Summit	2,015.27	2,799.00	Clark County	413,557.33	395,651.82
Caraway	5,741.14	NA	Kibler	2,575.06	2,323.57	Sunset	1,813.26	1,850.60	Clay County	49,331.08	51,207.12
Carlsle	56,158.61	30,920.19	Kingsland	1,113.96	1,199.04	Swifton	3,688.28	3,538.65	Datto	340.78	353.74
Cave Springs	13,673.72	13,005.25	Lake City	11,481.04	11,524.99	Taylor	7,534.12	6,425.38	Greenway	712.23	739.31
Centernton	73,551.32	100,443.49	Lake Village	71,299.80	72,590.26	Texarkana	382,283.83	425,784.77	Knobel	978.03	1,015.23
Charleston	25,244.58	26,369.78	Lakeview	3,160.34	3,151.12	Texarkana Special	189,953.36	212,817.06	McDougal	633.85	657.95
Cherokee Village	13,134.82	NA	Lamar	9,091.01	7,645.45	Thornton	1,177.64	1,037.35	Nimmons	235.14	244.08
Cherry Valley	5,472.88	4,592.13	Lepanto	20,645.41	21,108.64	Tontitown	103,596.58	95,257.72	Peach Orchard	460.05	477.55
Chidester	2,266.15	2,695.46	Leslie	4,615.91	4,953.77	Trumann	65,706.08	65,658.90	Pollard	756.53	785.30
Clarendon	41,708.95	43,320.37	Lesville	7,793.11	8,464.19	Tuckerman	14,102.60	17,272.40	St. Francis	851.95	884.35
Clarksville	344,206.89	173,957.92	Lincoln	51,393.10	18,165.20	Turrell	5,702.50	5,192.07	Success	507.75	527.06
Clinton	79,753.64	83,180.34	Little Flock	7,008.55	5,961.00	Twin Groves	613.00	806.50	Cleburne County	427,593.83	428,823.45
Conway	1,888,912.66	1,893,516.53	Little Rock	5,661,206.11	1,849,088.03	Tyroneza	3,061.48	2,557.95	Concord	3,174.47	3,183.60
Corning	77,845.03	80,584.25	Lonoke	137,764.03	134,321.06	Van Buren	298,978.39	305,701.78	Fairfield Bay	2,380.85	2,387.70
Cotter	9,006.42	9,304.37	Lowell	204,340.39	206,929.38	Vandervoort	3,896.94	219.30	Greers Ferry	11,592.02	11,625.35
Cotton Plant	1,743.02	1,787.84	Luxora	3,144.65	4,230.78	Vilonia	82,296.82	90,887.26	Heber Springs	93,217.50	93,485.57
Cove	10,584.63	10,021.85	Madison	1,314.11	1,268.87	Viola	27,240.11	3,116.66	Higden	1,561.21	1,565.70
Crosssett	170,266.45	367,714.55	Magazine	8,566.50	7,112.38	Wabbaseka	642.47	841.06	Quitman	9,523.41	9,550.79
Danville	47,130.58	43,038.84	Magnolia	421,590.57	431,619.64	Waldenburg	10,142.82	8,704.42	Cleveland County	35,338.00	38,608.45
Dardanelle	157,666.54	147,275.45	Malvern	171,160.36	150,079.98	Waldron	44,270.52	43,113.68	Kingsland	1,741.53	1,902.70
Decatur	15,678.02	21,047.40	Mammoth Spring	8,484.87	8,314.11	Walnut Ridge	55,667.33	63,736.55	Rison	5,236.26	5,720.88
Delight	3,696.41	3,275.45	Manila	45,586.79	16,567.67	Ward	19,396.79	16,239.54	Columbia County	401,852.00	438,575.29
De Queen	99,230.65	96,776.59	Mansfield	28,821.99	29,264.07	Warren	65,743.24	64,734.33	Emerson	715.89	781.32
Dermott	24,771.17	27,386.52	Marianna	85,840.32	75,652.91	Washington	1,077.16	1,030.22	Magnolia	22,521.46	24,579.59
Des Arc	19,246.24	24,877.28	Marion	191,072.02	162,976.74	Weiner	10,833.06	9,767.06	McNeil	1,003.81	1,095.54
DeValls Bluff	9,320.21	11,118.11	Marked Tree	46,773.23	53,713.75	West Fork	27,594.25	23,904.33	Wilton	1,101.08	1,201.70
DeWitt	177,209.08	149,682.28	Marmaduke	15,005.19	NA	West Memphis	576,853.09	524,888.11	Waldo	2,669.03	2,912.94
Diamond City	2,399.34	2,863.87	Marshall	12,613.74	12,553.98	Wheatley	3,551.20	3,535.60	Conway County	401,092.89	331,391.81
Diaz	2,725.05	3,717.14	Marvell	26,987.12	23,896.88	White Hall	59,218.20	58,390.53	Menifee	4,242.47	3,505.23
Dierks	16,821.54	15,756.30	Maumelle	128,803.19	190,341.47	Wickes	2,714.93	2,992.78	Morrilton	95,062.32	78,542.59
Dover	17,316.60	20,037.41	Mayflower	56,175.64	67,378.52	Widener	2,032.69	NA	Oppelo	10,971.43	9,064.84
Dumas	135,505.65	132,654.61	Maynard	4,727.76	NA	Wiederkehr Village	2,676.38				



Edmondson . . . . .	2,534.20	2,504.91	Swifton . . . . .	7,804.49	7,519.01	Osceola . . . . .	95,344.43	90,765.77	Barling . . . . .	69,738.13	67,155.91
Gilmore . . . . .	1,004.18	992.57	Tuckerman . . . . .	18,210.47	17,544.36	Victoria . . . . .	454.78	432.94	Bonanza . . . . .	8,625.39	8,306.01
Horseshoe Lake . . . . .	1,732.99	1,712.96	Tupelo . . . . .	1,760.41	1,696.02	Wilson . . . . .	11,099.14	10,566.12	Central City . . . . .	7,530.34	7,251.51
Jennette . . . . .	614.26	607.16	Weldon . . . . .	733.50	706.67	Monroe County . . . . .	NA	NA	Fort Smith . . . . .	1,293,193.11	1,245,309.54
Jericho . . . . .	706.25	698.09	Jefferson County . . . . .	686,218.41	694,273.99	Montgomery County . . . . .	44,610.91	43,474.25	Greenwood . . . . .	134,286.03	129,313.77
Marion . . . . .	73,266.40	72,419.50	Alzheimer . . . . .	9,887.11	10,003.18	Black Springs . . . . .	576.56	561.87	Hartford . . . . .	12,180.55	11,729.53
Sunset . . . . .	1,057.60	1,045.38	Humphrey . . . . .	3,094.75	3,131.08	Glenwood . . . . .	244.60	238.37	Hackford . . . . .	9,630.43	9,273.84
Turrell . . . . .	3,284.97	3,247.00	Pine Bluff . . . . .	493,179.88	498,969.37	Mount Ida . . . . .	6,266.49	6,106.83	Huntington . . . . .	9,525.43	9,172.73
West Memphis . . . . .	155,761.60	153,961.11	Redfield . . . . .	13,032.09	13,185.08	Norman . . . . .	2,201.43	2,145.34	Lavaca . . . . .	34,336.54	33,065.15
Cross County . . . . .	268,807.95	256,407.19	Sherrill . . . . .	844.02	853.93	Oden . . . . .	1,351.14	1,316.71	Mansfield . . . . .	10,845.49	10,443.91
Cherry Valley . . . . .	6,904.48	6,585.96	Wabbaseka . . . . .	2,562.21	2,592.29	Nevada County . . . . .	29,486.07	32,515.62	Midland . . . . .	4,875.22	4,694.70
Hickory Ridge . . . . .	2,884.82	2,751.74	White Hall . . . . .	55,524.56	56,176.35	Bluff City . . . . .	817.59	901.60	Sevier County . . . . .	257,039.41	272,010.31
Parkin . . . . .	11,719.58	11,178.93	Johnson County . . . . .	109,970.24	108,934.38	Bodcaw . . . . .	909.90	1,003.39	Ben Lomond . . . . .	1,170.90	1,239.10
Wynne . . . . .	88,740.04	84,646.23	Clarksville . . . . .	80,776.86	80,015.99	Cale . . . . .	520.89	574.40	DeQueen . . . . .	53,247.81	56,349.16
Dallas County . . . . .	147,524.21	155,269.72	Coal Hill . . . . .	8,906.75	8,822.86	Emmet . . . . .	3,131.91	3,453.69	Gilham . . . . .	1,292.03	1,367.28
Desha County . . . . .	106,974.90	108,882.69	Hartman . . . . .	4,567.79	4,524.77	Prescott . . . . .	21,732.13	23,965.00	Horatio . . . . .	8,430.50	8,921.52
Arkansas City . . . . .	4,126.56	4,200.15	Knoxville . . . . .	6,433.63	6,373.03	Rosston . . . . .	1,720.90	1,897.71	Lockesburg . . . . .	5,967.57	6,315.14
Dumas . . . . .	53,059.01	54,005.26	Lamar . . . . .	14,125.83	13,992.76	Willisville . . . . .	1,002.21	1,105.18	Sharp County . . . . .	70,978.39	67,670.95
McGehee . . . . .	47,568.20	48,416.53	Lafayette County . . . . .	82,892.55	97,199.77	Newton County . . . . .	45,984.99	45,647.48	Ash Flat . . . . .	8,490.03	8,094.41
Mitchellville . . . . .	4,058.91	4,131.30	Bradley . . . . .	3,906.61	4,580.89	Jasper . . . . .	1,840.19	1,826.68	Cave City . . . . .	15,091.46	14,388.23
Reed . . . . .	1,589.74	1,618.09	Buckner . . . . .	1,710.70	2,005.96	Western Grove . . . . .	1,516.38	1,505.25	Cherokee Village . . . . .	33,596.27	32,030.75
Tillar . . . . .	236.77	240.99	Lewisville . . . . .	7,962.51	9,336.84	Ouachita County . . . . .	336,977.40	335,362.18	Evering Shade . . . . .	3,742.54	3,568.15
Watson . . . . .	2,378.98	2,421.41	Stamps . . . . .	10,531.66	12,349.43	Bearden . . . . .	8,841.33	8,798.95	Hardy . . . . .	6,324.21	6,029.51
Drew County . . . . .	433,576.59	409,383.07	Lawrence County . . . . .	125,408.16	135,578.23	Camden . . . . .	111,505.13	110,970.65	Highland . . . . .	9,053.15	8,631.29
Jerome . . . . .	471.22	444.93	Alicia . . . . .	676.35	731.20	Chidester . . . . .	2,645.08	2,614.18	Horseshoe Bend . . . . .	69.31	66.08
Monticello . . . . .	114,385.59	108,002.89	Black Rock . . . . .	3,610.83	3,903.65	East Camden . . . . .	8,520.99	8,480.15	Sidney . . . . .	1,568.06	1,494.99
Tillar . . . . .	2,464.84	2,327.30	College City . . . . .	2,481.76	2,683.02	Loann . . . . .	1,501.01	1,493.82	Willford . . . . .	649.74	619.47
Wilmar . . . . .	6,174.19	5,829.67	Hoxie . . . . .	15,163.31	16,392.98	Stephens . . . . .	8,154.90	8,115.81	St. Francis County . . . . .	154,784.86	148,964.10
Winchester . . . . .	2,017.79	1,905.19	Imboden . . . . .	3,692.65	3,992.10	Perry County . . . . .	99,628.82	101,289.67	Caldwell . . . . .	10,184.42	9,801.44
Faulkner County . . . . .	683,364.49	684,778.76	Lynn . . . . .	1,570.87	1,698.27	Adona . . . . .	887.86	902.66	Colt . . . . .	6,936.42	6,675.56
Damascus . . . . .	811.15	812.83	Minturn . . . . .	594.53	642.75	Bigelow . . . . .	1,338.15	1,360.46	Forrest City . . . . .	282,062.60	271,455.51
Enola . . . . .	2,077.34	2,137.42	Portia . . . . .	2,383.58	2,576.88	Casa . . . . .	738.54	738.54	Hughes . . . . .	26,442.80	25,448.40
Holland . . . . .	3,422.81	3,429.90	Powhatan . . . . .	392.72	424.57	Fourche . . . . .	263.38	267.77	Madison . . . . .	14,111.38	13,580.72
Mount Vernon . . . . .	891.04	892.88	Ravenden . . . . .	2,563.58	2,771.48	Houston . . . . .	734.92	747.17	Palestine . . . . .	12,496.56	12,026.62
Wooster . . . . .	5,284.78	5,295.71	Sedgwick . . . . .	829.07	896.31	Perry . . . . .	1,146.99	1,166.11	Wheatley . . . . .	6,514.36	6,269.38
Franklin County . . . . .	162,100.16	167,600.55	Smithville . . . . .	425.45	459.95	Perryville . . . . .	6,202.25	6,305.64	Widener . . . . .	5,009.62	4,821.26
Altus . . . . .	6,350.79	6,556.80	Strawberry . . . . .	1,647.24	1,780.82	Phillips County . . . . .	108,227.15	108,376.70	Stone County . . . . .	81,661.17	81,139.89
Branch . . . . .	3,074.86	3,174.60	Walnut Ridge . . . . .	26,672.15	28,835.14	Elaine . . . . .	12,115.14	12,131.89	Fifty Six . . . . .	1,491.33	1,481.81
Charleston . . . . .	21,130.20	21,573.42	Lee County . . . . .	37,896.48	33,970.66	Helena-West Helena . . . . .	191,976.58	192,241.85	Mountain View . . . . .	23,688.89	23,537.68
Denning . . . . .	3,946.20	4,074.21	Aubrey . . . . .	1,174.34	1,052.68	Lake View . . . . .	8,438.69	8,450.35	Union County . . . . .	498,309.99	572,587.23
Ozark . . . . .	30,865.85	31,867.07	Haynes . . . . .	1,036.18	928.84	Lexa . . . . .	5,448.01	5,455.53	Calion . . . . .	14,527.35	16,692.77
Wiederkehr Village . . . . .	318.38	328.70	LaGrange . . . . .	614.80	551.11	Marvell . . . . .	22,592.08	22,623.29	El Dorado . . . . .	618,557.33	710,758.46
Fulton County . . . . .	104,580.11	103,996.50	Marianna . . . . .	28,425.82	25,481.09	Pike County . . . . .	138,029.65	161,690.94	Felsenthal . . . . .	3,559.67	4,090.27
Ash Flat . . . . .	413.75	515.26	Moro . . . . .	1,492.10	1,337.52	Antoine . . . . .	885.19	841.61	Huttig . . . . .	19,911.36	22,879.32
Cherokee Village . . . . .	3,216.68	4,005.89	Rondo . . . . .	1,367.74	1,226.06	Daisy . . . . .	870.06	827.22	Junction City . . . . .	17,761.06	20,408.50
Hardy . . . . .	170.37	212.17	Lincoln County . . . . .	54,445.94	51,618.83	Delight . . . . .	2,110.85	2,006.92	Norphet . . . . .	22,409.65	25,750.00
Horseshoe Bend . . . . .	68.96	85.88	Gould . . . . .	4,309.75	4,085.96	Glenwood . . . . .	16,538.74	15,724.46	Smackover . . . . .	58,957.13	67,745.17
Mammoth Spring . . . . .	3,963.05	4,935.38	Grady . . . . .	2,311.92	2,191.87	Murfreesboro . . . . .	12,415.41	11,804.14	Strong . . . . .	16,774.71	19,275.12
Salem . . . . .	6,632.13	8,259.30	Star City . . . . .	11,708.91	11,100.93	Poinsett County . . . . .	121,935.87	117,830.51	Van Buren County . . . . .	340,821.95	310,082.51
Viola . . . . .	1,366.98	1,702.36	Little River County . . . . .	190,476.02	197,955.67	Fisher . . . . .	1,822.04	1,754.47	Clinton . . . . .	30,275.12	27,544.54
Garland County . . . . .	1,512,885.31	666,044.05	Ashdown . . . . .	38,852.43	40,378.09	Harrisburg . . . . .	18,694.31	18,000.98	Damascus . . . . .	2,908.83	2,646.48
Fountain Lake . . . . .	3,544.61	3,539.31	Foreman . . . . .	8,316.71	8,643.29	Lepanto . . . . .	15,466.93	14,893.30	Fairfield Bay . . . . .	25,074.13	22,812.64
Lonsdale . . . . .	662.41	661.42	Ogden . . . . .	1,480.72	1,538.86	Marked Tree . . . . .	20,965.74	20,188.16	Shirley . . . . .	3,385.88	3,080.50
Mountain Pine . . . . .	5,426.14	5,418.02	Wilton . . . . .	3,076.61	3,197.42	Trumann . . . . .	59,612.64	56,984.75	Washington County . . . . .	1,221,750.31	1,150,950.50
Grant County . . . . .	171,095.11	171,229.97	Winthrop . . . . .	1,579.42	1,641.46	Tyrone . . . . .	6,225.99	5,995.08	Elkins . . . . .	36,388.02	34,279.35
Greene County . . . . .	472,410.60	117,828.69	Logan County . . . . .	82,310.59	96,358.74	Waldenburg . . . . .	498.41	479.92	Elm Springs . . . . .	20,571.32	19,379.23
Delaplaine . . . . .	1,218.57	1,019.78	Blue Mountain . . . . .	811.01	949.42	Weiner . . . . .	5,850.14	5,633.18	Farmington . . . . .	82,092.90	77,335.66
Lafe . . . . .	4,811.24	4,026.38	Booneville . . . . .	26,096.09	30,549.97	Polk County . . . . .	239,793.77	232,964.47	Fayetteville . . . . .	1,011,114.13	952,520.63
Marmaduke . . . . .	11,670.94	9,767.04	Caulksville . . . . .	1,393.10	1,630.86	Cove . . . . .	7,192.88	6,988.02	Goshen . . . . .	14,717.36	13,864.50
Oak Grove Heights . . . . .	9,338.86	7,815.39	Magazine . . . . .	5,539.70	6,485.17	Grannis . . . . .	10,431.54	10,134.46	Greenland . . . . .	17,300.80	16,298.23
Paragould . . . . .	274,314.45	229,565.06	Morrison Bluff . . . . .	418.58	490.02	Hatfield . . . . .	7,776.58	7,555.11	Johnson . . . . .	46,089.65	43,418.78
Hempstead County . . . . .	568,604.62	570,928.83	Paris . . . . .	23,100.60	27,043.23	Mena . . . . .	108,024.88	104,948.34	Lincoln . . . . .	30,905.08	29,114.15
Blevins . . . . .	3,533.26	3,547.70	Ratcliff . . . . .	1,321.16	1,546.64	Vandervoort . . . . .	1,638.16	1,591.52	Prairie Grove . . . . .	60,188.64	56,700.74
Emmet . . . . .	482.32	484.29	Scranton . . . . .	1,465.04	1,715.09	Wickes . . . . .	14,197.46	13,793.09	Springdale . . . . .	875,937.04	825,176.98
Fulton . . . . .	2,254.55	2,263.77	Subiaco . . . . .	3,741.08	4,379.60	Pope County . . . . .	301,963.19	313,921.45	Tontitown . . . . .	33,804.58	31,845.62
Hope . . . . .	113,232.44	113,695.28	Lonoke County . . . . .	252,460.01	237,331.14	Atkins . . . . .	36,264.92	37,701.08	West Fork . . . . .	31,839.51	29,994.43
McCaskill . . . . .	1,076.80	1,081.20	Allport . . . . .	1,020.85	959.67	Dover . . . . .	16,569.32	17,225.49	Winslow . . . . .	5,373.00	5,061.63
McNab . . . . .	762.73	765.85	Austin . . . . .	18,091.19	17,007.06	Hector . . . . .	5,410.88	5,625.16	White County . . . . .	949,331.04	984,307.51
Oakhaven . . . . .	706.65	709.54	Cabot . . . . .	211,057.99	198,410.17	London . . . . .	12,493.12	12,987.87	White Knob . . . . .	36,943.86	38,305.00
Ozan . . . . .	953.42	957.32	Carlisle . . . . .	19,653.53	18,475.78	Poittsville . . . . .	34,124.62	35,476.01	Beebe . . . . .	93,284.21	96,721.11
Patmos . . . . .	717.87	720.80	Coy . . . . .	852.19	801.12	Russellville . . . . .	335,715.05	349,009.96	Bradford . . . . .	9,679.11	10,035.72
Perrytown . . . . .	3,050.94	3,063.41	England . . . . .	25,077.34	23,574.56	Prairie County . . . . .	45,437.42	40,497.11	Garner . . . . .	3,621.70	3,755.13
Washington . . . . .	2,019.00	2,027.25	Humnoke . . . . .	2,521.05	2,369.97	Biscoe . . . . .	3,767.41	3,357.80	Georgetown . . . . .	1,581.30	1,639.56
Hot Spring County . . . . .	318,343.67	262,115.12	Keo . . . . .	2,272.50	2,136.31	Des Arc . . . . .	17,819.95	15,882.49	Griffithville . . . . .	2,869.30	2,975.02
Donaldson . . . . .	2,575.88	2,120.91	Lonoke . . . . .	37,682.59	35,424.43	DeValls Bluff . . . . .	6,424.32	5,725.84	Higginson . . . . .	7,919.27	8,211.05
Friendship . . . . .	1,506.16	1,240.13	Ward . . . . .	36,102.47	33,939.02	Hazen . . . . .	15,235.69	13,579.20	Judsonia . . . . .	25,747.21	26,695.82
Magnet Cove . . . . .	42.79	35.23	Madison County . . . . .	162,869.02	166,352.56	Ulm . . . . .	1,764.35	1,572.52	Kensett . . . . .	21,016.05	21,790.35
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**CHIEF OF POLICE**—The City of Morrilton is accepting resumes for the job of chief of police. The city is looking for someone with significant proven leadership experience with at least 15 officers reporting to them in their record. Must be a certified officer in Arkansas. Candidate must be willing to relocate to Morrilton upon taking the job. This is not an office job and the chief is expected to train with the officers in the field and work with our leadership team. The city has a 13-bed temporary holding facility and is currently the 911 operation center for the county in conjunction with the sheriff's office. We have 22 officers for a city of 6,767. The chief is expected to pass every test or do anything that the street officers do. There will be an extensive background check.

Starting date is on or about Jan. 1, 2013. Send resumes to Mayor Stewart Nelson, P.O. Box 583, Morrilton, AR 72110. For more information call 501-354-1556.

**CITY MANAGER**—Russell, Kan. (pop. 4,497; \$20 million budget; 77 FTE), seeks a candidate with a Bachelor's degree in public administration for the position of city manager. Ideal candidate should have 5+ years of local government experience. Responsible leadership, sound judgment, communication, and budgetary skills required. Salary \$80K-85K DOQ. Send cover letter, résumé and 3 professional references to LEAPS-Russell@lkm.org or LEAPS-Russell, 300 SW 8th, Topeka, KS 66603. EOE. Open until filled. Résumé review begins Dec. 3. For additional information visit [www.russellcity.org](http://www.russellcity.org).

**FOR SALE**—1990 Chevrolet single axle dump truck with 65,985 miles, hydraulic drive, Henderson sand spreader and Model 112 Good Roads snow plow. \$19,000 OBO. Email questions to [bbaldwin@vbgis.org](mailto:bbaldwin@vbgis.org) or call 479-471-5025, City of Van Buren Public Works.

**FOR SALE**—Dover has for sale a 2007 Chevy Impala. 95K miles, good tires, serviced regularly. White in color with bumper guard and spotlight. Asking \$8,000. Call 479-331-3270 or email [mayorofdover@centurytel.net](mailto:mayorofdover@centurytel.net).

**FOR SALE**—The City of Trumann has for sale a 1997 GMC High Ranger bucket truck, 95 ft., 110,000 miles, 9 big compartments, good tires, serviced regularly. Asking \$18,000. Call 870-483-5355 or email [citytrumann72472@yahoo.com](mailto:citytrumann72472@yahoo.com). Will email picture upon request.

**POLICE OFFICER**—Harrison is seeking qualified applicants for the position of police officer. Requirements: U.S. citizen, at least 21 years of age, possess a valid AR DL; no felony record/arrests; able to pass background check, psychological exam, physical exam and polygraph exam; ability to work rotational shifts; must be fingerprinted; must purchase uniforms and equipment. Reports to Shift Commander and will be under the direction of the Chief of Police. Salary: \$29,353. For detailed duties and for an application, contact Leta Price, Harrison Police Department, 116 S. Spring St., or call 870-741-5463.

**SOLID WASTE DIRECTOR**—The Boston Mountain Solid Waste District is accepting applications for the position of Director. This position reports to the Boston Mountain Solid Waste District Board. Duties include but are not limited to preparing and implementing an integrated solid waste management plan, preparing annual budget, maintaining financial mgmt. system, managing employees and programs governed by the District. Requires Bachelor's degree and five years related experience and training or equivalent combination of education and training, experience and success with state and federal grant writing. Valid DL required. Must possess or have the ability to obtain within 18 months of employment a certification from ADEQ Solid Waste Management Facility Operator License, Master Level, Class C. Salary range \$50,000-\$61,500 DOQ. Submit letter and resume to Rhonda Hulse, Secretary/Treasurer, Boston Mountain Solid Waste District, P.O. Box 967, Lincoln, AR 72744, or email [r.hulse@lincolnarkansas.com](mailto:r.hulse@lincolnarkansas.com). Applications accepted until Nov. 26. EOE.

**WATER SUPERINTENDENT**—Danville is accepting applications for a Water Superintendent. Applicants must have a minimum of a Class IV water treatment license and a Class II distribution license. Salary DOE and qualifications. Benefits include health insurance package, paid vacation, sick leave and retirement. For more information contact Danville City Hall at 479-495-2013, email resume to [danville@arkwest.com](mailto:danville@arkwest.com), or mail to Danville City Hall, P.O. Box 69, Danville, AR 72833.

**WATER/WASTEWATER DIRECTOR**—Siloam Springs is accepting applications for a Water/Wastewater Director. Under the direction of the Director of Operations, position is responsible for planning, organizing, directing and integrating the city's water and wastewater activities and functions. Provides professional assistance to city management regarding municipal drinking water, drinking water treatment, wastewater collection, wastewater treatment and environmental matters. Requires degree in Civil Engineering, Public Admin., or closely related field; minimum of 5 years experience in public works with increasing supervisory experience, or equivalent combination of education and experience. Must possess valid DL, submit to a background check, be willing to relocate, and possess or have the ability to obtain an AR Class IV Water/Wastewater License within one year. The City requires a completed application be submitted for all positions. Applications available at City Hall, 400 N. Broadway, Siloam Springs, or can be accessed online at [www.siloamsprings.com](http://www.siloamsprings.com). Salary range: \$68,170-\$79,614. Generous benefits package. For more information call 479-524-5136 or email [humanresources@siloamsprings.com](mailto:humanresources@siloamsprings.com). Open until filled. EOE.

**WATER UTILITIES GM**—El Dorado seeks qualified applicants for the position of Water Utilities General Manager. Degree preferred. Minimum HS degree plus training and job experience. Minimum four years experience in managing water and/or wastewater systems. Must have Class 4 water treatment or distribution license or be capable of obtaining within one year. Must have thorough knowledge of current principles and practices of business admin. Related to water and wastewater management. To submit resume or for more information including complete job description, email Larry Waldrop at [larry@eldoradowater.com](mailto:larry@eldoradowater.com), or write to 500 N. Washington, El Dorado, AR 71730. No phone calls please.

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Seated from left: Lindsey Ollar, Carey Smith, Dennis Hunt & Michele Casavechia

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