

City & Town

DECEMBER 2016 VOL. 72, NO. 12

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE

Get in the holiday spirit with a drive through Pine Bluff's Enchanted Land of Lights and Legends!



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Photo by Andrew Morgan

ON THE COVER—Pine Bluff’s drive-through Christmas display, Enchanted Land of Lights and Legends, is now in its 20th year. Read more about it in this issue on page 34. Read also about your District 4 Vice President Gary Baxter, mayor of Mulberry; coverage of the League’s series of regional meetings; and tips for passing a municipal budget. And check out the updated agenda for the 2017 Winter Conference along with registration and hotel information inside.—atm

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Publisher Don Zimmerman	Communications Director Whitnee V. Bullerwell
Editor Andrew T. Morgan	Graphic Designer Mark R. Potter
Advertising Assistant Tricia Zello	Email: citytown@arml.org



www.arml.org

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Dear Friends,

Well, it is the holiday season and we certainly have many reasons to be thankful. I hope everyone's Thanksgiving was blessed and I wish everyone a joyous holiday season. Recently, my family was blessed with a new addition—my grandson, T.J., who is a happy and healthy baby. Grandchildren are wonderful, aren't they?

I also want to thank the Arkansas Municipal League for allowing me the opportunity to travel to Ghana, West Africa. On our travels to West Africa, we discussed many problems and possible solutions to their new democracy. Sherman Banks, Sister Cities consultant to the League, did a good job in putting this trip together. It was mutually beneficial as we formalized Sister City relationships and continued the good work with the National Association of Local Authorities of Ghana that was started a few years ago.

As we continue to have regional meetings, we will have completed 14 of the 15 meetings by the time you receive your December issue. There is a regional meeting scheduled for December 20 in Pine Bluff. Be sure to read about the meetings in this issue, as they have been incredibly beneficial to the cities and towns of Arkansas.

I hope each of you received your personalized *City & Town* magazine in November and have taken advantage of the opportunity to register early for the Winter Conference. If you haven't done so, please be sure to register. The League staff is working very hard to put together an agenda that will arm us with the latest information. Attending the League's conferences, conventions, and workshops allows you to gain knowledge that helps you best do your job. The early bird discount expires December 30, so don't wait. Register now!

My wish is that you all have a very blessed holiday season and a Happy New Year. I hope to see all of you in January at the Winter Conference. I can't think of a better way to start the year off on the right foot.

Sincerely,



Harry Brown
Mayor, Stephens
President, Arkansas Municipal League



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District 4 vice president capitalizes on Mulberry's potential

By Andrew Morgan, League staff

The state legislature in the mid-1990s made “The Natural State” Arkansas’s official nickname. That tag is certainly appropriate for our beautiful state, says Mayor Gary Baxter, the League’s 2016-2017 District 4 vice president, but the potential he sees in his city of Mulberry brings to mind the state’s former handle, “The Land of Opportunity.”

Baxter isn’t a Mulberry native, but he is a Crawford County native, growing up just a few miles away in Van Buren, where he graduated from high school in 1963. His wife, Kay, is also from Van Buren. They were married in 1964 and have two children and seven grandchildren.

From 1963 to 1966 Baxter attended Arkansas Polytechnic College—now Arkansas Tech University—in Russellville, but left before graduating to enlist in the Air Force. Over the next several years he served across the southern United States, including a stint at Cape Kennedy Space Station in Florida, and spent time abroad in Turkey, Trinidad, Barbados, and Antigua. In 1970 he returned to school in Russellville and achieved a BS in Biology. The next year he entered officer training and spent the next 27 and a half years on active duty with the Air Force, which again took him and his family across the U.S. and abroad. Baxter also found time to earn a graduate degree in Management in 1985.

The last assignment of his decorated career was at the University of Arkansas at Fayetteville, where



Mayor Gary Baxter, left, with his wife, Kay, who has been a strong and supportive partner and a champion of the city. “People in Mulberry have told me, ‘Hey, we’re not votin’ for you, we’re votin’ for Kay!’” Baxter says.

Baxter was Commander of the Air Force ROTC and professor of aerospace studies. He retired from the Air Force in 1993.

He’s also an ordained minister, and spent the next 15 years serving at several churches, including at Lavaca; Shreveport, La.; and McAlester, Okla.

Baxter retired a second time and in 2007 he moved back to Crawford County, this time to Mulberry, where his wife’s parents had moved years earlier to be near Kay’s grandparents. The Baxters built a house on family property there.

“It was our 43rd address,” Baxter says.

On Oct. 31 of this year the couple celebrated their 52nd anniversary.

It wasn’t long after settling in Mulberry that friends began suggesting Baxter run for mayor. When former Mayor Betty Feller said she wasn’t going to run again and that she’d support him, he ran and won, taking office in January 2011.

“I’ve always served the people,” he says. “I served the country in the military, served in churches, and now I’m serving the community. I believe in helping others and having a life of service.”

Baxter ran on three issues: clean water, good management of city employees and departments, and promotion of industry.

The potential for the growth of industry in Mulberry, a city of just 1,655, is one of the things that excites Baxter the most.

“For a small community, we have a lot of things going for us that are unique.”

For one, Mulberry is poised to be a hub for transporting goods. The city has two exits on Interstate 40, and it sits practically at a national crossroads, with the north-south I-49 just a few miles away. There’s also



The swimming hole at Bluff Hole Park is one of the most popular in the region in summer months.

access to the Arkansas River on the city's southern side, and rail access.

Industry already has a strong presence in Mulberry, with diverse businesses like Airgas, Seal-Tite, Mulberry Gate Company, and Mulberry Industrial Powder Coating, to name a few.

"Most cities our size do not have an industrial park."

One of the newer tenants at the park is American Vegetable Soybean and Edamame, Inc., the only edamame processing plant in the U.S., which makes Mulberry the "Edamame Capital." To help promote the tasty, soybean treat, the city hosted its first Mulberry Edamame Festival this year, which drew about 4,000 people. That made it the city's largest ever gathering according to old timers, Baxter says.

The city has been improving its street and water infrastructure to accommodate growth, and the city owns its own water source and water treatment facilities.

"We have an excellent water treatment system," Baxter says. "After we treat everything, it goes right into the Arkansas River, so we're putting cleaner water into the river than we're bringing in."

Baxter is inspired by the foresight of previous city leaders as he works to move the city forward.

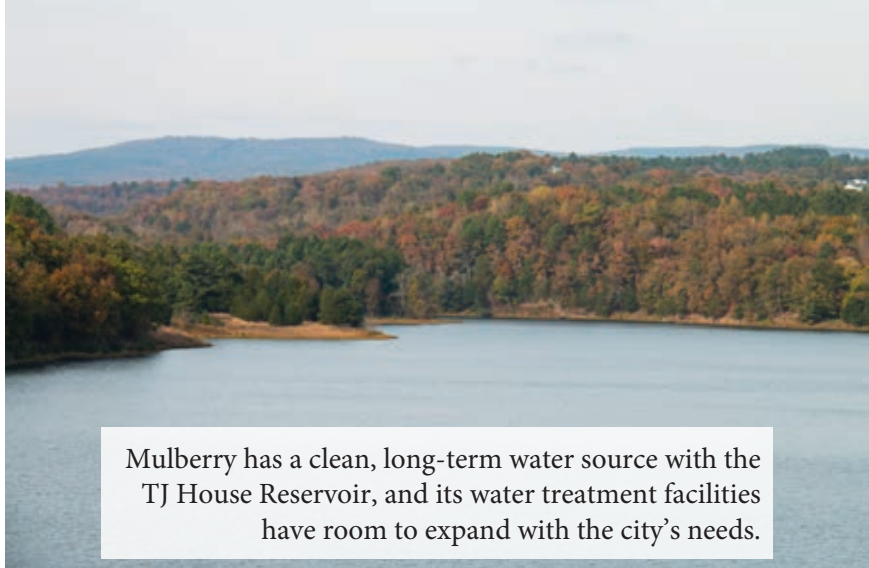
"We've got to make the good decisions now that are going to effect people 20, 30, 40, 50 years down the road. Our forefathers thought to build a city lake out here. They didn't want to have to depend on the river for our water. And after the lake they built the water treatment plant. And I'm so thankful they did. Now, I want to add some things that will help this community years down the road."

That's why the city's self-promotion as an industrial hub is so important, Baxter says. The goal is to build a city where people can live, work, and have a great life.

The city's parks and natural resources are also a great selling point for Mulberry, Baxter says.

"We want to bill ourselves as a healthy community. There are so many recreational opportunities here."

Mulberry features six parks or recreation areas, including a city park with state-of-the-art playground equipment, pavilion, walking trail, disc golf course, and other amenities. The Vine Prairie boat launch and



Mulberry has a clean, long-term water source with the Tj House Reservoir, and its water treatment facilities have room to expand with the city's needs.

park, a former Corps of Engineers park, offers access to the Arkansas River and camping sites. Bluff Hole Park features one of the most popular swimming holes in the region during the hot months. Tj House Reservoir, the city's water source, is also a popular fishing spot, and the mayor would love to create a walking and mountain biking trail around the lake one day.

Mulberry has challenges, of course, including building adequate affordable housing to accommodate future growth, and drawing more retail and services to the city. It has received a major boost with the recent opening of a Dollar General that offers fresh produce and meat, and other grocery items, the first of its kind.

Building regional partnerships is a key strategy in tackling these challenges while promoting growth, and the city is a member of the Fort Smith Regional Alliance. Baxter has been recently named president of the Western Arkansas Planning and Development District. The city also has built great relationships with the leadership of Crawford County and neighboring Franklin County.

Building a strong team in Mulberry is also essential, and the city's leadership and employees are dedicated to their hometown, Baxter says. He's pleased to have the two former mayors on staff. Monica Freeland, who was a former mayor of Tillar in Drew County, is the mayor's executive assistant, and Fire Chief Jeff Marvin is a former Mulberry mayor.

"We put a lot of emphasis on teamwork. I'm the mayor, but it's only as good as the people I surround myself with." 🏛️



PHOTOS BY ANDREW MORGAN.

From left, Fire Chief Jeff Marvin, Executive Assistant Monica Freeland, Mayor Baxter, Public Works Director Jim Julian, and Police Chief Shannon Gregory.



Fort Smith

Cities host successful regional League meetings across the state

By Whitnee V. Bullerwell, League staff

Thanks to the insight of League President and Stephens Mayor Harry Brown, the staff of the Arkansas Municipal League has traveled across the state spreading the word about the programs and services offered to member cities and towns. The October and November rounds of regional meetings were incredibly beneficial for League members. December's round, which includes six meetings, will conclude in Pine Bluff on December 20.

Already about 400 attendees have participated in the meetings. All across the state, League members have been excited to be in attendance, and the host cities are to be commended for doing an outstanding job. Host cities have treated attendees with everything from award-winning local food to home-baked sweets and a level of hospitality that you can only find in the Natural State.

One of the goals of the meetings is to meet our local officials where they live and work, since it's sometimes a



League staff and League President Harry Brown presented information at the regional meetings.



Jonesboro



Stephens Mayor Harry Brown,
League President



Searcy

challenge for them to make time to attend conferences, workshops, or the annual League Convention. Almyra Recorder/Treasurer April Herring found the Marianna regional meeting to be very convenient.

"I have a full-time job, in addition to my part-time Recorder/Treasurer duties, and I have tried for three

years to attend a League meeting," Herring said. "Today, so many of my questions have been answered."

Newly appointed Pleasant Plains Mayor Kenneth Burns attended the Batesville regional meeting and left the meeting with greater confidence and information on how to better do his job. Because of the regional meeting,



Marianna



Stephens



Marianna's city administration and volunteers
hosted an outstanding regional meeting.



Bull Shoals



Russellville



Springdale



Fort Smith



De Queen



Batesville

Burns now plans to attend the 2017 Winter Conference for the first time and is looking forward to the networking that will take place there, he said.

Newly elected State Representative Jack Fortner attended the Bull Shoals regional meeting and was glad he did, he said.

“I had no idea the range of services the League provides to cities and towns across Arkansas,” Fortner said. “Today’s meeting has been very informative for me.”

At each of the regional meetings, members of the League staff presented an overview of the League’s programs and services. Discussion on the League’s proposed legislation for the 91st General Assembly, which convenes in January 2017, was also an important part of each meeting. Municipal officials were allowed ample time to pose questions to League staff and to one another.

League President and Stephens Mayor Harry Brown is quite pleased with the results and attended every meeting, except those that conflicted with his recent travels to Ghana. During his acceptance speech in June, Brown vowed to travel as much of the state and meet as many municipal officials as possible. He has done just that and has held true to offering his assistance to the cities and towns of Arkansas. 🏛️



NLC honors Zimmerman for 50 years of service

The National League of Cities (NLC) honored Arkansas Municipal League Executive Director Don Zimmerman for 50 years of service to Arkansas cities and towns at the group's 2016 City Summit Conference in Pittsburgh in November. The first state municipal league employee to be recognized by the NLC for 50 years of service, Zimmerman has served in several roles at the League over the years, including as a field representative, legislative director, and executive director.

NLC First Vice President Mark Stodola, mayor of Little Rock, presented the award. He described Zimmerman as “a dedicated supporter of cities and towns around the country, but especially in his home state of Arkansas.”

“We need to work to keep our state leagues strong and the National League of Cities strong,” Zimmerman said upon receiving the award, adding “these leagues will help keep your cities strong, and when cities are strong, no one will question America’s greatness. 🏛️”



Ghana consulate coming to Little Rock

By Sherman Banks

Little Rock will soon be home to a Ghanaian consulate, which will help continue the efforts of the League and Arkansas municipal and business leaders in working with their counterparts in the African nation.

Ghana's Prince Kwame Kludjeson has been a key player in this development. He has worked for 14 years to expand Ghanaian international relationships, including the development of a conference in 2008 on the Millennium Goals of the United Nations, a conference in 2010 on bringing together elected officials and traditional rulers, a conference in Arkansas on sustainable agriculture in 2014, and the collaborative agreement between the Arkansas Municipal League and the National Association of the Local Authorities of Ghana in October 2015.

I, too, have been honored to work toward these goals. John Dramani Mahama, president of the Republic of Ghana, has appointed me as Honorary Consul of Ghana in Arkansas and the Delta Region. Once the appointment was received in the Ghanaian Embassy in Washington, the Ambassador, according to protocol, had to submit appointment request to the U.S. State Department for approval. Although the appointment is honorary, the duties and responsibilities are of a full consul. After the State Department completed its review, they gave final approval to open a full consulate to be headquartered in Little Rock.

Encompassed in the duties and responsibilities of the honorary consul and consulate are the following:

- Provide consular services to Ghanaians in Arkansas and the Delta Region. These services include attestation and legalization of documents, and the issuance of travel documents.
- Assist Ghanaians in need, including those detained or imprisoned in Arkansas and the Delta Region.
- Issue visas to visitors to Ghana originating from the consular district.
- Attract investments into Ghana.
- Promote trade and economic cooperation between Ghana and Arkansas.
- Contribute towards the overall enhancement of the bilateral relations between Ghana and Arkansas and the Delta Region.

To facilitate the opening of the consulate, the Ghanaian Embassy out of Washington has proposed that two Embassy officials visit Little Rock in December for a consulate review. I have been invited to Washington to meet with the ambassador for an orientation January 19-20, 2017, and the commissioning of the consulate will be held in Little Rock by the Ghanaian Ambassador on January 27, 2017. The official grand opening ceremony and reception will be in June 2017.

Little Rock signs sister city agreement

Sister Cities International is the epitome of citizen diplomacy, as is evident in the relationship that Little Rock has had with the city of Newcastle upon Tyne, United Kingdom. The collaboration began in 1997 when a delegation of disadvantaged youth from the city in the northeast of England came to Little Rock to review our New Futures Program. After a weeklong visit, the Newcastle delegation took the concept back to the UK and duplicated the New Futures Program, which led to a "Friendship City" agreement in 1999.

The friendship city agreement is a less formal version of the sister city designation. Little Rock and Newcastle became friendship cities because of a standing policy at that time that no international city can have more than one domestic city unless the city with the original agreement gives consent. Newcastle had a sister city relationship with Atlanta that began when Georgia native, President Jimmy Carter was in the White House.

With the persistence of Newcastle Councilman John Stokel Walker working with representatives of the Little Rock Sister Cities Commission and the national office of Sister Cities International, the policy was changed. The fruits of their labors were realized on Sunday November 20, 2016, in Little Rock. A formal sister city agreement was signed, furthering the dream of President Eisenhower: "one individual, one community at a time."



For more information contact Sherman Banks at (501) 786-2639; email sbanks@aristotle.net; or write to P.O. Box 165920, Little Rock, AR 72216.



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Have you applied?

ARKANSAS MUNICIPAL LEAGUE



GREAT CITIES MAKE A GREAT STATE

Voluntary Certified Continuing Education Program

The League's Voluntary Certified Continuing Education Program continues in 2016-2017 with a series of workshops covering topics helpful to municipal leaders. The voluntary certification plan is, approved by the Executive Committee, and consists of 21 credit hours of topics.

For those city officials who have completed the 21 hours of core curriculum, you must annually obtain 6 hours of continuing education to maintain your certification status. The required 6 hours must be gained by attending the hours of continuing education offered at the 2017 Winter Conference, the 83rd Annual Convention, or the 2017 Planning & Zoning Workshop.

The Program is for Arkansas mayors, city administrators, city managers, city directors and aldermen, city recorders, recorder/treasurers, city clerks, clerk/treasurers.

The next workshop at League Headquarters is:

- Planning & Zoning Workshop (5 continuing hours), 9:30 a.m. to 3:30 p.m. April 19, 2017, at League headquarters.

For more information contact Ken Wasson at 501-374-3484 Ext. 211, or email kwasson@arml.org.

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Urban forestry happenings in Arkansas

By Alison Litchy

It has been a little while since we covered some of the great things that are going on in urban forestry. Communities across the state have been up to some pretty neat things.

Pine Bluff is taking urban forestry education seriously in a new way. The Pine Bluff Tree Board has put together a new series of classes named Tree School. It is open to everyone. The first Tree School covered proper pruning, planting the right tree in the right place, and tree identification. The class was offered on a beautiful October Saturday afternoon. Participants got to learn about the above topics, ask specific questions, and help guide what future topics will be for the school.

The tree identification section included a blissful outdoor walk at the Pine Bluff Nature Center. Snacks and handouts were also provided. The reviews were good and participants are eager for the next class. The Tree School will also earn Pine Bluff points towards achieving a Tree City USA Growth Award.

Sometimes progress can be painful. The University of Arkansas for Medical Sciences (UAMS) has recently come across some instances of the wrong tree in the wrong place. Several years ago 12 baldcypress trees were planted along one of the main streets and over the years those trees have grown considerably. These trees at maturity are much too large for the 4x4 planting spaces in which they're growing. These trees will quickly outgrow the space with a mature size of 50-70 feet tall and 25 feet wide. A 4x4 foot square has only 16 square feet of soil in which a tree may grow. A large tree, like a cypress, requires a minimum of 200 to 400 square feet to reach maturity.

The trees look very nice, but the curbs and roadways are starting to rise and crack. Baldcypress can have very expansive root systems that may include knees. These knees are a unique feature attached to the root system and rise above the ground or water. Baldcypress naturally grow in swamps and the knees function to provide oxygen to submerged roots. Baldcypress are very versatile trees and do not have to be in a swamp. They can make a great urban tree when planted in the right place.

UAMS has chosen to replace them with Trident Maples. This is a much smaller tree that is better suited for the site locations. At maturity this tree is from 20-30



UAMS is replacing many of its baldcypress trees with Trident Maples, as seen in this landscaped bed. The cypress, however beautiful, ended up being the wrong tree for the space allowed.

feet tall and 20-30 feet wide. Now, UAMS will have the right tree for the right place.

The Arkansas Urban Forestry Council recently put on a Certified Arborist Preparation Workshop in Little Rock. This class is a great one for future certified arborists or just people with an interest in knowing more about different topics related to urban forestry. Topics covered in the workshop included plant disorders, their diagnosis and treatment, soil science and management, tree worker safety, tree risk assessment and management, and tree pruning.

The International Society of Arboriculture or ISA is the governing body of arborists. The ISA Certified Arborist Exam was offered following the ISA prep class that afternoon. This workshop has been offered once a year for the past few years. It is a very successful workshop and will be offered again. Keep an eye on their website at www.arkanstrees.org to learn when different workshops come up.

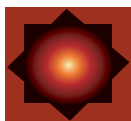
Great programs and projects are being conducted all around the state. If urban forestry assistance is needed please feel free to contact us at the Arkansas Forestry Commission's Urban Forestry Department,



Alison Litchy is urban forestry partnership coordinator with the Arkansas Forestry Commission. Call Alison at 501-984-5867 or email alison.litchy@arkansas.gov.

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WEDNESDAY - JANUARY 11

1:00 P.M. – 7:00 P.M.

REGISTRATION Osage and Caddo, SCC

1:00 P.M. - 7:00 P.M.

VISIT WITH GOVERNMENTAL

AGENCIES Governor's Hall I-II, SCC

Governmental agencies have been invited to exhibit in Halls I and II. Drop by during the breaks and exhibit hall hours to visit with them about services their agencies might offer to your municipality.

2:00 P.M.

MLWCT BOARD MEETING Manning Room

3:00 P.M. – 6:30 P.M.

CITY GOVERNMENT 101 Governor's Hall IV, SCC

Learn about what makes Arkansas cities unique as well as who does what at city hall. (This session is for those who have not had City Government 101. It is a core class in which you will receive 3.5 hours of certification credit. Break will be included.)

Presiding: Mayor Harry Brown, Stephens
President, Arkansas Municipal League

4:00 P.M.

MHBF BOARD MEETING Manning Room

The January 2017 quarterly meeting of the Municipal Health Benefit Fund's Board of Trustees will meet.

7:00 P.M. – 8:30 P.M.

OPENING NIGHT BANQUET Wally Allen Ballroom

Legislators and constitutional officers will be invited to attend. Municipal officials that have obtained their "Certified Municipal Official" status and "Continuing Certified Municipal Official" status will be recognized.

Presiding: Mayor Harry Brown, Stephens
President, Arkansas Municipal League

Speakers: Honorable Jonathon Dismang, State Senator
President Pro Tempore
Honorable Jeremy Gillam, State Representative
Speaker of the House
Honorable Tim Griffin, Lieutenant Governor
State of Arkansas (invited)
Honorable Leslie Rutledge, Attorney General
State of Arkansas (invited)
Honorable John Thurston, Commissioner of State Lands
State of Arkansas (invited)
Honorable Mark Martin, Secretary of State
State of Arkansas (invited)
Honorable Andrea Lea, State Auditor
State of Arkansas (invited)
Honorable Dennis Milligan, Treasurer of State
State of Arkansas (invited)

8:30 P.M.

POST BANQUET RECEPTION Capital Hotel

After the Opening Night Banquet walk across the street to the beautiful Capital Hotel and meet President Harry Brown, First Vice President Doug Sprouse and the hosts from Stephens Inc. Delicious desserts and beverages will be provided as well as an opportunity for you to tour the Capital Hotel.

Reception hosted by Stephens Inc.

THURSDAY AM - JANUARY 12

7:00 A.M. – 5:00 P.M.

REGISTRATION Osage, SCC

7:00 A.M.

BREAKFAST Governor's Hall I-II, SCC

7:00 A.M. - 5:00 P.M.

VISIT WITH GOVERNMENTAL

AGENCIES Governor's Hall I-II, SCC

Governmental agencies have been invited to exhibit in Halls I and II. Drop by during the breaks and exhibit hall hours to visit with them about services their agencies might offer to your municipality.

7:15 A.M. – 7:45 A.M.

VOLUNTARY PRAYER SESSION Fulton Room

A time to gather and pray for those who lead our nation, state and municipalities.

8:45 A.M. – 10:00 A.M.

OPENING GENERAL SESSION Governor's Hall IV, SCC

The Winter Conference officially begins with the Presentation of Colors and the singing of the National Anthem. Congressman French Hill of the Second Congressional District has been invited to address the delegation.

Presiding: Mayor Harry Brown, Stephens
President, Arkansas Municipal League

Speaker: Congressman French Hill (invited)
Second Congressional District

10:00 A.M. – 10:30 A.M.

BREAK Governor's Hall I-II, SCC

10:30 A.M. – 11:30 A.M.

GENERAL SESSION II: THE 91ST GENERAL ASSEMBLY-

WHAT WE CAN EXPECT Governor's Hall IV, SCC

A panel of media representatives has been invited to share their thoughts and ideas about the 91ST General Assembly.

Presiding: Mayor Doug Sprouse, Springdale
First Vice President, Arkansas Municipal League

Moderator: Roby Brock, Executive Producer and Host
Talk Business & Politics

Speakers: Andrew DeMillo, Capitol Correspondent
The Associated Press
Bill Vickery, Managing Partner
Capitol Advisors Group

11:30 A.M. – NOON

GENERAL SESSION III: PREPARING FOR THE LEGISLATIVE SESSION —

AML POLICIES AND GOALS Governor's Hall IV, SCC

Presiding: Mayor Doug Sprouse, Springdale
First Vice President, Arkansas Municipal League

Speakers: Don Zimmerman, Executive Director
Arkansas Municipal League
Jack Critcher, Legislative Liaison
Arkansas Municipal League

THURSDAY PM - JANUARY 12

NOON

VOLUNTEER COMMUNITY OF THE YEAR AWARDS LUNCHEON..... Wally Allen Ballroom

The 2016 Community of the Year Award winners will be recognized. The Honorable Asa Hutchinson, Governor of Arkansas, has been invited to speak and then present the awards.

Presiding: Mayor Harry Brown, Stephens President, Arkansas Municipal League

2:00 P.M. - 3:15 P.M.

GENERAL SESSION IV: THE NEW AMENDMENTS — THEIR IMPACT ON ARKANSAS CITIES Governor’s Hall IV, SCC

Presiding: Mayor Doug Sprouse, Springdale First Vice President, Arkansas Municipal League

THE MEDICAL MARIJUANA AMENDMENT (ISSUE 6)

Speaker: Bud Roberts, Director Alcohol Beverage Control Division

THE ECONOMIC DEVELOPMENT AMENDMENT (ISSUE 3)

Speakers: Mike Preston, Executive Director (invited) Arkansas Economic Development Commission Terra Aquia, Research Associate Arkansas Center for Research in Economics Mark Hayes, Director of Legal Services Arkansas Municipal League

3:15 P.M. - 3:30 P.M.

BREAK Governor’s Hall I-II, SCC

3:30 P.M. - 5:00 P.M.

SESSION 1: THE CONCLUSION OF CITY GOVERNMENT 101 Governor’s Hall III, SCC

(This session is a core class in which you will receive 1.5 hours of certification credit. This will conclude the 5 core hours needed for those who have not had City Gov. 101 certification.)

Presiding: Mayor Doug Sprouse, Springdale First Vice President, Arkansas Municipal League

3:30 P.M. - 5:15 P.M.

SESSION 2: ISSUES OF INTEREST Governor’s Hall IV, SCC

- TOURISM IN ARKANSAS: WHY IT MATTERS
• THE INNOVATION HUB
• THE FUTURE OF ARKANSAS HIGHWAYS

(City officials who don’t need City Government 101 core hours will attend this session.)

Presiding: Mayor Harry Brown, Stephens President, Arkansas Municipal League

DINNER ON YOUR OWN

7:45 P.M. - 10:00 P.M.

CONFECTIONS, CORDIALS AND ENTERTAINMENT Robinson Center Ballroom

Stroll over to the recently refurbished Robinson Center Ballroom and enjoy delicious deserts and beverages. You are in for a special entertainment treat as Sonny Burgess and the Legendary Pacers perform. Formed in 1955 at Newport, Arkansas, they are one of the pioneers of Rock 'n Roll and have traveled with Johnny Cash, Roy Orbison, Elvis Presley, Jerry Lee Lewis and Patsy Cline.

FRIDAY - JANUARY 13

7:00 A.M. - NOON

REGISTRATION Osage, SCC

7:00 A.M.

BREAKFAST Gov. Hall I-II, SCC

8:30 A.M. - 4:30 P.M.

CONTINUING LEGAL EDUCATION League Headquarters (City Attorneys will meet for 6 CLE hours.)

8:45 A.M. - 10:15 A.M.

GENERAL SESSION I: LEADING YOUR ORGANIZATION FROM GREAT TO AMAZING Marriott Grand Ballrooms B&C

(This session will count toward 1.5 hours of continuing education credit.)

Speaker: Jim Hunt, Founder of Amazing Cities and Past President of the National League of Cities

10:15 A.M. - 10:30 A.M.

BREAK Atrium of the Marriott Hotel

10:30 A.M. - 11:45 A.M.

GENERAL SESSION II: STEPS TO BUILDING AN INCLUSIVE COMMUNITY Marriott Grand Ballrooms B&C

(This session will count toward 1.5 hours of continuing education credit.)

Speaker: Jim Hunt, Founder of Amazing Cities and Past President of the National League of Cities

CONCLUDING REMARKS Marriott Grand Ballrooms B&C

Presiding: Mayor Harry Brown, Stephens President, Arkansas Municipal League

NOON

LUNCH BUFFET Marriott Grand Ballroom A Before you head home, join us for a buffet in the Marriott Grand Ballroom A.

1:00 P.M. - 3:00 P.M.

MHBF SEMINAR ON 2017 PLAN CHANGES Marriott Grand Ballrooms B&C

Attend this seminar and learn of the anticipated plan changes for 2017. This seminar will be the same information presented at the League on October 28th, 2016.

1:00 P.M. - 3:00 P.M.

ACCRTA TRAINING Marriott Riverview Room

City Clerk, Recorder, Treasurer 101: 20 things to know pertaining to agendas, packets, ordinances and minutes. This training session is especially helpful for individuals who are newly elected.



2017 Winter Conference

Marriott Hotel/Statehouse Convention Center, January 11-13, 2017

REGISTRATION

Registration and payment must be received in League office by Friday, December 30, 2016, to qualify for Pre-registration rates.

Pre-registration for municipal officials	\$150
Registration fee after December 30, 2016 , and on-site registration for municipal officials	\$175
Pre-registration for guests	\$75
Registration fee after December 30, 2016 , and on-site registration for guests	\$100
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, 2015-2016**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after December 30, 2016.**
- Cancellation letters must be postmarked by **December 30, 2016.**

HOTEL RESERVATION

Hotel Room Rates

Marriott Hotel (headquarters hotel)		
SOLO OUT Single/Double	\$194	Check-in 3 p.m.
Capital Hotel		
SOLO OUT Single/Double	\$189	Check-in 3 p.m.
Doubletree Hotel		
SOLO OUT Single/Double	\$138	Check-in 3 p.m.
Wyndham Hotel		
Single/Double	\$99	Check-in 3 p.m.

- Cut-off date for hotel reservations is **December 30, 2016**.
- Rooms in Little Rock are subject to an 13–15 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 ²

1 Register online at www.arml.org and pay by credit card.

OR

Complete the steps and **mail with payment** to:
 ARKANSAS MUNICIPAL LEAGUE
 Attn: 2017 Winter Conference
 P.O. Box 38
 North Little Rock, AR 72115-0038

Step 1: Attendee Information

I am a newly elected official.

Name:

Title: City of:

Address:

City: State: Zip: Telephone:

Attendee only email (required) cc email

Guests will attend: Yes No Name:

(non-city official) Name:

Step 2: Payment Information

• **What is your total?** (see opposite page for fees)

<input type="checkbox"/> Pre-registration for Delegate \$ 150	<input type="checkbox"/> Pre-registration for Guest \$ 75	<input type="checkbox"/> Other Registrants \$ 200	Pre-registration Total \$ _____
<input type="checkbox"/> Regular Registration for Delegate \$ 175	<input type="checkbox"/> Regular Registration for Guest \$ 100	<input type="checkbox"/> Other Registrants \$ 200	Reg. Registration Total \$ _____

• **How are you paying?**

Check

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 2017 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 Discover

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.

Marriott Hotel..... Reservations.....877-759-6290

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

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- Pescatarian
- Vegan

A little humor in the night

By Jim von Tungeln

Working with planning commissions and elected officials includes some tense and controversial moments. It is in the nature of the work, and almost everyone takes it in stride. Offsetting those “noose and pitchfork” situations, though, are occasional moments that make us smile in retrospect. After a tough year, it seems appropriate to recall a few from my personal inventory spanning over 40 years.

For example, as a young planning consultant and newlywed, I sometimes invited my wife to accompany me to planning commission meetings with short agendas. She would sit in back of the meeting room reading a book while the commission attended to business. She usually remained unaware of what was happening, unless it proved more interesting than her book.

That happened on occasion, as it did during a planning commission meeting long ago in a city far away. The commission was conducting a public hearing on a case upon which reasonable people could and did differ in their opinions. Sound familiar? This one proceeded upon normal lines until a lady, somewhat past middle age, approached the podium. After straightening her coiffure, she proceeded to inform the planning commissioners, their consultant, her fellow citizens, and my wife, that she, the speaker, possessed a special gift.

Oh yes ...

She could, she informed us, converse with spirits. They included fairies, woodland imps, and, of course, angels. Moreover, the important thing was that they had informed her, that very afternoon, that the planning commission should reject the proposal now before it. As she explained her confidants’ reasoning, I sat alongside the commissioners in wonderment, not daring to look toward the back of the room. I somehow maintained my solemn demeanor, but, to this day, I can’t remember what action the commission took.

While we are on the subject of zoning hearings, let me share what I call “The case of the Bridge-playing ladies.” This episode involved a request to convert a large house in a stable neighborhood into a venue for regional tournaments accommodating, yes, the game of Bridge. Since it was to be a money-making deal for the applicant, and since issues of parking and traffic loomed large, it would be necessary to re-zone the parcel. The planning staff (me), the legal staff (later a district judge), and adjacent neighbors all had problems with the request. Thus, the planning commission was poised for a denial.

Until...

Minutes before the public hearing was called on the issue, the door to the meeting room opened and in walked every former public school teacher, Sunday school teacher, beloved grandmother, favorite aunt, godmother, and employer’s mother in the entire city, or so it seemed. There had not been that much blue hair in one room since the Daughters of the Confederacy hosted a four-state meeting at the local Holiday Inn. They wore their best Sunday clothes and they, by jiminy, wanted their card-playing venue.

Does the expression “folded like a two-dollar suitcase” ring a bell?

Of course, some memories are strong more for the drama than the humor. One involved a well-respected mayor, long departed from us, of one of our state’s larger cities. A true southern gentleman of the highest order, he presided over a fairly large city that shall remain nameless.

On this particular day, the mayor was entertaining two representatives from the Department of Housing and Urban Development in Washington. He hoped to convince them of the city’s need for some of their money to complete a provision of the city’s plan, thus involving my presence. One of the visitors was a highly polished professional in her mid-thirties with a bearing that put the mayor in his most charming mode. The rear wall of his office consisted of floor to ceiling windows with a view of a landscaped front entrance to City Hall. Framed by the scene behind him, the mayor was waxing eloquent, and all seemed to be working flawlessly.

Until ...

In mid-sentence, a man’s body came half-flying and half-stumbling backwards and landed on the window behind the mayor in a “reverse-crucifixion” pose, and with a loud bang. As the body began to sink, a large woman rushed into the scene, grabbed the unfortunate victim by the collar and slung him out of sight with a volley of expletives that made even this former Navy bosun’s mate blush. Police rushed into view and quieted the parties as those of us in the office, including the mayor—no longer in suave-mode—looked on in bewilderment.

It seems that divorce court was in session that morning and, as we discovered later, a certain party was displeased with the outcome. The mayor never received the grant.

Some of the memories involve slight embarrassment to citizens, such as the gentleman who appeared before

a planning commission on which I sat. He spewed invective after invective against plans for a state-of-the-art crematorium planned in a commercial area that bordered on his neighborhood. The applicants needed a special use permit and the speaker was determined that they not receive it. He even invoked an image of dark clouds of noxious smoke covering his neighborhood on a summer's eve.

"Who could possibly stand to live in an area that housed such a facility?" he asked, adding, "I've lived there ten years and I would have to move." That seemed to settle the question.

But ...

"Are you aware sir," the planning commission chair asked softly, "that this is an update of an existing facility that has been in this location for 25 years, and that the new facility will operate under more highly technical conditions?"

"What existing facility?"

"The one," the chair explained, "that sits there now."

"That metal building?"

"That very one."

"It's a crematorium?"

"Has been for 25 years."

"Oh."

The rest, as they say, is history.

Those who know me understand that I could go on and on, but will spare you, Gentle Reader. I will leave you with a favorite tale among planners and attorneys, one that I doubt ever happened, but is still fun to relate.

It involves the elderly woman speaking alone against a project planned for her neighborhood, a project devoutly desired by powerful members of the business community.

When her turn came, she explained to the planning commission, in a quiet voice, that when she had told her cynical, teen-aged grandson that she was planning to speak against the project, and had suggested that he go with her, he declined. He had further assured her that "those rich men ain't gonna pay you no mind. They have decided already what they are going to do and what you say won't matter a bit. That's how things work in this city."



PHOTO CREDIT: CAROL M. HIGHSMITH AMERICA COLLECTION/ LIBRARY OF CONGRESS.

Humor can bring financial returns to a city. A troll, turned town burgher with a key to the city, in Mt. Horeb, Wisconsin. Michael Feeney's troll figures, carved from tree trunks, became such a tourist attraction that the Chamber of Commerce printed directions to them all along what it called Mt. Horeb's "Trollway."

Discouraging, although ...

After a heartfelt speech, and almost as an afterthought, she added a penultimate plea to the commission, saying, "Now you gentlemen do as you think best, but please, please don't make me go home and tell that boy he was right."

With that, I bid you all a prosperous, happy, and sometimes humorous new year.



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.

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For more information, please contact Tricia Zello at 501-374-3484, Ext. 285, or e-mail citytown@arml.org.

Little Rock Mayor Mark Stodola welcomes the public to the newly renovated auditorium on Nov. 10.



Robinson Center ready for second act

Little Rock's premier performance hall Robinson Center has undergone a transformation, and the city held a grand re-opening on Nov. 10. The Art Deco structure, a product of the Works Progress Administration initiative, has been a community landmark since opening in 1939. It closed in July 2014 for extensive renovations and upgrades with a focus on sustainable design, historic restoration, and good financial stewardship.

Upgrades include: enhanced acoustics, new interior finishes, state-of-the-industry technology, expanded dressing room facilities, expanding loading dock and storage capacity, and more. Robinson Center also now features a new conference center overlooking the Arkansas River featuring a grand ballroom and outdoor terrace.

The total cost of renovation was \$70.5 million, financed with bonds funded by the city's existing two percent advertising and promotion tax and approved by Little Rock voters in December 2013. The cost of the original structure was \$840,000. It underwent a \$3 million renovation in 1973.

The original cost to build Robinson Center in 1939 was \$840,000. It has now received a \$70.5 million renovation.



Reminder to All City Councils Regarding First Council Meeting of 2017

The 90th General Assembly of the Arkansas Legislature in 2015, via Act 235, amended A.C.A. 14-43-501 regarding the organization at the beginning of a new year of the governing bodies of cities and towns.

A.C.A. § 14-43-501. Organization of governing body

- (a)(1) The members of a governing body elected for each city or town shall annually in January assemble and organize the governing body.
- (2)(A) A majority of the whole number of members of a governing body constitutes a quorum for the transaction of business.
- (B)(i) The governing body shall judge the election returns and the qualifications of its own members.
- (ii) These judgments are not subject to veto by the mayor.
- (C)(i) The governing body shall determine the rules of its proceedings and keep a journal of its proceedings, which shall be open to the inspection and examination of any citizen.
- (ii) The governing body may also compel the attendance of absent members in such a manner and under such penalties as it prescribes.
- (iii) The governing body may consider the passage of rules on the following subjects, including without limitation:
- (a) The agenda for meetings;
 - (b) The filing of resolutions and ordinances; and
 - (c) Citizen commentary.
- (b)(1)(A) In the mayor-council form of government, the mayor shall be ex officio president of the city council and shall preside at its meetings.
- (B) The mayor shall have a vote to establish a quorum of the city council at any regular or special meeting of the city council and when his or her vote is needed to pass any ordinance, bylaw, resolution, order, or motion.
- (2) In the absence of the mayor, the city council shall elect a president pro tempore to preside over council meetings.
- (3) If the mayor is unable to perform the duties of office or cannot be located, one (1) of the following individuals may perform all functions of a mayor during the disability or absence of the mayor:
- (A) The city clerk;
 - (B) Another elected official of the city if designated by the mayor; or
 - (C) An unelected employee or resident of the city if designated by the mayor and approved by the city council.
- (c) As used in this section, “governing body” means the city council in a mayor-council form of government, the board of directors in a city manager form of government, and the board of directors in a city administrator form of government.

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Reminder: By Resolution is the Best Way to Pass Your Budget

Most cities and towns in Arkansas are legally obligated to pass their city's or town's budget on or before February 1 of each year.

Budgets in Mayor-Council Municipalities

14-58-201. Annual submission.

On or before December 1 of each year, the mayor of all cities and incorporated towns having the mayor-council form of government shall submit to the governing body of the city or town, for its approval or disapproval, a proposed budget for operation of the city or town from January 1 to December 31 of the forthcoming year.

14-58-202. Adoption of budget.

Under this subchapter, the governing body of the municipality shall, on or before February 1 of each year, adopt a budget by ordinance or resolution for operation of the city or town.

14-58-203. Appropriations and changes.

- (a) The approval by the municipal governing body of the budget under this subchapter shall, for the purposes of the budget from time to time amount to an appropriation of funds which are lawfully applicable to the items therein contained.
- (b) The governing body may alter or revise the budget and unpledged funds appropriated by the governing body for any purpose may be subsequently, by action of the governing body, appropriated to another purpose, subject to the following exceptions:
 - (1) Funds resulting from taxes levied under statutes or ordinances for specific purposes may not be diverted to another purpose;
 - (2) Appropriated funds may not be diverted to another purpose where any creditor of the municipality would be prejudiced thereby.

Budgets in City Administrator-Director Municipalities

Ark. Code Ann. § 14-48-117(6)

He or she [the City Administrator] shall prepare the municipal budget annually and submit it to the board for its approval or disapproval and be responsible for its administration after adoption....

Ark. Code Ann. § 14-48-122

- (a) The approval of the budget by the board of directors shall amount to an appropriation, for the purposes of the budget, of the funds which are lawfully applicable to the different items therein contained.
- (b) The board may alter or revise the budget from time to time, and unpledged funds appropriated by the board for any specific purpose may by subsequent action of

the board be appropriated to another purpose subject to the following exceptions:

- (1) Funds resulting from taxes levied under statute or ordinance for a specific purpose may not be diverted to another purpose; and
- (2) Appropriated funds may not be diverted to another purpose where any creditor of the municipality would be prejudiced thereby.

Budgets in City Manager-Director Municipalities

Ark. Code Ann. § 14-47-120

- (6) He or she [the City Manager] shall prepare the municipal budget annually and submit it to the board for its approval or disapproval and be responsible for its administration after adoption; ...

Ark. Code Ann. § 14-47-140

- (a)(1) Any municipality organized and operating under the city manager form of government may authorize the mayor of the municipality to have the following duties and powers if approved by the qualified electors of the municipality at an election called by the municipal board of directors by referendum or by the qualified electors of the municipality by initiative:
 - (E) The power to prepare and submit to the board of directors for its approval the annual municipal budget;

Ark. Code Ann. § 14-47-125

- (a) The approval by the board of directors of the budget shall amount to an appropriation for the purposes of the budget of the funds which are lawfully applicable to the different items therein contained.
- (b) The board may alter or revise the budget from time to time, and unpledged funds appropriated by the board for any specific purpose may be appropriated by subsequent action of the board to another purpose, subject to the following exceptions:
 - (1) Funds resulting from taxes levied under statute or ordinance for a specific purpose may not be diverted to another purpose; and
 - (2) Appropriated funds may not be diverted to another purpose where any creditor of the municipality would be prejudiced thereby.

A sample budget resolution can be accessed via www.arml.org under the "Legal FAQs" page for your convenience. Please call or email the League with any questions you may have. 🏛️

Arkansas's loitering statute blocked by federal judge

Federal Judge Billy Roy Wilson has blocked enforcement of Arkansas's anti-begging law. The judge made the order on Nov. 22 in the case *Rodgers v. Bryant*, No. 4:16-CV-00775-BRW (E.D. Ark. Nov. 22, 2016). The ACLU challenged the law on behalf of two plaintiffs who had been charged under the law, and now claimed that they feared being charged again with violating the law. The ACLU believes that the entirety of the statute should be struck down, but so far Judge Wilson has declined to go that far.



Under the law—Arkansas Code Annotated § 5-71-213(a)(3)—a person commits loitering if she or he “[l]ingers or remains in a public place or on the premises of another for the purpose of begging.” Judge Wilson found that this bans regulated speech based on its content, and must “be narrowly tailored to promote a compelling government interest.” Judge Wilson ruled that prohibiting “begging in all places, at all times, by all people, in all ways does not come close to chinning this bar.”

In doing so, Wilson ruled that portion of the law violates the First Amendment.

What should cities do?

First and foremost, cities should instruct their officers to no longer write citations for violations of A.C.A. § 5-71-213(a)(3). Attempting to enforce an unconstitutional law could lead to civil liability on behalf of the city and its officers.

Second, cities should review their ordinances to see if they have any similar prohibitions on solicitation, begging, or panhandling. Since the Supreme Court case, *Reed v. Town of Gilbert*¹, laws and ordinances which prohibit or regulate solicitation, begging, and panhandling have been routinely struck down.² If you have an ordinance like this, you should immediately pause enforcement and review it with your city attorney. Only after a thorough review should you enforce any ordinance that relates to solicitation, begging, and panhandling.

If you have any questions about the validity of your ordinance, contact Lanny Richmond, League staff attorney, at (501) 537-3784. 🏛️

1 *Reed v. Town of Gilbert, Ariz.*, 135 S. Ct. 2218, 192 L. Ed. 2d 236 (2015).

2 For instances of this see: *Norton v. City of Springfield, Ill.*, 806 F.3d 411, (7th Cir. 2015); *Browne v. City of Grand Junction*, 136 F. Supp. 3d 1276 (D. Colo. 2015); *Homeless Helping Homeless, Inc. v. City of Tampa, Florida*, No. 8:15-CV-1219-T-23AAS, 2016 WL 4162882 (M.D. Fla. Aug. 5, 2016); *Thayer v. City of Worcester*, 144 F. Supp. 3d 218 (D. Mass. 2015); *McLaughlin v. City of Lowell*, 140 F. Supp. 3d 177 (D. Mass. 2015); *City v. Willis*, 186 Wash. 2d 210, 375 P.3d 1056 (2016).

NOTICE:

Workers' Comp payroll reports due

It is mandatory that members of the Municipal League Workers' Compensation Trust submit their 2016 actual payroll to MLWCT by Feb. 15, 2017. As a member of MLWCT, non-compliant members (cities) will be assessed a 25 percent penalty based on premium. 🏛️

NOTICE:

Annexation Reports Due March 1

Arkansas Code Ann. sections 14-40-2201 and 14-40-2202 provide:

- (a)(1) Beginning March 1, 2014, and each successive year thereafter, the mayor or city manager of a city or incorporated town shall file annually with the city clerk or recorder, town recorder, and county clerk a written notice describing any annexation elections that have become final in the previous eight (8) years.
- (2) The written notice shall include:
 - (A) The schedule of services to be provided to the inhabitants of the annexed portion of the city; and
 - (B) A statement as to whether the scheduled services have been provided to the inhabitants of the annexed portions of the city.
- (b) If the scheduled services have not been provided to the new inhabitants within three (3) years after the date the annexation becomes final, the written notice reporting the status of the extension of scheduled services shall include a statement of the rights of inhabitants to seek detachment.
- (c) A city or incorporated town shall not proceed with annexation elections if there are pending scheduled services that have not been provided in three (3) years as prescribed by law.

Ark. Code Ann. § 14-40-2202. Inhabitants of annexed area

- (a) In all annexations under § 14-40-303 and in accordance with § 14-40-606, after the territory declared annexed is considered part of a city or incorporated town, the inhabitants residing in the annexed portion shall:
 - (1) Have all the rights and privileges of the inhabitants of the annexing city or incorporated town; and
 - (2)(A) Be extended the scheduled services within three (3) years after the date the annexation becomes final.
 - (B) The mayor of the municipality shall file a report with the city clerk or recorder, town recorder, and county clerk of the extension of scheduled services.
- (b) If the scheduled services have not been extended to the area and property boundaries of the new inhabitants within three (3) years after the date annexation becomes final, the written notice reporting the status of the extension of scheduled services shall:
 - (1) Include a written plan for completing the extension of services and estimated date of completion; and
 - (2) Include a statement of the rights of inhabitants to seek detachment.
- (c) A city or incorporated town shall not proceed with any additional annexation elections if there are pending scheduled services that have not been extended as required under this subchapter.

To obtain a sample *Notice Describing Annexation Elections, and Schedules of Services* access the "Legal FAQs" page of www.arml.org/mldp. 

CALENDAR

Arkansas Municipal League's 2017 Winter Conference

January 11-13, 2017
Wednesday-Friday
Little Rock, Arkansas

Arkansas Municipal League's 83rd Convention

June 14-16, 2017
Wednesday-Friday
Little Rock, Arkansas



Visit the Municipal Vehicle Program's New Interactive Full Service Website



www.arml.org/mvp

Manage your municipal fleet's insurance needs online at www.arml.org/mvp. Members can make changes to your municipal policy, add and delete vehicles and file and view claims. Create an MVP interactive account by emailing dcarter@arml.org your:

- City Name and/or Account Number
- First and last name
- Phone number



Municipal Property Program

The Municipal Property Program offers broad coverage for your municipal properties and contents. The limits of coverage are \$500 million per occurrence per member for damages from fire, windstorm and other incidents in excess of \$5,000, \$7,500 or \$10,000.

Tax interruption coverage in the amount of \$500,000 is included with additional amounts available to members.

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



For more information including a free quote on either of these programs, contact Dale Carter at League headquarters, 501-978-6123. Email us at mpp@arml.org or you can access the Program online at www.arml.org/mpp.

IMPORTANT REMINDER: Highway Revenues and Severance Turnback Reporting Due

Act 265 of the 2014 Fiscal Session of the Arkansas Legislature requires municipalities receiving \$2 million or more in total highway revenues and highway severance turnback to submit reporting for 2016 projects to the Bureau of Legislative Research. The reporting deadline is March 15, 2017.
You can access Act 265 and the required reporting document online at:
www.arkleg.state.ar.us/assembly/2013/2014F/Acts/Act265.pdf.

Please take note of Section 13 of Act 265:

SECTION 13. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. TURNBACK REPORTING.


Each calendar year, beginning with calendar year 2013, each county and municipality receiving total highway revenues and highway severance turnback per A.C.A. § 27-70-207 and A.C.A. § 26-58-124 of \$2,000,000 or more shall report to the House Public Transportation Committee and the Senate Transportation, Technology and Legislative Affairs Committee indicating how highway revenues and highway severance turnback funds were utilized. The report shall include a general ledger accounting of the city or county street/road fund. The report shall also include the percentage of the street/road fund that is comprised of state funds. Further, the report shall include details of each contracted project including type and description of project, location of project and total amount of money spent on the project. HB1054 01-27-2014 09:18:30 WLC013

The report shall be submitted annually no later than March 15th for the previous year's projects.

Please ensure this message is forwarded to the appropriate personnel. Direct all questions regarding this reporting requirement to:

Estella Smith, Administrator
Committee Staff Services
Bureau of Legislative Research
One Capitol Mall, 5th Floor
Little Rock, AR 72201
501-537-9192 or smithe@blr.arkansas.gov

Arkansas Minimum Wage increasing to \$8.50 per hour

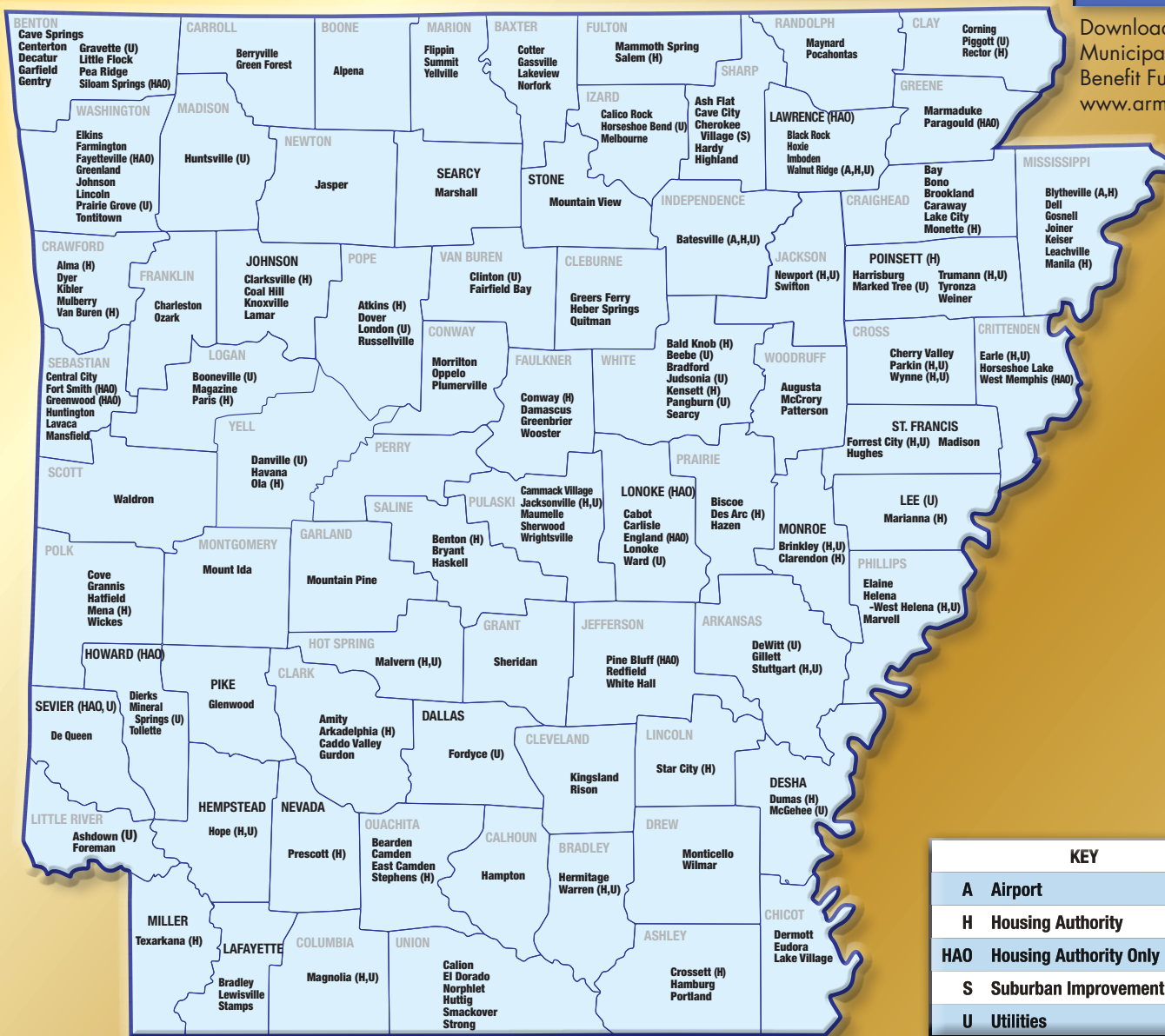
The minimum wage mandated by state law in Arkansas will increase to \$8.50 per hour on January 1, 2017 (Ark. Code Ann. § 11-4-210). Although the federal minimum wage is \$7.25 per hour (29 U.S.C. § 206(a)), the Arkansas General Assembly has enacted the higher rate for Arkansas. For additional information on wage and hour rules, please refer to "The Fair Labor Standards Act-21 Things You Should Know" on the League's website on the "Legal FAQs" page under the "Resources" tab. 

Check out the Municipal Health Benefit Fund. MHBF provides coverage to 406 entities. And that number is growing!

For further information, call **(501) 978-6137**.



Download the Municipal Health Benefit Fund booklet at: www.arml.org/mhbf



KEY	
A	Airport
H	Housing Authority
HAO	Housing Authority Only
S	Suburban Improvement District
U	Utilities

Other Municipal Entities Covered by MHBF

Barton-Lexa Water Association	Phillips County	Local Police & Fire Retirement System	Little Rock	Piggott Community Hospital	Piggott
Boston Mountain Solid Waste	Prairie Grove	Magnolia Regional Medical Center	Magnolia	Regional Recycling & Waste Reduction District	Pulaski County
Central Arkansas Planning & Development District	Lonoke	Mena Regional Health System	Mena	SE AR Economic Development District	Pine Bluff
Eighth Judicial Drug Task Force	De Queen	Montgomery County Nursing Home	Mount Ida	Sevier County Water Association	De Queen
Fifth Judicial District Prosecuting Attorney	Russellville	NE AR Region Solid Waste Management District	Paragould	Third Judicial District Drug Task Force	Jackson County
Fifth Judicial District	Russellville	North Little Rock - Library	North Little Rock	Thirteenth Judicial District Drug Task Force	Camden
Gillham Lake Regional Water Association	Gillham	North Little Rock - Sewer/Waste Water	North Little Rock	Upper SW Regional Solid Waste Management District	Nashville
Grand Prairie/Bayou Two Water	Carroll County	Northeast Public Water	Mountain Home	Waldron Housing Authority	Waldron
Holiday Island Suburban Improvement District	Carroll County	Northwest AR Conservation Authority	Rogers	Western AR Planning & Development District	Fort Smith
Ladd Water Users Association	Pine Bluff	Northwest AR Economic Development District	Harrison	White River Regional Housing	Melbourne
Lakeview Midway Public Water	Lakeview	Ozark Mountain Regional Public Water	Diamond City	Yorktown Water Association	Star City
Lee County Water Association	Marianna	Ozark Regional Transit	Ozark		



Pine Bluff's drive-thru light display turns 20

Folks looking for a little holiday cheer come from all over to drive through the Enchanted Land of Lights and Legends, the Pine Bluff light display that is celebrating its 20th anniversary. The 1.3-mile display, which winds through the Pine Bluff and Jefferson County Regional Park, is touted as the state's largest drive-through display of holiday lights, with more than 280 displays in 180 locations along the way.



Run by the nonprofit Pine Bluff Festival Association and made possible by a host of volunteers and sponsors, the attraction draws more than 100,000 people a year, making it one of the most-attended festivals in Arkansas.

If you're in the area, take a leisurely drive through the lights for yourself. Enchanted Land of Lights and Legends is open from 6-9 p.m. each night through Dec. 31. See pineblufffestival.org for more details, or call (870) 536-7600. 🏠



Batesville celebrates longtime employee upon retirement

Sanford St. John, a 53-year employee of Batesville, has retired, and the city celebrated his longtime dedication with a retirement party in November, where he was presented with an engraved watch and a key to the city.



Batesville Mayor Rick Elumbaugh, right, presents longtime Batesville employee Sanford St. John with a watch upon his retirement.


St. John, who is 83, got his start with the city in 1963, collecting garbage with the sanitation department.

"After that, I went to work for the street department, and in 1970, Peyton Golden—he was the mayor—hired me as the boss," St. John told the *Arkansas Democrat-Gazette Three Rivers Edition*. "It was wonderful. I got to know a lot of people. There are more good ones than there are bad."

St. John has worked under seven Batesville mayors in his career, and he's witnessed many changes over the years.

"You wouldn't believe it," he said. "It's a lot better than it was then. We didn't have insurance then. They didn't pay [health] insurance. Now they do."

Working in the street department always presented new challenges, he said.

"Every day when you get up, you've got different things to do. You never know today what you're going to do tomorrow. You can plan on doing things tomorrow, but you have different things come up that you have to do." 

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Summaries of Attorney General Opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Leslie Rutledge

State's dual service prohibition laws cover all forms of local government

Opinion: 2016-079

Requestor: Robin Lundstrum, State Representative

Q1) Does subsection [14-42-107(a)(2)] apply to board members in the city administrator form of government? Q2) When public records have reached the end of a retention period that conforms to state/federal statutes and city policies, must these records be copied prior to the original records being destroyed? **RESPONSE:** Q1) In my opinion, that statute likely does not apply under the facts you have provided; but the Arkansas Code contains another statute that is directly applicable. Q2) Under state law, the answer is “no,” in my opinion. But federal laws or local ordinances governing a particular record should also be consulted. Moreover, a particular document may be subject to a litigation-hold notice or otherwise relevant to anticipated litigation, in which case the document must be retained.

Releasable public employee info under FOIA broad

Opinion: 2016-101

Requestor: Tommy Hudson, President, Little Rock Fraternal Order of Police Lodge #17

Request for review of the custodian's decision in response to a Freedom of Information Act (FOIA) request to release the name, race, age, gender, address, date of hire, promotions, pay, and pay increases of all LRPD employees; list of command officers at the captain level and above with this same personnel information; personnel files for those with rank of lieutenant or captain; list of motorcycle patrol officers; and all promotions and demotions that have occurred during the past two years. **RESPONSE:** Because I have not seen the actual records at issue, I cannot opine regarding the release of any particular records. I can state, however, that with the possible exception of promotion or demotion records, the custodian has

properly determined that records containing the items requested are personnel records and that the decision to release the listed personnel information is consistent with the FOIA. Depending upon their content and the circumstances surrounding their creation, records of promotions and demotions might be properly classified as evaluation records. The test for the release of evaluation records includes—in the case of any demotions that led to suspension or termination—a determination whether there is a compelling public interest in disclosure.

Withholding release of all correspondence inconsistent with FOIA

Opinion: 2016-112

Requestor: Shella Atlas Evans, Labor and Employee Relations Mgr., City of Little Rock

Is the decision of the custodian of records to withhold release of “all email, mail, text messages and any forms of correspondence involving any aspect” of an internal harassment investigation in response to a Freedom of Information Act (“FOIA”) request, citing the evaluation records exemption, consistent with provisions of the FOIA? **RESPONSE:** Based on the face of the records and the limited facts before me, it is my opinion that your decision is in part inconsistent with the FOIA. With the exception of certain portions of the investigative file that pertain exclusively to another employee and are determined as a factual matter to be the other employee's evaluation record, the records in question are either the personnel or evaluation records of the employee who has made the records request under the FOIA. As such, with the exception of any evaluations of the other employee, the records must be disclosed to the requestor pursuant to Ark. Code Ann. sec. 25-19-105(c)(2).

For full Attorney General opinions online go to www.arkansasag.gov/opinions.

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Alive After 5 is an initiative started by small business owners in Helena-West Helena to encourage residents to buy local.

Be local—Buy local

By Shelby Fiegel

A commercial that's recently been circulating the airwaves perfectly sums up the importance of small businesses in our communities in one line: "Support the businesses that make your town a community, the people who make your community home." Small businesses are essential to generating success within our communities. Without them our cities would lack uniqueness, personality, character, and charm (not to mention the economic benefits they provide).

According to the 2016 Small Business Profile released by the U.S. Small Business Administration Office of Advocacy, 96.6 percent of businesses in Arkansas are considered small businesses, with those small businesses employing 48.7 percent of Arkansas employees. Based on these numbers, there is no denying that small businesses are critically important to our local economies and are the backbone of our state.

When you buy from independent, locally owned businesses, significantly more of your money stays in your community, which strengthens your community's economic base. Communities that encourage entrepreneurship and are made up of citizens that support local businesses tend to have thriving economies.

Though it may seem clear that we all need to do our part to support small businesses, sometimes we can overlook or take for granted valuable small business assets in our communities. To avoid this, our duty as community

and economic development professionals is to encourage our fellow citizens to think, shop, and buy local. There are a variety of ways to inspire those in our communities to shop local: shop local campaigns, giveaways and promotions, participating in Small Business Saturday, ribbon cuttings or special shopping events. Many communities throughout Arkansas are doing their part to cultivate small business support through such venues.

In Helena-West Helena, two local downtown merchants—Jordan Yancey, owner of Bella, and Cathy Campbell, owner of Handworks—have taken it upon themselves to kick start an initiative aimed at reeling in customers to local small businesses. The two have developed Alive After 5, held on the first Thursday of each month from 5 to 8 p.m. on historic Cherry Street in downtown. Alive After 5 brings together retail shops and restaurants to offer special shopping promotions and live music.

"The reason we decided to start Alive After 5 was because usually at 5 p.m. Cherry Street becomes a ghost town," Yancey said. "With the addition of two new restaurants and new retail shops we wanted to give people an incentive to come downtown after dark. We all enjoy Alive After 5 because merchants and restaurants offer specials and there is also great live music. We want people to feel safe and enjoy everything that downtown has to offer. I think it has helped downtown businesses engage with Helena residents on a new level. We are

hoping it will draw people from outside of Helena to venture downtown!”

In Arkadelphia, the Arkadelphia Alliance and Area Chamber of Commerce holds a Spend It To Win It contest during the holiday season. Residents who shop at local Chamber of Commerce businesses are able to turn in their receipts on purchases of at least \$250 to the Chamber of Commerce to enter a drawing to win \$250 in cash. The Chamber also partners with local media stations to announce the grand prize winner.

Merrytime in Magnolia is a new shop local event developed by the Magnolia-Columbia County Chamber of Commerce that will be held from 1 p.m. to 7 p.m. on December 9 and 10. The event’s goal is to entice Magnolia residents to stay in the city during a busy holiday weekend to partake in fun activities and shop at downtown businesses. Activities community members can partake in include ice skating, a gingerbread cookie contest, and much more. Magnolia Arts will also premiere their holiday play beginning at 7 p.m. each night. To entice shoppers, local businesses also offer free holiday gift wrapping.

“I think that creating shop local initiatives are important because our local merchants are the ones that are giving back to our children and our community,” said

Ellie Baker, director of the Magnolia-Columbia County Chamber of Commerce. “They are on the front lines and invest heavily in our city. Small businesses keep our community unique and thriving.”

Many cities across the state also partake in Small Business Saturday, a day dedicated to supporting small businesses across the country. Founded by American Express in 2010, this day is celebrated each year on the Saturday after Thanksgiving. Those that participate in Small Business Saturday can elect to champion their own local campaign or utilize the free marketing tools available on the Small Business Saturday website. Free custom downloadable marketing materials are available online to use for social networks, websites and storefronts. Even the smallest communities can promote their small businesses by participating. Learn more about how your city can participate in Small Business Saturday at www.shopsmall.com.



Shelby Fiegel is Assistant Director, University of Central Arkansas, Center for Community and Economic Development.



Jonesboro's Winter Wonderland, "ice" rink showcase public-private partnerships



A downtown holiday experience unprecedented in Jonesboro's history was the reward. But the effort to renovate the city's Winter Wonderland walk-thru and add a skating rink was a tremendous display of public-private teamwork that promises to grow into a Jonesboro tradition for years to come.

"I am so proud of what we have accomplished because it came from different public sources, as well as the hard work of our city employees," Mayor Harold Perrin said. "Without all these contributions, it couldn't have happened. And I believe because so many are invested, our 'Wonderlands' are only going to grow and be bigger and better over time."

Winter Wonderland is an exhibit that was started 22 years ago by charity-minded volunteers Libby Donohue and Donna Chetister. They wanted to ensure every Jonesboro child could enjoy a holiday experience. Since 2011 it has been operated by the city, which designated a building to house the exhibit and store all the supplies year-round.

This year, a team of Leadership Jonesboro volunteers from the Jonesboro Regional Chamber of Commerce made it their mission to renovate and upgrade the building. The team raised \$10,000 to pay for supplies, and designer M.G. Meyering's Interiors By Design donated the labor for work done to the exterior and front room. The floor tile was donated by Susan Evans. Then volunteers from John 3:16, a faith-based drug rehab charity for men, set up all the displays and ornaments that children and families can come enjoy.

"For some of these kids, this is the biggest Christmas experience they will have. We want them to enjoy and come back as often as they want," said City Facilities Maintenance Director Ronnie Shaver, whose team takes care of the Winter Wonderland building.



Jonesboro is also excited about the new skating rink—\$47,000 worth of synthetic flooring that simulates ice and is ideal for skating in conditions that aren't icy. Artificial or synthetic ice is made with a special plastic polymer that best resembles the consistency of a giant white cutting board. The rink is pieced together in 4-foot-by-8-foot sheets and sprayed with a special solution that reduces friction and enhances glide and speed, closely mimicking the traditional ice skating experience. The rinks generally have a usable life of about 10 years. It started with a major donation from a First Community Bank.

"Working together on community projects is at the heart of what we do," said Allen Williams, Community President of First Community Bank in Jonesboro. "Our hope is to give the community something to enjoy but to also promote tourism and draw visitors to the area. The addition of an ice skating rink is a great way to complement what has already been done in creating the community's Winter Wonderland project."

The Winter Wonderland exhibit is free to the public, and cookies and hot chocolate are served by volunteers. It is open 5:30 p.m. to 8 p.m. weekdays and 1 p.m. to 8 p.m. on Saturdays through Dec. 21.

The skating venue is open 4 p.m. to 10 p.m. weekdays, 1 p.m. to 10 p.m. Saturdays, and 1 p.m. to 6 p.m. Sundays through Jan. 1, 2017. The cost is \$5 per skater, including skate rental, for 45 minutes.



Monday 8:34 am



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Do you have a medical home?

By Mary Prince

Imagine a visit to your physician where you don't feel rushed, are provided ample time with health care professionals, and feel like a part of the decision-making process. It sounds pretty great, doesn't it?

Across the state and country, we've seen this shift to a patient-centered model of care where each patient's care is personalized and a team of professionals help patients address chronic conditions such as diabetes or heart disease.

Called a patient-centered medical home (PCMH), it's designed to give patients the care they need and in the manner that works best for them.

At the center is a partnership between the patient and the health professional team. The team could include a pharmacist to discuss medications and prescriptions, a nutritionist to discuss a healthy diet, and a nurse to perform initial exams or administer treatments. The team is led by a physician, who works with the patient to discuss and decide the best course of action.

This new approach is essential to how health care is provided and paid for. With medical costs rising faster than inflation, the medical home is expected to slow that rate by helping patients manage chronic conditions to avoid more hospitalizations and expensive treatment.

The physician and team become accountable for keeping a patient healthy instead of simply treating an illness in the doctor's office. Focusing on preventive health services, such as immunizations, mammograms, and colonoscopies helps patients identify conditions or issues earlier and seek proper treatment, which can improve their health and reduce future health care costs.

A PCMH helps manage chronic conditions like high blood pressure or diabetes because a patient will have the opportunity to work with a health care team to adjust his or her diet, medications, or exercise for the best results.

State-of-the-art, electronic databases help health care professionals in a PCMH setting provide such quality care by making it easily accessible for staff to know which patients have completed screenings or immunizations. The records system can prompt the team to schedule patients for screenings or follow-up care.

Nurses, pharmacists, and physicians are able to see previous medications and courses of action and make informed decisions with the patient. Electronic records can keep track of lab tests and x-rays so they don't have to be repeated.

The PCMH highlights the strengths and training of each member of the health care team by matching his or her capabilities and expertise with the role performed.

As more clinics are transitioning to become a PCMH, patients and health care professionals alike should see its benefits.

All of UAMS' regional centers throughout the state, its Neighborhood Clinics at Rahling Road and the Capitol Mall, and clinics on the main UAMS campus—the Family Medical Center, the Internal Medicine Clinics, and the Thomas & Lyon Longevity Clinic—have been recognized as a Level 3 PCMH, which is the highest level awarded by the National Committee for Quality Assurance.

Numerous surveys have shown increases in patient and staff satisfaction, while research shows reduction in hospital admission and readmissions, fewer inpatient hospital days, reduction in emergency department visits, and improved quality and access of care.

There are many benefits to the PCMH model. As we move forward, we want to keep patients at the center of health care. When our patients are involved and take responsibility for their own care, their health can improve. As health care professionals, when we value our patients and listen to their concerns and ideas, we're better prepared to serve.

Do you have a medical home? Check with your primary care provider to see if you can benefit from coordinated services provided by a patient-centered medical home.



Mary Prince is Administrative Director for Primary Care, UAMS Medical Center.





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NEWSLETTER

DECEMBER 2016

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

It passed: Arkansas has legalized medical marijuana.

Although many Arkansans wanted to halt the Medical Marijuana Amendment, it passed, and now we have to deal with what the future holds. Interestingly, Arkansas is the first “Bible Belt” state to approve medical marijuana. Gov. Asa Hutchinson has indicated he won’t stand in the way of the program and asked lawmakers to set aside \$3 million to cover the costs of its launch. State agencies are scheduled to begin working on developing the rules needed to set up the program. There is a huge amount of work to be accomplished prior to the drug being sold or bought legally through the program.

Medical marijuana will not be available immediately. The Department of Health, Arkansas Beverage Control Division, and a to-be-established Medical Marijuana Commission have about four months to adopt the rules for how the program will work. The Medical Marijuana Commission will be comprised of five members, with these members to be selected in about a month. The leaders of the state House and state Senate will work with the governor to make the appointments.

Medical marijuana will only be sold by state-licensed dispensaries. The Medical Marijuana Commission will issue dispensary licenses and applications for dispensary licenses will begin in June 2017. The amendment allows for 20-40 dispensaries, but not more than four can be located in a single county. The law allows between four and eight licensed cultivation facilities per county, which will grow and supply marijuana for the licensed dispensaries. Cities and counties may hold special elections, initiated by voters, to ban dispensaries and cultivation facilities in their jurisdictions.

To be eligible to buy medical marijuana, the patient must have a written certification from a medical doctor stating they have a qualifying medical condition to apply for a state-issued registry card. The Arkansas

Department of Health is working on the rules for the registry and is not ready to accept applications. There will be application and renewal fees set up for qualified patients. At this time, there are 12 conditions that would qualify (including cancer, Crohn’s disease, post-traumatic stress disorder, and other chronic or debilitating diseases that produce symptoms such as seizures or severe nausea). The Department of Health may add other qualifying medical conditions, as deemed necessary. To qualify as a patient, you must be 18 years old; however, patients under 18 are eligible for medical marijuana if they have a qualifying condition and a parent or guardian’s written consent. In the latter case, the patient or guardian would have to agree in writing to be a designated caregiver and control the acquisition, dosage, and frequency of medical marijuana use for the child.

Legislative changes to some parts of the measure are possible with a two-thirds vote, except the provisions legalizing the drug for medical use and establishing the number of dispensaries allowed. Opponents of the measure are exploring restrictions on advertising and the types of marijuana products that can be sold. Cities and county governments may set zoning restrictions on locations of dispensaries, much as they do on the locations where alcohol sales are restricted.

Handling medical marijuana at work

The passage of the Arkansas Medical Marijuana Law is a new challenge for Arkansas employers. Re-writing handbooks is a must in order to have guidance in handling employees at work who are users of medical marijuana. Many new and difficult issues will be raised when your existing employee is selected for a random test and they have a positive marijuana drug test. Do you terminate an employee for a positive marijuana drug test? The

employee may have a medical marijuana card and is now protected by the Americans with Disabilities Act (ADA). Accommodating a worker's use of medical marijuana and navigating the ADA is a big concern. What happens when an employee has a post-accident situation when you'd normally require a post-accident drug test, but due to the new law, you can't request the drug test unless you have suspicion the medical marijuana caused the accident? You can't do generalized post-accident drug testing, as done before, for non-federally mandated workers. Post-accident testing for governmental mandated drug testing (e.g., U.S. Department of Transportation testing) remains the same. Remember, the federal government does not recognize any marijuana use as acceptable or legal. How do you enforce your company drug-free workplace policy? Have you considered how medical marijuana and OSHA will impact your workforce testing? How will the Arkansas Voluntary Drug-Free Workplace Regulations be affected? What new liabilities are you going to be facing?

a'TEST and the Arkansas Human Resource Management Association are conducting a seminar to address these, and many more questions, to assist employers. The speakers include: Chip Thuss, M.D., Medical Review Officer; Jennifer Chang, attorney at Cross, Gunter, Witherspoon & Galchus Law Firm; and Jeff Sims, president of a'TEST consultants. The meeting will be held 9 a.m. to noon, Jan. 18, 2017, at the Performance Food Group Facility, 4901 Asher Avenue in Little Rock. Registration will begin at 8:30 a.m. The fee is \$99 per person, if registration is completed by Jan. 10. The fee for late registration is \$125. If you need more information concerning this educational program, please call (501) 376-0929.



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.

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The deadline for enrollment in the Arkansas Municipal League 2016 Municipal Officials and Department Heads Accidental Death and Dismemberment Plan is Dec. 31, 2016.

Contact Tammie Williams at 501-374-3484, Ext. 216, or e-mail twilliams@arml.org.

Lake Village mayor named to NLC Board of Directors

Lake Village Mayor JoAnne Bush has been named to the National League of Cities (NLC) Board of Directors. The NLC named its 2017 leadership and board at its annual City Summit, held Nov. 16-19 in Pittsburgh. Bush will serve a two-year term on the board.

The membership elected Councilmember Matt Zone of Cleveland to serve as president; Little Rock Mayor Mark Stodola as first vice president; and Gary, Ind., Mayor Karen Freeman-Wilson as second vice president. All officers are selected by the nominating committee and are elected by the NLC membership to serve a one-year term. NLC 2016 President Melodee Colbert-Kean, a Joplin, Mo., councilmember, will serve as immediate past president.

Bentonville mayor seeks award nominations

Bentonville Mayor Bob McCaslin is seeking nominations for the fourth quarter 2016 Outstanding Citizen Award, as part of a program he initiated in 2011 to recognize exceptional volunteer contributions of city residents. Nominations should be submitted on or before Dec. 16. Winners will be announced Dec. 22 with a recognition event in January.

There are three award categories: adult, youth, and community group. Residency within city limits is a requirement to be considered for this award, which does not include all Bentonville mailing addresses. For more information or a nomination form, contact the mayor's assistant at (479) 271-5966 or visit the city's website at www.bentonvillear.com. 🏛️

Obituaries

ROBERT D. NORRIS, 71, a Batesville alderman and a retired police officer for the city, died Nov. 22.

Federal judge blocks new overtime rules

On Nov. 22, a federal judge temporarily blocked enforcement of the new FLSA exemption rules, which were set to go into effect on Dec. 1, 2016. Those rules would have raised the minimum salary threshold for executive, administrative, and professional exemptions from overtime pay to \$913 per week from \$455.

This decision, made by Judge Amos Mazzant, is the result of 21 states filing a motion for a preliminary injunction to halt the rule. The states, including Arkansas, argued that the Department of Labor (DOL) overstepped its authority by raising the salary threshold too high and by establishing a rule requiring the salary to automatically update every three years.

Mazzant held that the FLSA statute allowed the DOL to define the duties of the executive, administrative, and professional exemptions. However, the judge went on to say: "While this explicit delegation would give the Department significant leeway to establish the types of duties that might qualify an employee for the exemption, nothing in the EAP exemption indicates that Congress intended the Department to define and delimit with respect to a minimum salary level."

In short, the judge is calling into question the DOL ability to raise the salary threshold so high that it "supplants the duties test."

Mazzant's order did not contain a timeframe, so municipal employers are placed in a state of limbo. The new rules are blocked from enforcement pending further order of the court. As such cities should move cautiously, because it is possible that the new rules could be reinstated after the district court reviews the merits of the case, or the DOL wins an appeal on the ruling.

As it stands, municipal employers should await clarification before changing any employee's status. If you have already increased their salary it would be safest to leave the increase in place, and if you're debating what to do with an employee you have the option to not raise their salary until another court ruling clarifies the situation. As of now, cities do not have to pay overtime or comp time to employees who meet the executive, administrative, and professional exemption requirements and make less than \$455 per week.



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Get engaged during 2017 legislative session

By Chad Gallagher

The New Year is about to begin, and with it comes the 2017 session of the Arkansas Legislature. It is critical that municipal leaders stay engaged in the legislative process.

Political party representation at the state capitol has changed. In three election cycles the GOP has moved from being the minority for over 100 years to having a super majority. Republicans will hold 75 out of 100 seats in the House and 24 out of 35 in the Senate. This, along with Republican control of all six of Arkansas's seats in Congress and all seven of the statewide constitutional officers represents a shift that has surprised even Republicans. This partisan shift will be reflected in some of the emphasis and priorities in the upcoming legislative session.

Reorganizing and streamlining state government, tax cuts, and the privatization of some public services are all being discussed as key components of the Legislature's 2017 agenda. Generally speaking, the GOP control of the Legislature will mean a focus on a smaller and more efficient state government. It should be friendly toward local control and allowing more spending and regulatory decisions to be controlled by those serving closest to the people—local officials.

A growing number of legislators have a small business background, which could prove very beneficial for the state. Many of these legislators may have little experience with or knowledge of municipal government. All legislators may not know that Arkansas municipalities achieve more with less than most anyone could imagine, or that turnback funds are nowhere near enough. They may not understand how local government could better partner with state agencies, or the ins and outs of local economic development.

New members of the General Assembly may not know that the Arkansas Municipal League, a voluntary cooperative organization for municipalities, oversees its own group health benefit program and auto insurance for Arkansas cities, or that it only invests its funds in Arkansas companies, and has kept its premiums unchanged for a decade while growing its fund. They may not know that in our litigious society that the League's legal defense fund allows municipalities of all sizes to pay in a very small amount but be assured first-class legal representation. These are only a couple of examples of how municipalities in Arkansas are working together to serve citizens, build a better Arkansas, and save taxpayers money.

A tremendous team of professionals works hard every session to represent the interests of Arkansas municipalities. However, the most important advocates for municipalities in Arkansas are the very Arkansans who have been elected to serve their communities. As an elected official it is critical that you work closely with your local representatives and that you get involved in the legislative process. Attend the session, testify in a committee, meet with members of the General Assembly, and stay engaged. I have found that legislators take their jobs very seriously and welcome input, diverse views, and your participation with open minds.

January brings a fresh start and a great deal of work to be done. Let the New Year begin!



Chad Gallagher is principal of Legacy Consulting and a former mayor of De Queen. Contact him at 501-246-8842 or email chad.gallagher@legacymail.org.



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Cancer: A frequently preventable cause of illness and death?

Cancer is the second leading cause of death among U.S. men and women, accounting for nearly 600,000 deaths each year as well as about \$250 billion in annual health care costs. The top five leading causes of cancer death for U.S. men and women are shown in the table below.

Leading causes of cancer death in U.S. men and women.

ANNUAL NUMBER OF DEATHS	
Men	
Lung	~87,000
Prostate	~28,000
Colorectal	~27,000
Pancreatic	~20,000
Liver	~15,000
Women	
Lung	~73,000
Breast	~40,000
Colorectal	~25,000
Pancreatic	~20,000
Ovarian	~14,000

A common statement that I frequently hear is that “everything causes cancer, there’s nothing that you can do.” While it is true that genetics cannot be controlled and exposure to environmental carcinogens cannot always be controlled, there are a number of lifestyle factors that have a very significant effect on cancer risk.

Tobacco use—The use of tobacco accounts for 30 percent of all cancer deaths and nearly 90 percent of all lung cancer deaths in the U.S. Exposure to environmental radon gas, genetics, and poor diet are thought to account for the remaining 10 percent of lung cancer deaths. Smokers are 25 times more likely to develop lung cancer than non-smokers. Tobacco use also increases the risk for developing cancers of the nose, mouth, esophagus, larynx, pharynx, stomach, pancreas, kidney, bladder, uterus, cervix, colon, and ovary. All forms of tobacco should be avoided, including secondhand smoke.

High alcohol intake—While it is true that a light to moderate alcohol intake can significantly decrease the risk of cardiovascular disease, many people are surprised to learn that a high alcohol intake is a major risk factor for cancers of the mouth, esophagus, larynx, pharynx, breast, colon, and liver. Adults who consume alcohol are advised to limit their intake to no more than two drinks per day for men and no more than one drink per day for women. A drink is defined as 12 ounces of beer, five ounces of wine, or 1.5 ounces of hard liquor. Women who are pregnant should not consume alcohol, and adults who are currently non-drinkers are advised to remain non-drinkers.

Obesity—One of the best measures of obesity is waist circumference (WC). A WC of >35 inches in women or >40 inches in men is a widely accepted criterion for obesity. Obesity is a cause of breast, colorectal, esophageal, endometrial, kidney, and pancreatic cancers, and likely raises the risk of other cancers. Of interest, research published by The Cooper Institute showed that the risk of cancer death in obese individuals was much lower in those with a moderate to high level of cardiorespiratory fitness than in obese individuals with a low level of cardiorespiratory fitness.

Sedentary lifestyle—Only about 20 percent of American adults meet the minimal current public health guidelines for physical activity (at least 150 minutes per week of moderate intensity aerobic activity and at least two days per week of resistance training). Physical activity may reduce the risk of several types of cancer including breast, colon, endometrial, and prostate. Cooper Institute data has shown a marked reduction in cancer mortality among men and women with moderate to high levels of cardiorespiratory fitness compared to those with low levels of fitness.

Diet—There are a number of myths and misconceptions regarding diet and cancer risk. What we do know about diet and cancer is summarized by the following guidelines from the American Cancer Society:

- Processed meat (bacon, sausage, hot dogs, lunch meat) and red meat (beef, pork, and lamb) should be limited in the diet.
- Individuals are advised to choose fish, poultry, or beans instead of red meat.

- Farm-raised fish, as well as shark, swordfish, tilefish, and king mackerel may contain high levels of mercury, dioxins and other pollutants. Young children, as well as women who are pregnant or breast feeding should not consume these fish.
- Intake of fruits, vegetables, and whole grains should be increased, while refined grain products (pastry, sugar-sweetened cereals) should be limited in the diet.
- Irradiated foods are not a cancer risk since radiation does not remain in these foods.
- Despite public perception, it is largely unknown whether organic foods carry a lower risk of cancer because they are less likely to be contaminated by compounds that might cause cancer.
- Plant-based foods such as vegetables, fruits, legumes, and whole grains should form the central part of a person's diet, regardless of whether they are grown conventionally or organically.

The ACS also states that although genetically modified foods (GMOs) should continue to be assessed for safety, there is no proof that consumption of GMOs such as corn or soy would either increase or decrease cancer risk. Finally, there is no proof that sugar substitutes such as aspartame and saccharin cause cancer in humans. More detailed information from the ACS on diet and cancer risk can be found at www.cancer.org.

So there you have it. Following the above recommendations is associated with a marked reduction in the risk of developing several types of cancer. The ACS has long-stated that for individuals who do not use tobacco, diet and physical activity remain the most modifiable determinants of cancer risk.

This article was published originally by the Cooper Aerobics Institute, www.cooperaerobics.com, and is reprinted with permission.



David Baxter is the League's Health and Safety Coordinator. Email David at dbaxter@arml.org, or call 501-374-3484 Ext. 110.



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The Municipal Health Benefit Fund has changes for 2017

The Municipal Health Benefit Fund has made a few adjustments for 2017 in order to contain costs and still provide exceptional coverage for our members. Changes to the Fund Booklet itself are some of first things you may notice. The book has been reorganized in an effort to be more user friendly. You will now find “Definitions” in the last section of the booklet. The term “elective” surgery has been changed to “non-emergency” surgery to eliminate confusion. You will also find that many topics and subsections have been relocated. For example, you will find “Tobacco Cessation” in both the Preventative Benefit Section and the Prescription Drug Section of the booklet.

These and other benefit descriptions and clarifications have been made throughout the Fund Booklet. All changes were made with the end user in mind. The 2017 Fund Booklet can be found on the Arkansas Municipal League’s website at www.arml.org.

In 2017, if you have Family Coverage, an eligible newborn can be added to your coverage on the newborn’s date of birth. The newborn must be added within 60 days of their date of birth, regardless if SSN has been received. (In 2016, a member with Family Coverage had 90 days to add a newborn. Please note the change for 2017.

Adding a newborn with Individual Coverage remains the same. If you have Individual Coverage, Family Coverage may be added on the first day of the month after any of the following Qualifying Events:

- Marriage,
- Birth,
- Adoption, or
- Court order to provide coverage for an eligible child.

The most significant changes to the plan for 2017 can be found in the Prescription Drug Benefit. Specific changes include the following:

- Over-the-counter, non-sedating antihistamines will no longer be covered. Very few are still available in prescription strength and all are widely



available over-the counter. Examples include Claritin®/loratidine, Allegra®/fexofenadine, Clarinex®, Zyrtec®/cetirizine, etc. Both prescription and over-the-counter strengths will be excluded.

- Gastric acid reducers (proton pump inhibitors) will be excluded in 2017. These are widely available over-the-counter. Examples are Nexium®, Prilosec®, Dexilant®, omeprazole, etc. Both prescription and over-the-counter strengths will be excluded.
- Certain antifungals such as Jublia®, Cresemba®, and Kerydin® will be excluded from coverage. Clinical evidence shows that oral versions are just as effective as the highly marketed drugs listed above.
- In addition, extended release versions of opioid pain medicines will be excluded from coverage. This is a CDC recommendation and a call to action for all physicians due to the opioid abuse epidemic that is currently being seen throughout the country.
- Long-acting/extended release ADHD Drugs will be limited to the cost of immediate release versions (referenced priced). An exception will be made for children under the age of 19.
- Topical non-narcotic analgesics and anesthetics will be excluded. These include patches, gels, sprays, lotions and ointments.

Members who are impacted by these specific changes and others will be notified by mail prior to 2017.

Thank you for being a member of the Municipal Health Benefit Fund! Our goal is to provide quality benefits to your city or town at a reasonable cost. If we can help you in any way, please do not hesitate to contact our customer service representatives at (501) 978-6137. We look forward to hearing from you. 🏛️



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ARKANSAS MUNICIPAL LEAGUE GREAT CITIES MAKE A GREAT STATE

Welcome

Within the Arkansas Municipal League website, you will find resources that will assist you in providing leadership to your city. The dedicated staff of the League continues to work for cities and towns across our great state. "Great Cities Make A Great State" is more than just a motto; it is the spirit of this organization.

News Feed

- Gasoline Spending in America Hasn't Been This Low in 11 Years - Business Insider
- Denton named AEDC President - Athens Daily Review
- Diggers not shaken by petition to cancel their show - theday.com
- Year in Review: Top ASU sports stories of 2014 - azcentral.com
- Stuttgart City Council hears from equipment dealer; talks airport funding - Stuttgart Daily Leader

More News

Calendar

MLWCT Board of Trustees
Thursday, October 30, 2014
League Headquarters
11:00 AM

Roundabout Training, Federal Highway Administration
Tuesday, October 21, 2014 - Wednesday October 22, 2014
Little Rock, AR

National League of Cities 2014 Congress of Cities and Exposition
Wednesday, November 19, 2014 - Saturday November 22, 2014
Austin Convention Center
Austin, TX

Full Calendar

Meeting Registrations

2015 Winter Conference
January 14-16, 2015
Marriott Hotel / Statehouse Convention Center, Little Rock

Register Online or Download PDF Registration Form
2015 Winter Conference Tentative Agenda

2014 Human Resource Seminar
October 15, 2014, League Headquarters

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All Registrations

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Great Cities Make a Great State!

2016 State Turnback Funds

Actual Totals Per Capita						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2015	2016	2015	2016	2015	2016
January	\$4.8662	\$5.028	\$0.5728	\$0.230	\$2.0995	\$2.138
February	\$4.8562	\$5.199	\$0.4599	\$0.152	\$1.0921	\$1.078
March	\$5.1898	\$4.626	\$0.2339	\$0.165	\$1.0909	\$1.078
April	\$4.7309	\$5.534	\$0.6375	\$0.234	\$1.1417	\$1.078
May	\$5.2251	\$5.459	\$0.2547	\$0.075	\$1.0918	\$1.077
June	\$5.2410	\$5.277	\$0.2738	\$0.097	\$1.0920	\$1.078
July	\$5.3082	\$5.673	\$0.6600	\$0.099	\$2.9748	\$2.880
August	\$5.0259	\$5.034	\$0.2560	\$0.129	\$0.9641	\$1.201
September	\$5.3748	\$5.339	\$0.2632	\$0.148	\$1.0791	\$1.091
October	\$5.2322	\$5.522	\$0.2767	\$0.256	\$1.0707	\$1.090
November	\$5.0931	\$5.339	\$0.2797	\$0.231	\$1.0772	\$1.088
December	\$4.8776		\$0.2499		\$1.0776	
Total Year	\$61.0210	\$58.030	\$4.4181	\$1.816	\$15.8515	\$14.876

Actual Totals Per Month						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2015	2016	2015	2016	2015	2016
January	\$9,159,751.23	\$9,482,577.19	\$1,078,253.79	\$433,179.54	* \$3,951,880.56	* \$4,032,277.00
February	\$9,140,972.61	\$9,804,689.33	\$865,620.02	\$287,481.18	\$2,055,766.00	\$2,031,997.39
March	\$9,768,890.51	\$8,722,769.73	\$440,227.94	\$312,010.76	\$2,053,376.13	\$2,032,596.84
April	\$8,905,034.06	\$10,436,025.60	\$1,199,954.61	\$441,661.71	\$2,149,094.75	\$2,032,297.66
May	\$9,840,348.46	\$10,294,480.80	\$479,664.03	\$140,536.93	\$2,056,091.57	\$2,031,495.51
June	\$9,870,151.62	\$9,950,873.55	\$515,640.06	\$182,493.78	\$2,056,559.07	\$2,032,597.66
July	\$9,996,770.39	\$10,698,830.40	\$1,242,957.21	\$186,206.19	** \$5,602,259.11	*** \$5,431,589.73
August	\$9,465,188.42	\$9,492,433.07	\$482,195.54	\$243,594.47	\$1,815,712.03	\$2,264,157.25
September	\$10,122,118.61	\$10,068,067.87	\$495,609.13	\$279,548.09	\$2,032,276.34	\$2,056,681.01
October	\$9,866,818.54	\$10,421,889.30	\$521,753.79	\$483,529.74	\$2,019,155.56	\$2,056,531.47
November	\$9,604,609.53	\$10,087,659.40	\$527,387.24	\$435,692.77	\$2,031,292.21	\$2,055,823.30
December	\$9,198,069.64		\$471,202.66		\$2,032,217.62	
Total Year	\$114,938,723.62	\$109,460,296.24	\$8,320,466.02	\$3,425,935.16	\$29,855,680.95	28,058,044.82

* Includes \$2 million appropriation from the Property Tax Relief Fund

** Includes \$3,516,801.52 supplemental for July 2015

*** Includes \$3,517,035.84 supplemental for July 2016

Local Option Sales and Use Tax in Arkansas



KEY: Counties not collecting sales tax

Source: Rachel Garrett, Office of State Treasurer

See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2016 with 2015 Comparison (shaded gray)

Month	Municipal Tax		County Tax		Total Tax	Interest		
January	\$49,037,009	\$48,260,965	\$43,720,229	\$42,805,543	\$92,757,238	\$91,066,508	\$15,812	\$12,222
February	\$59,477,239	\$57,956,453	\$51,693,904	\$50,071,410	\$111,171,143	\$108,027,863	\$20,455	\$12,659
March	\$45,484,389	\$46,032,300	\$41,503,958	\$41,404,634	\$86,988,347	\$87,436,935	\$17,357	\$19,161
April	\$51,278,433	\$46,694,339	\$46,543,122	\$42,176,819	\$97,821,554	\$88,871,158	\$19,032	\$15,459
May	\$51,716,750	\$52,104,723	\$46,509,945	\$46,560,371	\$98,226,695	\$98,665,094	\$16,799	\$4,827
June	\$48,045,270	\$49,711,589	\$42,836,823	\$44,369,398	\$90,882,093	\$94,080,987	\$17,947	\$25,867
July	\$52,527,961	\$50,358,675	\$47,321,806	\$44,565,666	\$99,849,766	\$94,924,341	\$17,750	\$18,804
August	\$52,254,925	\$51,846,227	\$47,594,177	\$47,174,793	\$99,849,102	\$99,021,020	\$17,169	\$16,649
September	\$53,746,167	\$50,366,202	\$49,430,573	\$48,072,222	\$103,176,740	\$98,438,424	\$18,913	\$17,771
October	\$52,105,594	\$50,569,467	\$47,384,899	\$46,609,011	\$99,490,493	\$97,178,477	\$17,666	\$18,511
November	\$53,632,182	\$49,449,818	\$48,831,434	\$46,067,600	\$102,463,617	\$95,517,418	\$17,523	\$17,009
December		\$53,013,791		\$47,830,901		\$100,844,691		\$18,591
Total	\$569,305,918	\$606,364,549	\$513,370,870	\$547,708,368	\$1,082,676,788	\$1,154,072,916	\$196,423	\$197,530
Averages	\$51,755,083	\$50,530,379	\$46,670,079	\$45,642,364	\$98,425,163	\$96,172,743	\$17,857	\$16,461

2016 Elections

BALD KNOB, March 1
Failed. .5%

BIG FLAT, March 1
Passed. 1%

GATEWAY, March 1
Failed. 1%

HACKETT, March 1
Passed. 1%

HARTFORD, March 1
Passed. 1%

MARION CO., March 1
Failed. .75%
Passed. .25%

PULASKI CO., March 1
Failed. .25%

RUDY, March 1
Passed. .5%

SILOAM SPRINGS, March 1
Passed. .375%

GARLAND CO., June 28
Passed. .625%

LOGAN CO., July 12
Passed. 1%

BOONE CO., Aug. 9
Passed. .25%

BRYANT, Aug. 9
Passed. .5% extension

WEST FORK, Aug. 9
Passed. 1%

BULL SHOALS, Nov. 8
Passed. 1%

MARION CO., Nov. 8
Passed. .5%

MARSHALL, Nov. 8
Failed. 1.5%

November 2016 Municipal Levy Receipts and November 2016 Municipal/County Levy Receipts with 2015 Comparison (shaded gray)

CITY SALES AND USE	AMOUNT	LAST YEAR	Garfield	8,750.73	8,391.68	Murfreesboro	30,980.18	30,193.66	Montrose	3,973.50	3,465.16
Alexander	77,729.15	64,508.00	Garland	2,986.58	3,351.54	Nashville	106,494.39	105,379.91	Parkdale	3,109.20	2,711.44
Alma	211,852.98	191,388.91	Gassville	19,852.53	18,992.99	Newport	197,231.67	179,498.64	Portland	4,826.56	4,209.09
Almyra	3,464.20	3,176.00	Gentry	47,470.11	59,118.92	Norfolk	4,715.69	7,308.17	Willmot	6,173.51	5,383.71
Alpena	5,407.01	6,770.70	Gilbert	467.34	595.10	Norman	2,235.50	2,104.97	Baxter County	300,176.40	326,884.66
Alzheimer	3,175.74	2,111.60	Gillett	12,285.90	9,408.14	North Little Rock	1,321,881.19	1,360,576.42	Big Flat	1,432.26	1,417.98
Altus	5,725.62	5,732.62	Gillham	4,290.12	1,847.91	Oak Grove	906.72	650.64	Briarcliff	3,250.12	3,217.72
Amity	10,965.32	8,672.38	Gilmore	430.37	354.13	Oak Grove Heights	4,432.44	NA	Cotter	13,358.54	13,225.36
Anthonyville	261.94	287.42	Glenwood	74,128.11	64,710.84	Ola	22,416.66	18,064.48	Gasser	28,617.58	28,332.28
Arkadelphia	173,370.72	163,800.01	Gosnell	17,239.88	17,006.42	Opello	4,144.74	3,132.33	Lakeview	10,204.83	10,103.09
Ash Flat	87,554.16	86,056.19	Gould	14,922.42	4,250.95	Osceola	83,694.73	96,410.91	Mountain Home	171,430.06	169,720.97
Ashdown	130,725.69	119,304.96	Grady	4,230.87	3,576.38	Oxford	1,237.85	1,438.56	Norfolk	7,037.34	6,967.18
Atkins	58,478.62	44,880.41	Gravette	94,574.67	68,450.64	Ozark	162,400.75	84,233.40	Salesville	6,197.26	6,135.47
Augusta	31,166.87	30,452.12	Green Forest	77,949.50	50,134.74	Palestine	17,823.16	18,271.79	Benton County	768,998.49	740,853.24
Austin	32,789.15	29,668.11	Greenbrier	184,496.26	166,155.67	Pangburn	8,108.16	6,362.49	Avoca	8,833.45	8,510.14
Avoca	8,460.91	8,942.48	Greenland	21,094.92	19,521.66	Paragould	299,147.16	300,587.17	Bella Vista	480,155.69	462,582.05
Bald Knob	36,455.95	51,464.18	Greenwood	183,363.00	208,560.91	Paris	75,467.53	75,111.53	Bentonville	638,994.79	615,607.66
Barling	46,051.49	50,021.85	Greers Ferry	20,098.05	16,386.30	Patmos	617.17	104.87	Bethel Heights	42,936.34	41,364.87
Batesville	637,997.09	567,653.75	Guion	6,875.25	5,656.32	Patterson	2,066.77	1,268.75	Cave Springs	34,953.65	33,674.35
Bauxite	15,059.04	13,087.88	Gum Springs	423.52	193.11	Pea Ridge	52,432.89	45,471.71	Centerton	172,234.09	165,930.34
Bay	9,215.80	7,366.11	Gurdon	23,008.18	28,572.12	Perla	4,016.02	2,882.74	Decatur	30,754.15	29,628.55
Bearden	14,371.60	18,511.83	Guy	6,135.70	4,472.15	Perryville	21,265.72	21,748.32	Elm Springs	2,479.88	2,389.12
Beebe	118,316.67	102,015.70	Hackett	4,672.32	5,379.51	Piggott	68,860.47	61,899.98	Garfield	9,086.86	8,754.29
Beehive	96.62	81.61	Hamburg	31,351.28	25,537.17	Pine Bluff	1,003,688.43	911,313.97	Gateway	7,331.04	7,062.72
Bella Vista	149,860.71	138,526.95	Hardy	22,422.37	20,746.33	Pineville	1,693.06	1,713.72	Gentry	61,997.03	59,727.95
Belleville	2,628.67	2,988.64	Harrisburg	61,007.62	28,196.87	Plainview	4,048.35	3,134.14	Gravette	56,349.42	54,287.04
Benton	1,408,560.20	1,201,999.91	Harrison	470,434.26	438,851.09	Plumerville	12,245.98	13,339.06	Highfill	10,553.07	10,166.83
Bentonville	2,438,499.24	2,533,395.33	Hartford	2,450.33	3,136.74	Pocahontas	268,013.33	289,034.39	Little Flock	46,791.92	45,079.34
Berryville	242,019.22	233,336.71	Haskell	25,010.84	21,772.92	Portia	3,051.56	2,594.08	Lowell	132,628.39	127,774.21
Bethel Heights	86,909.68	76,086.77	Hatfield	3,698.11	4,005.83	Portland	6,286.00	6,787.44	Pea Ridge	86,777.74	83,601.69
Big Flat	184.17	NA	Havana	2,642.87	1,614.47	Pottsville	29,461.20	26,402.05	Rogers	1,013,022.42	975,945.93
Black Rock	12,217.78	6,651.75	Hazen	76,047.58	58,992.84	Prairie Grove	84,081.99	85,815.61	Siloam Springs	272,225.79	262,262.36
Blevins	1,829.31	2,365.74	Heber Springs	142,094.96	140,429.57	Prescott	59,105.61	47,983.91	Springdale	118,599.87	114,259.13
Blue Mountain	306.47	237.35	Helena-West Helena	262,846.59	250,110.49	Pyatt	755.65	471.75	Springtown	1,574.82	1,517.18
Blytheville	245,729.85	221,227.00	Hermitage	6,337.39	5,056.15	Quitman	18,474.98	22,677.87	Sulphur Springs	9,249.76	8,911.23
Bonanza	3,093.57	2,354.27	Higginson	1,872.16	1,335.66	Ravenden	2,771.47	2,437.27	Boone County	405,397.59	377,512.85
Bono	18,766.05	13,213.88	Highfill	65,523.59	55,663.41	Rector	30,751.36	29,727.44	Alpena	4,277.82	3,983.58
Booneville	103,186.77	98,352.89	Highland	27,208.47	27,466.11	Redfield	16,122.57	13,305.97	Bellefonte	6,088.19	5,669.42
Bradford	15,120.49	12,685.30	Holly Grove	7,749.45	6,876.12	Rison	15,984.74	13,258.41	Bergman	5,887.04	5,482.10
Bradley	3,066.70	3,234.46	Hope	170,411.29	172,350.35	Rockport	12,096.68	11,518.05	Diamond City	10,486.70	9,765.39
Branch	1,405.95	1,374.33	Horatio	6,773.30	5,280.62	Roe	960.19	892.40	Everton	1,783.54	1,660.87
Briarcliff	1,241.48	1,092.29	Horseshoe Bend	21,807.02	23,623.02	Rogers	2,909,961.40	2,790,111.06	Harrison	173,567.02	161,628.44
Brinkley	118,034.72	108,833.75	Hot Springs	1,592,999.29	1,517,149.37	Rose Bud	21,878.99	20,623.77	Lead Hill	3,634.14	3,384.17
Brookland	61,371.43	24,738.19	Hoxie	18,376.56	17,622.00	Rudy	7,714.19	NA	Omaha	2,266.31	2,110.42
Bryant	1,089,853.44	1,074,630.72	Hughes	8,606.31	11,896.77	Russellville	1,095,148.24	988,330.86	South Lead Hill	1,367.83	1,273.75
Bull Shoals	15,308.67	14,994.37	Humphrey	2,821.60	2,237.28	Salem	21,409.20	20,967.08	Valley Springs	2,454.05	2,285.25
Cabot	747,793.92	680,067.18	Huntington	2,940.95	4,076.83	Salesville	3,629.08	3,983.00	Zinc	1,381.24	1,286.23
Caddo Valley	54,337.43	42,726.55	Huntsville	128,157.16	127,467.17	Searcy	804,545.77	761,933.71	Bradley County	133,212.58	134,177.01
Calico Rock	26,906.48	25,965.26	Imboden	7,909.50	8,687.19	Shannon Hills	11,192.44	8,575.77	Banks	1,028.60	1,036.05
Camden	308,593.15	297,589.24	Jacksonville	680,631.40	652,398.36	Sheridan	201,297.71	191,034.91	Hermitage	6,885.01	6,934.86
Caraway	5,940.17	5,477.89	Jasper	30,285.07	29,442.29	Sherill	3,169.16	1,039.09	Warren	49,796.08	50,156.59
Carlsruhe	62,018.04	53,226.20	Jennette	135.80	136.88	Sherwood	407,686.38	405,903.55	Calhoun County	66,547.47	91,354.85
Cash	4,512.94	NA	Johnson	24,097.65	47,930.30	Shirley	2,429.81	2,733.10	Hampton	18,862.96	25,894.64
Cave City	20,641.73	19,307.76	Joiner	3,052.69	2,121.51	Siloam Springs	616,833.47	582,233.50	Harrell	3,618.72	4,967.70
Cave Springs	33,120.77	25,536.49	Jonesboro	1,416,437.19	1,362,266.74	Sparkman	3,741.42	4,140.51	Thornton	5,798.50	7,960.06
Centerton	188,807.92	175,098.54	Junction City	8,443.21	4,406.82	Springdale	2,141,881.33	2,090,079.02	Tinsman	769.34	1,056.12
Charleston	28,452.94	31,935.54	Keiser	5,983.01	4,145.02	Springtown	169.41	382.59	Carroll County	170,784.70	162,381.38
Cherokee Village	18,938.75	16,710.57	Keo	1,461.56	1,470.95	St. Charles	4,110.45	3,214.26	Beaver	625.22	594.46
Cherry Valley	5,385.80	4,057.03	Kibler	3,109.22	3,136.45	Stamps	13,170.27	14,019.58	Blue Eye	187.57	178.34
Chidester	2,836.34	2,771.81	Kingsland	2,143.88	1,419.02	Star City	85,319.43	75,193.32	Chicot County	139,850.62	229,234.84
Clarendon	49,111.68	38,463.98	Lake City	13,386.57	11,682.77	Stephens	5,928.05	5,501.29	Dermott	25,463.44	23,936.80
Clarksville	345,051.02	351,455.06	Lake Village	75,828.79	74,411.83	Strong	10,333.63	10,519.90	Eudora	19,988.81	18,799.79
Clinton	84,917.94	85,127.37	Lakeview	3,153.37	3,762.32	Stuttgart	540,971.89	522,910.16	Lake Village	22,695.87	21,335.16
Coal Hill	2,503.08	5,769.68	Lamar	11,296.85	10,144.95	Sulphur Springs	1,455.71	1,485.49	Clark County	414,412.88	395,686.05
Conway	1,936,088.69	1,896,925.36	Lead Hill	6,140.51	5,415.74	Summit	4,927.95	4,196.11	Clay County	95,031.81	94,326.22
Corning	76,610.57	89,561.93	Leapanto	31,689.09	26,988.68	Sunset	1,536.91	6,101.18	Corning	25,651.22	25,460.77
Cotton	15,524.08	22,134.27	Leslie	3,253.51	2,875.79	Swifton	4,179.39	3,275.65	Datto	1,139.38	1,130.92
Cotton Plant	1,904.37	1,554.86	Lewisville	9,393.57	9,421.65	Taylor	9,723.35	8,136.38	Greenway	2,381.30	2,363.62
Cove	13,262.14	11,870.91	Lincoln	40,625.72	38,292.33	Texarkana	379,908.14	356,964.86	Knobel	3,270.02	3,245.74
Crawfordsville	9,179.71	8,178.82	Little Flock	9,649.40	9,449.80	Texarkana Special	188,782.39	178,079.32	McDougal	2,119.25	2,103.51
Crossett	343,661.64	282,384.46	Little Rock	6,372,303.48	5,929,638.62	Thornton	859.76	2,520.29	Nimmons	786.17	780.33
Damascus	6,921.08	12,239.98	Lockesburg	4,832.02	3,069.95	Tontitown	122,356.12	111,128.05	Peach Orchard	1,538.16	1,526.74
Danville	32,034.49	33,147.21	Lonoke	147,731.00	148,511.72	Trumann	73,021.47	71,862.67	Piggott	29,236.46	29,019.39
Dardanelle	157,327.07	155,502.67	Lowell	365,647.31	246,683.49	Tuckerman	18,793.73	10,065.58	Pollard	2,529.42	2,510.64
Decatur	21,014.67	22,168.19	Luxora	8,043.29	684.01	Turrell	4,009.43	4,321.12	Rector	15,017.01	14,905.52
Delight	4,921.90	4,161.14	Madison	1,664.58	1,122.79	Tyronza	4,186.08	3,583.33	St. Francis	2,848.44	2,827.30
De Queen	115,837.10	105,472.21	Magazine	9,955.24	8,615.99	Van Buren	605,014.79	587,575.02	Success	1,697.68	1,685.08
Dermott	32,590.89	24,667.60	Magnolia	494,258.24	474,719.74	Vandervoort	379.00	261.29	Cleburne County	364,882.76	344,783.99
Des Arc	20,776.22										

Monette	25,384.99	23,851.82	Newark	15,723.25	14,580.37	Burdette	2,335.84	2,308.60	Searcy County	38,659.37	38,728.43
Crawford County	682,700.86	641,309.04	Oil Trough	3,476.23	3,223.55	Dell	2,727.19	2,695.39	Big Flat	6.31	6.32
Alma	49,683.81	46,671.51	Pleasant Plains	4,666.17	4,327.00	Dyess	5,014.11	4,955.64	Gilbert	176.70	177.02
Cedarville	12,780.81	12,005.92	Southside	52,156.80	27,982.90	Etowah	4,292.57	4,242.51	Leslie	2,783.02	2,787.99
Chester	1,457.78	1,369.40	Sulphur Rock	6,096.76	5,653.61	Gosnell	43,390.37	42,884.43	Marshall	8,551.00	8,566.28
Dyer	8,031.56	7,544.61	Izard County	48,878.83	45,232.95	Joiner	7,044.21	6,962.07	Pindall	706.80	708.06
Kibler	8,810.88	8,276.68	Jackson County	286,153.45	259,591.77	Keiser	9,282.21	9,173.98	St. Joe	833.02	834.50
Mountainburg	5,785.29	5,434.53	Amagon	1,026.34	931.07	Leachville	24,373.45	24,089.26	Sebastian County	812,246.40	769,100.81
Mulberry	15,173.78	14,253.80	Beedeville	1,120.60	1,016.58	Luxora	14,406.39	14,238.41	Barling	74,235.43	70,292.13
Rudy	559.28	525.37	Campbell Station	2,670.59	2,422.70	Manila	40,871.09	40,394.53	Bonanza	9,181.62	8,693.91
Van Buren	208,958.07	196,298.07	Diaz	13,803.27	12,522.01	Marie	1,027.28	1,015.30	Central City	8,015.96	7,590.16
Crittenden County	1,364,681.14	646,836.72	Grubbs	4,042.54	3,667.30	Osceola	94,864.47	93,758.33	Fort Smith	1,376,588.94	1,303,466.16
Anthonyville	1,107.89	944.77	Jacksonport	2,220.25	2,014.16	Victoria	452.49	447.22	Greenwood	142,945.91	135,352.79
Clarkedale	2,552.97	2,177.07	Newport	82,515.92	74,856.53	Wilson	11,043.26	10,914.50	Hackett	12,966.05	12,277.31
Crawfordsville	3,296.15	2,810.82	Swifton	8,357.37	7,581.61	Monroe County	NA	NA	Hartford	10,251.48	9,706.94
Earle	16,611.48	14,165.61	Tuckerman	19,500.53	17,690.42	Montgomery County	49,944.86	41,041.94	Huntington	10,139.71	9,601.10
Edmondson	2,938.32	2,505.68	Tupelo	1,885.12	1,710.14	Black Springs	645.50	530.44	Lavaca	36,550.85	34,609.31
Gilmore	1,628.80	1,388.98	Weldon	785.46	712.56	Greenwood	273.85	225.03	Mansfield	11,544.89	10,931.64
Horseshoe Lake	2,009.34	1,713.49	Jefferson County	734,561.89	675,487.70	Mount Ida	7,015.75	5,765.16	Midland	5,189.61	4,913.95
Jennette	712.22	607.35	Altheimer	10,732.50	9,732.50	Norman	2,464.64	2,025.31	Sevier County	292,001.31	263,831.37
Jericho	818.88	698.30	Humphrey	3,312.77	3,046.35	Oden	1,512.69	1,243.04	Ben Lomond	1,330.17	1,201.84
Marion	84,949.75	72,441.77	Pine Bluff	527,923.96	485,467.81	Nevada County	116,218.42	98,624.49	DeQueen	60,490.46	54,654.82
Sunset	1,226.25	1,045.69	Redfield	13,950.19	12,828.31	Bluff City	1,069.94	907.97	Gillham	1,467.77	1,326.17
Turrell	3,808.80	3,248.00	Sherrill	903.48	830.82	Bodcaw	1,190.74	1,010.48	Horatio	9,577.20	8,653.27
West Memphis	180,599.94	154,008.43	Wabbaseka	2,742.71	2,522.14	Cale	681.66	578.46	Lockesburg	6,779.26	6,125.25
Cross County	291,160.70	259,554.44	White Hall	59,436.22	54,656.30	Emmet	4,098.58	3,478.11	Sharp County	84,896.71	81,357.55
Cherry Valley	7,478.62	6,666.80	Johnson County	110,695.05	113,656.66	Prescott	28,439.82	24,134.41	Ash Flat	10,154.86	9,731.53
Hickory Ridge	3,124.71	2,785.51	Clarksville	81,309.26	83,484.66	Rosston	2,252.06	1,911.13	Cave City	18,050.78	17,298.29
Parkin	12,694.12	11,316.14	Coal Hill	8,965.46	9,205.33	Willisville	1,311.55	1,112.99	Cherokee Village	40,184.23	38,504.04
Wynne	96,119.22	85,685.23	Hartman	4,597.90	4,720.91	Newton County	55,359.68	57,990.79	Evening Shade	4,476.43	4,289.82
Dallas County	165,035.87	142,989.53	Knoxville	6,476.04	6,649.30	Jasper	2,215.34	2,320.63	Hardy	7,564.33	7,248.99
Desha County	114,124.91	120,465.13	Lamar	14,218.93	14,599.36	Western Grove	1,825.51	1,912.27	Highland	10,828.40	10,376.99
Arkansas City	4,416.80	4,662.18	Lafayette County	82,023.14	97,212.96	Ouchita County	604,050.46	563,131.78	Horseshoe Bend	82.90	79.44
Dumas	56,790.93	59,945.96	Bradley	3,865.63	4,581.51	Bearden	9,271.08	8,643.06	Sidney	1,875.54	1,797.35
McGehee	50,913.92	53,742.45	Buckner	1,692.75	2,006.23	Camden	116,925.07	109,004.50	Williford	777.16	744.76
Mitchellville	4,344.40	4,585.75	Lewisville	7,879.00	9,338.10	Chidester	2,773.65	2,585.76	St. Francis County	149,602.10	139,627.62
Reed	2,075.66	2,190.97	Stamps	10,421.21	12,351.11	East Camden	8,935.17	8,329.90	Caldwell	9,843.40	9,187.12
Tillar	253.42	267.50	Lawrence County	332,149.03	217,730.46	Louann	1,573.97	1,467.35	Cott	6,704.16	6,257.18
Watson	2,546.30	2,687.76	Alicia	895.67	782.84	Stephens	8,551.28	7,972.01	Forrest City	272,618.12	254,441.74
Drew County	415,694.25	437,957.05	Black Rock	4,781.72	4,179.35	Perry County	110,057.21	106,974.48	Hughes	25,557.40	23,853.40
Jerome	518.67	475.98	College City	3,286.53	2,872.52	Adona	980.79	953.32	Madison	13,638.88	12,729.54
Monticello	125,902.87	115,541.23	Hoxie	20,080.34	17,550.76	Bigelow	1,478.22	1,436.82	Palestine	12,078.14	11,272.84
Tillar	2,713.02	2,489.74	Imboden	4,890.07	4,274.05	Casa	802.46	779.99	Wheatley	6,296.24	5,876.44
Wilmar	6,795.86	6,236.57	Lynn	2,080.27	1,818.21	Fourche	290.95	282.80	Widener	4,841.88	4,519.05
Winchester	2,220.94	2,038.18	Minturn	787.32	688.14	Houston	811.85	789.11	Stone County	90,411.50	86,463.06
Faulkner County	716,632.85	697,763.73	Portia	3,156.51	2,758.88	Perry	1,267.05	1,231.56	Fifty Six	1,651.13	1,579.03
Enola	2,182.14	2,124.68	Powhatan	520.07	454.55	Perryville	6,851.45	6,659.52	Mountain View	26,227.25	25,081.86
Holland	3,596.01	3,501.33	Ravenden	3,394.88	2,967.22	Phillips County	120,753.96	115,123.90	Union County	447,938.70	562,385.04
Mount Vernon	936.13	911.48	Sedgwick	1,097.92	959.61	Elaine	13,517.41	12,887.18	Calion	13,058.85	16,395.34
Twin Groves	2,162.77	2,105.83	Smithville	563.41	492.43	Helena-West Helena	214,196.99	204,210.26	El Dorado	556,030.90	698,094.35
Wooster	5,552.19	5,405.99	Strawberry	2,181.39	1,906.59	Lake View	9,415.43	8,976.45	Felsenthal	3,199.84	4,017.39
Franklin County	159,221.40	161,027.68	Walnut Ridge	35,321.16	30,871.67	Lexa	6,078.58	5,795.19	Huttig	17,898.64	22,471.66
Altus	6,238.01	6,308.77	Lee County	40,301.00	33,514.24	Marvell	25,207.01	24,031.75	Junction City	15,965.69	20,044.86
Branch	3,020.25	3,054.51	Aubrey	1,248.85	1,038.54	Pike County	163,175.80	148,532.74	Norphlet	20,144.39	25,291.19
Charleston	20,754.95	20,990.40	Haynes	1,101.92	916.36	Antoine	1,046.46	952.55	Smackover	52,997.48	66,538.11
Denning	3,876.12	3,920.10	LaGrange	653.81	543.71	Daisy	1,028.57	936.27	Strong	15,079.05	18,931.68
Ozark	30,317.70	30,661.63	Marianna	30,229.42	25,138.74	Delight	2,495.40	2,271.47	Van Buren County	275,266.05	289,382.95
Wiederkehr Village	312.72	316.28	Moro	1,586.77	1,319.55	Glennwood	19,551.76	17,797.23	Clinton	24,451.81	25,705.81
Fulton County	116,354.42	112,363.84	Rondo	1,454.53	1,209.59	Murfreesboro	14,677.24	13,360.13	Damascus	2,349.33	2,469.81
Ash Flat	460.33	444.54	Lincoln County	61,329.01	52,829.34	Pointsett County	136,172.87	120,037.92	Fairfield Bay	20,251.21	21,289.78
Cherokee Village	3,578.84	3,456.09	Gould	4,854.58	4,181.78	Fisher	2,036.69	1,795.37	Shirley	2,734.62	2,874.86
Hardy	189.55	183.05	Grady	2,604.19	2,243.27	Harrisburg	21,024.49	18,533.33	Washington County	1,370,925.88	1,310,025.99
Horseshoe Bend	76.72	74.09	Star	13,189.16	11,361.26	Lepanto	17,289.04	15,240.48	Elkins	41,197.98	39,367.87
Mammoth Spring	4,409.24	4,258.01	Little River County	196,525.96	170,945.11	Marked Tree	23,435.64	20,658.78	Elm Springs	27,320.11	26,106.49
Salem	7,378.81	7,125.74	Ashdown	40,086.47	34,868.60	Trumann	66,635.41	58,739.86	Farmington	92,944.39	88,815.57
Viola	1,520.89	1,468.74	Foreman	8,580.86	7,463.93	Tyrnza	6,959.45	6,134.84	Fayetteville	1,144,768.71	1,093,915.27
Garland County	2,039,463.89	1,942,803.91	Ogden	1,527.75	1,328.89	Waldenburg	557.12	491.11	Goshen	16,662.78	15,922.58
Fountain Lake	6,923.80	6,595.65	Wilton	3,174.33	2,761.14	Weiner	6,539.34	5,764.49	Greenland	20,132.25	19,237.92
Hot Springs	207,613.78	197,773.97	Winthrop	1,629.59	1,417.49	Polk County	243,920.10	238,817.38	Johnson	52,182.04	49,863.98
Lonsdale	1,293.91	1,232.59	Logan County	99,763.25	98,259.56	Cove	7,316.64	7,163.58	Lincoln	34,990.28	33,435.93
Mountain Pine	10,599.06	10,096.71	Blue Mountain	982.97	968.15	Grannis	10,611.06	10,389.08	Prairie Grove	68,860.37	65,801.43
Grant County	192,385.76	179,022.74	Booneville	31,629.35	31,152.61	Hatfield	7,910.40	7,744.92	Springdale	998,755.47	954,388.30
Greene County	505,955.34	496,943.78	Caulksville	1,688.48	1,663.03	Mena	109,883.76	107,585.02	Tontitown	38,273.05	36,752.87
Delaplaine	1,305.10	1,281.85	Magazine	6,714.30	6,613.10	Vandervoort	1,666.36	1,631.50	West Fork	36,048.23	34,486.88
Lafe	5,152.88	5,061.10	Morrison Bluff	507.34	499.69	Wickes	14,441.76	14,139.64	Winslow	6,083.25	5,813.00
Marmaduke	12,499.67	12,277.04	Paris	27,998.71	27,576.70	Pope County	361,423.89	324,668.09	White County	885,623.42	829,655.12
Oak Grove Heights	10,001.99	9,823.84	Ratcliff	1,601.29	1,577.15	Atkins	43,405.98	38,991.72	Bald Knob	34,464.64	32,286.59
Paragould	293,792.85	288,560.12	Scranton	1,775.68	1,748.92	Dover	19,832.04	17,815.18	Beebe	87,024.10	81,524.48
Hempstead County	347,683.62	352,357.35	Subiaco	4,534.34	4,465.99	Hector	6,476.36	5,817.73	Bradford	9,029.57	8,458.93
Blevins	3,246.39	3,290.03	Lonoke County	279,817.34	255,601.47	London	14,953.19	13,432.49	Garner	3,378.65	3,165.13
Emmet	443.16	449.12	Allport	1,131.47	1,033.55	Pottsville	40,844.22	36,690.48	Georgetown	1,475.19	1,381.96
Fulton	2,071.51	2,099.35	Austin	20,051.61	18,316.31	Russellville	401,821.96	360,957.80	Griffithville	2,676.75	2,507.59
Hope	104,039.19	105,437.74	Cabot	233,928.87	213,684.26	Prairie County	90,662.06	75,715.04	Higginson	7,387.83	6,920.94
McCaskill	989.38	1,002.68	Carlisle	21,783.25	19,898.09	Biscoe	3,767.42	3,146.31	Judsonia	24,019.37	22,501.43
McNab	700.81	710.23	Coy	944.53	862.79	Des Arc	17,820.02	14,882.12	Kensett	19,605.70	18,366.69
Oakhaven	649.28	658.01	England	27,794.80	25,389.39	DeValis Bluff	6,424.34	5,365.19	Letona	3,033.65	2,841.93
Ozan	876.01	887.79	Humnoke	2,794.24	2,552.42	Hazen	15,235.75	12,723.91	McRae	8,113.53	7,601.78
Patmos	659.58	668.45	Keo	2,518.75	2,300.77	Ulm	1,764.35	1,473.47	Pangburn	7,149	

MUNICIPAL MART

To place a classified ad in City & Town, please email the League at citytown@arml.org or call 501-374-3484. Ads are FREE to League members and available at the low rate of \$.70 per word to non-members. For members, ads will run for two consecutive months from the date of receipt unless we are notified to continue or discontinue. For non-members, ads will run for one month only unless otherwise notified.

BOOKKEEPER/ACCOUNTING CLERK—The City of Tontitown is looking to fill the position of Bookkeeper/Accounting Clerk for full or part-time. This person will be responsible for managing the day to day accounting, budgeting and purchasing activities of the city including all AR/AP processing. Successful applicant will handle technical reporting for each department and participate in financial and budget recommendations. Will be responsible for all yearly state and local audits. Experience with the CSA Accounting program a huge plus. College degree in accounting or finance preferred but not required. A minimum of 7 years verifiable accounting/finance experience is required. Must be able to pass a pre-employment drug screen and background check. Starting salary is negotiable based upon your knowledge and experience. Please include your salary requirements when applying. Applications are available on line at www.tontitown.com. You can email the application along with a color copy of your DL to adminasst@tontitownar.gov or mail it to: City of Tontitown, ATTN: Lori Bolen, P.O. Box 305, Tontitown, AR 72770. No phone calls please. EOE.

DIRECTOR OF PUBLIC WORKS—City of Mansfield, P.O. Box 307, Mansfield, AR 72944. Position requires certification in D-2 Water. Applications will be accepted until position filled. No person shall, on the grounds of race, age, sex handicap, color, creed or national origin be subjected to discrimination under employment. Contact Mayor Larry Austin for further information, (479) 928-5552.

FINANCE COORDINATOR—Bryant is seeking a forward thinking and driven Finance Coordinator to help strengthen and develop our Finance Department. The city offers competitive wages, comprehensive benefits packages, excellent retirement programs and paid time-off. Requires knowledge of a specialized field (however acquired), such as basic accounting, computer, etc. Equivalent of four years in high school, plus night, trade extension, or correspondence school specialized training, equal to two years of college, plus 2 years related experience and/or training, and 19 to 23 months related management experience, or equivalent combination of education and experience. Requires valid Arkansas DL or a valid DL recognized by the State of Arkansas. Associates or Bachelor's degree in Accounting or related field preferred. Position supervises a small group (1-3) of employees in the same or lower classification. Assigns and checks work; assists and instructs as required, but performs same work as those supervised, or closely related work, most of the time. Content of the work supervised is of a non-technical nature and does not vary in complexity to any great degree. This position starts with annual rate of \$39,917. For further information or to complete an application please visit www.cityofbryant.com and follow the employment link. Questions can be directed to the Human Resources Department, (501) 943-0999. EOE.

FIREFIGHTERS—Bentonville has immediate openings for 10 full-time firefighters. The hiring salary range is \$36,119 - \$45,098 annually, DOE. There is additional pay for certified "Paramedics". A full job description is available on request. We are conducting testing on two different dates: Friday, Dec. 30 and again on Saturday, Jan. 28, 2017. Written testing will begin at 8:30 a.m. on both days, with the physical evaluation starting at 1 p.m. There will also be a volunteer "practice session" for the physical agility portion of the evaluation at 1 p.m. on both Thursday, Dec. 29 and Friday, Jan. 27 at the main fire station, located at the corner of SW "A" Street and SW 8th St. The deadlines for applications are Monday, Dec. 19 and Monday, Jan. 16, 2017, respectively. There will be no make-up exams. Applicants must be 18 to apply and be an Arkansas-Certified Emergency Medical Technician (EMT-A) or Paramedic (EMT-P) and possess a valid DL. Bentonville does not have a residency requirement. Participation is by "invitation only." An RSVP is required to guarantee a seat in the evaluation process. Applications can be obtained from the city website, www.bentonvillear.com. Completed applications can be faxed in to (479) 271-5913; mailed to City of Bentonville, Attn: Human Resources, 117 West Central Avenue, Bentonville, AR 72712; or emailed to ewheeler@bentonvillear.com. For more information, contact the Human Resource office at (479) 271-3191/5929.

POLICE OFFICER—Charleston is accepting applications for a full-time CID/patrol officer. Candidates must be able to meet all requirements of law enforcement standards and training. The City of Charleston maintains a residency requirement on full-time officers. Contact Charleston City Hall at (479) 965-2269 or email mail@aboutcharleston.com for an application. Application deadline is December 31. EOE.

PUBLIC WORKS DIRECTOR—The City of Berryville is accepting applications for the position of Public Works Director. Duties include managing the city's public water system, wastewater collection system and street system. This position is also responsible for the effective supervision of department employees and related projects within the department. This position requires excellent human relation skills. Previous supervisory and/or managerial experience is preferred. A degree in a related field from an accredited college or university is also preferred, but not mandatory. A valid Water Operator's License from the Arkansas Department of Health is also a plus. Applicants must possess a valid driver's license. The selected candidate will receive a competitive salary and benefits package. Applications and job descriptions may be picked up at Berryville City Hall, 305 E. Madison Ave., or may be received by calling (870) 423-4414 or via email at jaylee@berryville.com. A resume must accompany the application. The position will remain open until filled. EOE.

FOR SALE—45 1500-watt Hubbell Light Fixtures with 440-volt ballast, \$50 each. Will make you a good deal! Call Ashdown Mayor James Sutton, (870) 898-2622.



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