

# City & Town

NOVEMBER 2019 VOL. 75, NO. 11 THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



# *How do you think new money becomes old money?*



**Jim Shenep**

*SVP, Business Development  
Little Rock, AR*

**Dee Davenport**

*SVP, Trust Officer  
Little Rock, AR*

**David Daniel**

*SVP, Trust Officer  
Jonesboro, AR*

**Robin Thornton**

*VP, Trust Officer  
El Dorado, AR*

**Lee Rush**

*SVP, Trust Officer  
Little Rock, AR*

At Simmons, our Investment Management services help you get the most out of your money. Our wealth management professionals have on average more than 20 years of experience and are responsible for over \$5 billion in assets. We will manage your portfolio with a diligent approach and in-depth knowledge of the marketplace. We'll devise clear strategies to help protect and grow your assets. That way, you can continue to work towards the future you've always envisioned.

*Put our experience to work for your legacy.*

*Speak with one of our wealth management experts and start planning your tomorrow.*

**Trust** | Investments | Insurance | Private Banking

Simmons Wealth Management is a marketing name for certain business operations of Simmons Bank (Member FDIC and an Equal Housing Lender) ("Bank") and its affiliates, including securities and other investments, which are offered through Simmons First Investment Group, Inc. (Member FINRA and SIPC); insurance offered through Simmons First Insurance Services, Inc. and Simmons First Insurance Services of TN, LLC; and the trust and private banking operations of the Bank.

Investment Products Are: Not FDIC Insured | Not Bank Guaranteed | May Lose Value



Cover photo by Ben Cline.



**ON THE COVER**—Little Rock's riverfront is beginning to glow with fall color and there's a chill in the air. City and town leaders from across Arkansas will gather here Feb. 12-14, 2020, at the Marriott Hotel and Statehouse Convention Center for the League's 2020 Winter Conference, which will feature a full agenda of essential topics for good local governance. Hotel rooms are filling up quickly, so don't delay. See registration details in this issue on page 28. Read also about our 2019-2020 District 4 vice president and his hometown of Magnolia, Little Rock's partnership with the NLC to combat child food insecurity, and check out two new regular features where *City & Town* gets to know the people who work hard behind the scenes, both at the League and in your hometowns.—atm

## Features

- 10** **Connectivity and economic investment keys to future for District 4 VP**  
 Building upon Magnolia's economic successes and improving connectivity for the city are the keys to long-term success for Mayor Parnell Vann, the League's 2019-2020 District 4 vice president.
- 12** **NLC initiative helps Little Rock combat hunger**  
 Through a partnership with the National League of Cities' CHAMPS: Cities Combating Hunger initiative, Little Rock has been able to ramp up its efforts to combat childhood food insecurity, and the strategies are scalable to communities of all sizes across the state.
- 26** **League Staff Spotlight: Rick Paladino**  
 Meet Rick Paladino, the familiar friendly face at the front desk who, with 40 years under his belt, is the longest serving member of the League's staff.
- 27** **Natural State Spotlight: Carey Hollis**  
 Meet Carey Hollis, the executive assistant to the mayor of Rogers whose love for her city is reflected in her service to its citizens.

## City & Town Contents

- Arkansas Municipal League Officers ..... 5
- Attorney General Opinions..... 14
- Directory Changes .....44
- Economic Development.....36
- Engineering.....42
- Fairs & Festivals .....45
- Meeting Calendar.....35
- Municipal Mart .....50
- Municipal Notes .....8
- Obituaries.....44
- Planning to Succeed .....32
- President's Letter .....4
- Sales Tax Map.....47
- Sales Tax Receipts .....48
- Turnback Estimates .....46
- Urban Forestry.....40
- XPert Diagnostics .....34
- Your Health .....38

Publisher  
**Mark R. Hayes**

Communications &  
 Creative Manager  
**Mel Jones**

Graphic Designer  
**Mark R. Potter**

Advertising Assistant  
**Tricia Zello**

Deputy Director  
**Whitnee V. Bullerwell**

Editor  
**Andrew T. Morgan**

Communications  
 Coordinator  
**Ben Cline**

Email:  
**citytown@arml.org**



[www.arml.org](http://www.arml.org)

*City&Town* (ISSN 0193-8371 and Publication No. 031-620) is published monthly for \$20 per year (\$1.67 per single copy) by the Arkansas Municipal League, 301 W. Second St., North Little Rock, AR 72114. Periodicals postage paid at North Little Rock, Ark.  
 POSTMASTER: Send address changes to *City&Town*, P.O. Box 38, North Little Rock, AR 72115.

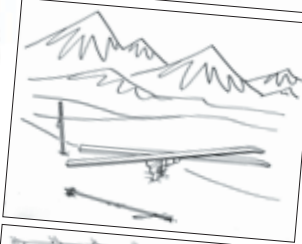
Dear friends and fellow public servants,

This month I'd like to share from a book of illustrations on leadership, *Playing by the Rules* by Robert L. Qualls, because I use it quite regularly to formulate my own values as CEO of the City of Jonesboro. It's an entertaining little book and takes about 20 minutes to get through, but longer if you really take time to study each message.

I've chosen some of my favorites and included my own thoughts. Take what you like, discard what you don't.



**Practice one part listening for every part speaking:** Whether your hometown is small or large, you can't truly know it without listening. You can't be everything to all people but listening and reading will keep you informed.



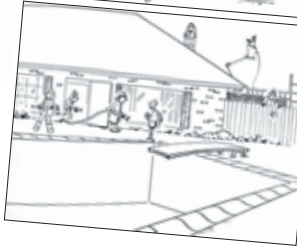
**If you are not falling down, you are not learning:** We all are human, therefore we are flawed. Forgive yourself, and trust others to forgive you. Forgive your staff. Tell them you know they are human. (Don't tell them they are flawed.)



**Make serving the customer an obsession:** We are servants, and we have one mission. Everything you do should be to make life in your city better, and everyone on your payroll should have the same mindset.



**Small is beautiful:** Don't have money to pull off a big project? Start small. Good little ideas grow into great policy. Don't be afraid of small steps. They add up.



**Instill in your managers a sense of urgency when there is no emergency!** If you allow excuse making to purvey, it will run through your leadership team like a virus. Set deadlines, even when your staff can't control them. You can be flexible afterward.

Sincerely,

Harold Perrin  
Mayor, Jonesboro  
President, Arkansas Municipal League

*Reprinted with permission from the author. Illustrations by Sherrie Shepherd.*

# ARKANSAS MUNICIPAL LEAGUE OFFICERS

Mayor Harold Perrin, **Jonesboro**..... President  
Mayor Gary Baxter, **Mulberry**..... First Vice President  
Mayor Paul Wellenberger, **Fairfield Bay** ..... Vice President, District 1  
Council Member Allan Loring, **Wrightsville**.. Vice President, District 2  
Mayor John Mark Turner, **Siloam Springs** ... Vice President, District 3  
Mayor Parnell Vann, **Magnolia** ..... Vice President, District 4  
Mark R. Hayes ..... Executive Director

**EXECUTIVE COMMITTEE:** City Clerk/Treasurer Denise Johnston, **Batesville**; Mayor Darrell Kirby, **Bay**; Mayor Tim McKinney, **Berryville**; Mayor James Sanders, **Blytheville**; Mayor Jonas Anderson, **Cave City**; Vice Mayor Kevin Settle, **Fort Smith**; Mayor Sammy Hartwick, **Greenbrier**; Mayor Doug Kinslow, **Greenwood**; Mayor Tonya Kendrix, **Hermitage**; City Manager Catherine Cook, **Hope**; Mayor Pat McCabe, **Hot Springs**; Council Member Reedie Ray, **Jacksonville**; Council Member Sam Angel II, **Lake Village**; Mayor Jerry Boen, **Lamar**; Mayor Steve Dixon, **Marmaduke**; Council Member James Turner, **Mena**; Mayor Allen Lipsmeyer, **Morrilton**; Council Member Debi Ross, **North Little Rock**; Council Member Tyler Dunegan, **Osceola**; Mayor Sonny Hudson, **Prairie Grove**; Mayor Greg Hines, **Rogers**; Mayor Virginia Young, **Sherwood**; Mayor Bobby Neal, **Smackover**; Council Member Colby Fulfer, **Springdale**

**PAST PRESIDENTS ADVISORY COUNCIL:** Mayor Rick Elumbaugh, **Batesville**; Mayor Frank Fogleman, **Marion**; Mayor Joe A. Smith, **North Little Rock**; Mayor Mike Gaskill, **Paragould**; Mayor Jackie Crabtree, **Pea Ridge**; Mayor Doug Sprouse, **Springdale**; Mayor Robert Patrick, **St. Charles**; Mayor Harry Brown, **Stephens**

**CITIES OF THE LARGE FIRST CLASS ADVISORY COUNCIL:** City Administrator Carl Geffken, **Fort Smith**, Chair; Mayor Peter Christie, **Bella Vista**; Mayor Allen Scott, **Bryant**; Council Members Eddie Long, Norma Naquin, and James Reid, **Cabot**; Mayor Veronica Smith-Creer and City Clerk Heather McVay, **El Dorado**; Chief of Staff Don Marr and Director of Communications and Marketing Susan Norton, **Fayetteville**; Mayor Cedric Williams and Council Member Jason Evansingston, **Forrest City**; Assistant City Manager Lance Spicer, **Hot Springs**; Council Members Tara Smith and Mary Twitty, **Jacksonville**; Council Members Chris Gibson and John Street, **Jonesboro**; City Director Lance Hines and Intergovernmental Relations Manager Emily Cox, **Little Rock**; Mayor Caleb Norris, Clerk/Treasurer Tina Timmons and Council Members Chad Gardner and Terry Williams, **Maumelle**; Council Member Jim Bodenhamer, **Mountain Home**; Council Members Steve Baxter, Jane Ginn, Charlie Hight and Beth White, **North Little Rock**; City Clerk Andrea Williams and Council Member Josh Agee, **Paragould**; Council Member Steven Mays, **Pine Bluff**; Council Member Marina Brooks, **Sherwood**; City Director Mindy Hunt, **Siloam Springs**; Council Member Wayne Croom and City Clerk Joyce Gray, **West Memphis**

**CITIES OF THE FIRST CLASS ADVISORY COUNCIL:** Mayor Jimmy Williams, **Marianna**, Chair; Mayor Jerry Martin, **Alma**; Council Member Larry Hall, **Bay**; Clerk/Treasurer Carol Westergren and Human Resources Director Kim Weeks, **Beebe**; Mayor Danny Shaw, **Bono**; Council Member Ron Burrow, **Brinkley**; Mayor Bill Edwards and Council Member Wayne Low, **Centerton**; Council Member C.T. Foster, **Crossett**; Mayor Flora Simon, Clerk/Treasurer Erma Coburn and Council Member Ramona Weatherford, **Dumas**; Mayor Kevin Johnston, **Gentry**; Mayor Rodney Robertson and Clerk/Treasurer Ruth Keith, **Leachville**; Council Member Loye Free, **Marianna**; Assistant to the Mayor Becky Horton, **Mena**; Mayor Doyle Fowler and Council Members Glinda Lou Dallas and Mary Ann Whitlock, **McCrary**; Mayor Sally Wilson, **Osceola**; Council Member David Hickman, **Parkin**; Council Members Tony Cunningham and Brea Gragg, **Prairie Grove**; Council Member Patricia Roberts, **Prescott**; Council Members Teddy Holt, Bill Shrum and Norma Strabala, **Stuttgart**; Mayor Charles Snapp, **Walnut Ridge**; Mayor Charles Gastineau, **Ward**; Council Member Dorothy Henderson, **Warren**

**INCORPORATED TOWNS AND CITIES OF THE SECOND CLASS ADVISORY COUNCIL:** Mayor Dennis Behling, **Lakeview**, Chair; Mayor Veronica Post, **Altus**; Mayor Bo James, **Caraway**; Council Member Timothy Barnes, **Clinton**; Mayor Joe Marotti, **Crawfordsville**; Council Members Robert Otis and Doyle Scroggins, **Fairfield Bay**; Council Member Jennifer Porter, **Flippin**; Mayor Jeff Braim and Council Member Anita Seaman, **Gassville**; Mayor B.T. Smith, **Glenwood**; Recorder/Treasurer Jennifer Hill, **Haskell**; Recorder/Treasurer Mary Ruth Wiles, **Highland**; Mayor Craig Huckaby, **Horseshoe Bend**; Council Member Lee Guest, **Marvell**; Mayor Marion Hoosier, **McCaskill**; Mayor Carl Lee Griswold, **Mitchellville**; Mayor Bob Blankenship, **Monette**; Mayor Joseph Carlton, **Montrose**; Mayor Michael Marsh, **Pangburn**; Mayor Roben Brooks and Recorder/Treasurer Dane Fults, **Redfield**; Mayor Samuel Quarles, **Rosston**; Mayor James Jones, **Rudy**; Recorder/Treasurer Rick East, **Smackover**; Recorder/Treasurer Rita Fite, **Sparkman**; Mayor Brenda Porter, **Tollette**; Mayor Michael R. Frasier, **Weiner**

**PUBLIC SAFETY ADVISORY COUNCIL:** Chief of Police/Assistant City Manager J.R. Wilson, **Hope**, Chair; Council Member Jim Wozniak, **Bella Vista**; Mayor Kenneth Jones, **Brookland**; Council Member Doug Warner, **Cabot**; Interim Fire Chief Ronald Nash, **Camden**; Council Members Chris Akins and Robin Cook, **Dermott**; Council Member Dianne Hammond, **El Dorado**; Police Chief/Mayor Tim Mayfield, **Gassville/Salesville**; Director of Operations Rob Holland, **Highfill**; City Director Karen Garcia and Fire Chief John Stachey, **Hot Springs**; Council Member Jess Holt, **Maumelle**; Clerk/Treasurer Diane Whitbey, **North Little Rock**; Mayor Roxie Hall, **Ozark**; Fire Chief Kevin Lang, **Paragould**; Council Member April Broderick, **Sherwood**; Council Member James Pulliaum, **West Memphis**; Mayor Jennifer Hobbs, **Wynne**

**ECONOMIC DEVELOPMENT ADVISORY COUNCIL:** City Administrator Phillip Patterson, **Siloam Springs**, Chair; Director of Communications Keith Beason, **Arkadelphia**; Mayor Stephanie Orman, Council Member Cindy Acree and Community Relations & Economic Development Director Debbie Griffin, **Bentonville**; Mayor Randall Noble, **Cave Springs**; Council Member Robin Reed, **Centerton**; Council Member Judy Weaver, **Clarksville**; Council Member Gail King, **Des Arc**; Council Member Naomi Lassen, **Gassville**; City Director Mark Ross, **Hope**; Mayor Bob Johnson, **Jacksonville**; Council Member Sherry Holliman, **Marion**; Council Member Jennifer Massey, **Mayflower**; Mayor Hillrey Adams and Council Member Paige Evans, **Mountain Home**; Mayor Roger Gardner, **Mountain View**; Council Member Howard Austin, **Prescott**; Council Member Betty Cook, **Sheridan**; Council Member Beverly Williams, **Sherwood**; Finance and Human Resources Director Deborah Staley, **Ward**

**MUNICIPAL HEALTH BENEFIT PROGRAM BOARD OF TRUSTEES:** Mayor David Stewart, **Newport**, District 1; Finance Director Joy Black, **Bryant**, District 2; Mayor Bill Edwards, **Centerton**, District 3; Clerk/Treasurer Barbara Blackard, **Clarksville**, District 4; Mayor Denisa Pennington, **Warren**, At-Large Member

**MUNICIPAL LEAGUE WORKERS' COMPENSATION PROGRAM BOARD OF TRUSTEES:** Vacant, District 1; Human Resources Director Lisa Mabry-Williams, **Conway**, District 2; Clerk/Treasurer Sharla Derry, **Greenwood**, District 3; Mayor Shirley Washington, **Pine Bluff**, District 4; City Attorney Howard Cain, **Huntsville**, At-Large Member and Group Manager

**PENSION MANAGEMENT AND OPEB TRUSTS, BOARD OF TRUSTEES:** Treasury Manager Scott Massanelli, **Little Rock**, Chair; Comptroller Mandy Spicer, **Benton**, Vice Chair; City Manager Gary Brinkley, **Arkadelphia**; Clerk/Treasurer Carol Westergren, **Beebe**; Chief of Staff Danny Bradley, **North Little Rock**

# From the Desk of the Executive Director



Recently someone very close to me mentioned how much of life’s small blessings he had taken for granted. It was an eye-opening statement for two unrelated reasons. First, it was a glimpse of maturity from a person who previously showed little personal growth. Second, I had one of those “Aha!” moments. You know, like a light bulb over my noggin!<sup>1</sup>

As those thoughts settled in my crowded mind, a recollection from last spring’s flooding came back to me.<sup>2</sup> You see, from west Little Rock I often drive over the river bridge headed north and take I-40 East to work. The view coming over the Arkansas River is always stunning. Then, along I-40, Burns Park comes into view. Burns Park is enormous, some 1,700 acres. It contains all sorts of stuff like a baseball complex, a tennis center and a seasonal amusement park. Heck, it even has a Bonzai BMX track!<sup>3</sup> As you travel east on 40 the first thing you see after the gas stations at the Crystal Hill exit are beautiful dense woods. Then, a series of sports fields on the left (north side) followed by the golf course on the right or south side. I’ve played that course many times. Badly for sure, but I’ve walked those fairways...and the woods hunting my ever-elusive golf ball. I’ve also ridden my bike through Burns on many occasions. It’s an incredible place.

I digress. Posted vividly in my mind was the image of a single fairway under six feet of water. Burns Park never looked so gloomy, so sad. All I could see of the brick restroom near one of the tees was the very peak of the roof. It poked out of the water like an odd island. The first day I saw it, I took several detours on my way to the office. Crews from North Little Rock and Little Rock could be seen working tirelessly to keep us dry and to protect the many things we use daily, and unfortunately often take for granted. They operated massive pumps, built and steadied walls, and worked dozens of hours many times into the wee hours of the morning.<sup>4</sup> Streets and bridges, for the most part, remained passable. Most of us could access potable water<sup>5</sup>, and public safety officers did heroic things to keep us safe.

Each day as I drove I-40, I watched the water crest and then finally recede. It wasn’t too long after that I could see people once again enjoying Burns Park. Our cities and towns are some of our state’s greatest gems. The officials and employees of those communities should not be taken for granted. After all, our daily lives, even in times of disaster, are enriched by their decisions and actions. Local control comes in all forms. Just ask the golfers, bicyclists, BMX-ers and hikers at Burns Park.

Until next month, peace.

A handwritten signature in blue ink that reads "Mark". The signature is stylized and fluid.

Mark R. Hayes  
Executive Director  
Arkansas Municipal League

---

1 For more information about the interesting world of symbolism in comic strips see *The Lexicon of Comicana* by Mort Walker. You may recall that Mr. Walker was the creator *Beetle Bailey* and *Hi and Lois* ([www.fastcompany.com/1673017/quimps-plewds-and-grawlixes-the-secret-language-of-comic-strips](http://www.fastcompany.com/1673017/quimps-plewds-and-grawlixes-the-secret-language-of-comic-strips))

2 [www.wunderground.com/cat6/Historic-flooding-Arkansas-River-Oklahoma-and-Arkansas](http://www.wunderground.com/cat6/Historic-flooding-Arkansas-River-Oklahoma-and-Arkansas)

3 I have no idea what Bonzai BMX-ing is ([www.arkansas.com/accommodations/burns-park](http://www.arkansas.com/accommodations/burns-park)), but by golly we’ve got it in central Arkansas! And please, dear reader, don’t inundate me with emails on Bonzai BMX-ing!

4 With special recognition to one of Mother Hayes’ favorite tunes, “In the Wee Small Hours of the Morning” composed by David Mann with lyrics by Bob Hilliard. Mother Hayes is partial to Frank Sinatra’s version.

5 Here’s a little comic relief. Potable is defined alternately as an adjective, *suitable for drinking*; and as a noun, *a liquid that is suitable for drinking especially: an alcoholic beverage*. No mention of H2O! ([www.merriam-webster.com/dictionary/potable](http://www.merriam-webster.com/dictionary/potable))



# AMListServ is now AML Communities!

Home - AML Communities

Contact Us Terms and Conditions Sign in



Arkansas  
Municipal  
League  
Communities

GREAT CITIES MAKE A GREAT STATE

Home Communities Directory Events Browse Participate

search

Welcome to the Arkansas Municipal League Communities Platform

*Our new AML Communities ListServ is more secure and offers a wealth of features designed to make idea sharing easier than ever. Upon login at <http://AMLCommunity.arml.org>, you may subscribe to the following communities:*

**Mayor/City Manager • Council Member/City Director • Public Safety • City Attorney  
Clerk/Recorder/Treasurer • Technology**

**Members - Login here**

Email

Password

[Can't access your account?](#)

Stay signed in

Existing subscribers will automatically migrate to their respective groups in the AML Communities ListServ—just follow these steps to set a new password!

- Visit <http://AMLCommunity.arml.org>
- Click the “sign in” button
- Click the “Can’t access your account?” link
- Follow the directions on the screen!

## Hope receives TAP grant for street reconstruction

Hope has received a \$460,000 grant from the Transportation Alternatives Program (TAP) to construct a new lighted, pedestrian-friendly streetscape, ArkLaTexHomepage.com reported Oct. 23. The goal is to attract tourists to the historic downtown area and the President William Jefferson Clinton Birthplace Home National Historic Site, which draws about 10,000 visitors each year.

## Northeast Arkansas cities among AEDC grant recipients

Area cities and counties will receive economic development funding through the Arkansas Economic Development Commission (AEDC), the state announced Oct. 24. The AEDC will award \$8.8 million in funding to 78 cities and counties as part of the Arkansas Community and Economic Development Grant Program, Rural Services Block Grants, Rural Community Grants and County Fair Building Grants. Cities receiving the grants and the projects being funded include:

### Arkansas Community and Economic Development Grant Program

- Batesville—\$128,200 (childcare center)
- Caraway—\$200,000 (water project)
- Corning—\$192,500 (drainage)
- Earle—\$200,000 (streets)
- McCrory—\$176,100 (public library)
- Osceola—\$144,992 (cultural center)
- Paragould—\$200,000 (homeless shelter)
- Reyno—\$200,000 (water rehab)
- Wynne—\$200,000 (wastewater rehab)

### Rural Services Block Grant Program

- Marked Tree—\$67,500
- Swifton—\$29,851

### Rural Community Grant Program

- Bay—\$15,000
- Bono—\$15,000
- Oil Trough—\$13,205
- Pangburn Fire Department—\$15,000
- Sulphur Rock—\$997

## DRA announces \$2.2 million investment in Arkansas communities

The Delta Regional Authority (DRA) made a \$2,228,104 investment that will strengthen public infrastructure and train the next generation of Arkansas's workforce to grow the region's economy and create jobs, DRA federal co-chairman Chris Caldwell and Arkansas Governor Asa Hutchinson announced Oct. 7. Eight new investments will provide funding for projects supporting water and sewer system improvements, innovative job training programs, and crucial healthcare services in communities across Arkansas through DRA and other public and private resources.

Funding for these projects is provided by the States' Economic Development Assistance Program, DRA's flagship grant program that makes strategic investments into projects supporting basic public infrastructure, transportation improvements, workforce training and education, and business development with an emphasis on entrepreneurship. DRA coordinates directly with the Office of the Governor for the State of Arkansas and six local development districts in the state for program funding implementation. The DRA funding combined with other public and private sources brings the total investment in the projects to \$26,374,371 with an estimated 91 jobs created/retained and 150 individuals trained.

The eight projects include:

- Helena-West Helena—Transportation improvements to support industry and increase safety.
- Monticello—Railroad overpass expansion to improve safety and increase connectivity.
- Pine Bluff—Economic Research Center expansion.
- Marshall—Sewer system expansion to increase the utility's capacity and reach.
- Wilmar—Sewer treatment plant improvements to increase capacity and improve service.
- Pocahontas—Black River Technical College nursing program expansion.
- Fairfield Bay—New medical helicopter hangar to accommodate regional emergency services.
- Walnut Ridge—Internet broadband improvements. 🏠



# Arkansas leaders head to Nashville for ICMA conference

The International City Management Association (ICMA) held its annual conference Oct. 19-23 in Nashville, and Arkansas was well represented by League staff, city leadership, and students from the University of Arkansas at Fayetteville. The conference brought together more than 5,000 local government management professionals seeking to share and discover essential tools, strategies and new ideas to improve the services and quality of life in our hometowns. Over the course of three and a half days, participants covered an array of topics including data interpretation, crisis management and disaster relief, strategic use of social media, cybersecurity, and attracting tourism investment. Pictured are, from back row left, League Deputy Director Whitnee Bullerwell, Hot Springs Director of Public Works Denny McPhate, Hot Springs City Clerk Lance Spicer and, far right, Hot Springs Deputy City Manager Bill Burrough, along with members of the ICMA student chapter of the University of Arkansas. 🏛️



We make it our business  
**to understand yours.**

Wright Lindsey Jennings offers sophisticated representation and counsel services to many local governments, municipalities and quasi-governmental agencies. We have been privileged to represent issuers of municipal debt, underwriters, trustees and other participants in municipal finance for almost 50 years. Our attorneys regularly provide services as bond counsel, underwriter's counsel, issuer's counsel and trustee's counsel in a variety of municipal finance transactions.

Let us put our experience to work  
for your community.



**WRIGHT LINDSEY JENNINGS**

Rogers Little Rock [wlj.com](http://wlj.com)





Magnolia Mayor and League District 4 Vice President Parnell Vann.

PHOTOS BY ANDREW MORGAN.

# District 4 VP looks to economic investment, connectivity for ongoing success in Magnolia

By Andrew Morgan, League staff

**M**agnolia, the seat of Columbia County in Arkansas’s southwest corner and the hometown of League 2019-2020 District 4 Vice President, Mayor Parnell Vann, remains a bit off the beaten path. Despite that, it is home to the fastest growing school in the state’s university system, Southern Arkansas University, its historic downtown is booming, and the city is open for business. Mayor Vann has worked hard during his tenure to build on past successes and prep the city for continued growth.

“Sometimes all you have to do is listen,” he says. “That’s the hardest thing for folks in government. When economic development comes calling, we want to start talking.” It’s a skill he’s worked on during his time as mayor.

“I’ve got big ears, you can tell.”

Vann was born in Montana, where his dad was stationed in the Air Force. When he was a week old, he was on a train with his mother bound for southwest Arkansas, which is where both sides of his family called home—his dad grew up in Lafayette County and his



Southern Arkansas University, home of the Muleriders, has set enrollment records for four years running.

mom in Miller County. When his father's military service ended and he was just a couple of months old, the family settled in Magnolia in neighboring Columbia County, and his dad went to work for the phone company.

After graduating from Magnolia High School, Vann did a lot of work "for other people," he says, including in the oil fields and logging, but his entrepreneurial drive pulled him in other directions. "I remember, I had a lady when I was 19 tell me that I had a gift. It took me a little bit to realize what that gift was. But that gift is to talk to and work with people."

He spent the next nine years working in car sales, including a formative stint working at Russell Chevrolet in Sherwood, his first time living outside Columbia County since he was an infant. During those years he honed his gift, and then struck out on his own.

"I've been a small-business owner now as long as I can remember," Vann says. "First one thing and then another. I don't know what you'd call me. I'd start a business, run it, build it up, and I'd sell it."

In addition to his full-time mayoral duties, he's still in the trucking business, running Mav Truckin-Inc. "That's a bad habit that I started back in 2001. What can I say? Some people like the ponies, I like the trucks."

Vann and his wife of 32 years, Angela, have two daughters, both of whom are students at SAU. They were also the reason he decided to run for mayor, he says.

"I thought my daughters would be like a lot of other children—graduate high school and go to the Hill and never come home. But my daughters said, dad, we want to call Magnolia home. I said, wow, my daughters are going to grow up to dilapidated houses, littered streets, crime, and no jobs. I've got to do something."

There were plenty of naysayers when he announced his candidacy in 2009, he says. They thought he should try for city council first. "I said I don't have time for that.



Dedicated private donors and corporate community partners like Albemarle have resulted in improved amenities around Magnolia, including its new downtown pocket park.

I need to go to the top where you can make changes and impact people."

He ended up besting four opponents in that race, but he knew that since he wasn't the popular candidate he'd have to work twice as hard in office. As a self-described workaholic, he's tried to do just that.

Having trucking experience has actually helped in that regard, Vann says. "I'm fortunate. I can run all the equipment in the city. The only thing I haven't mastered yet is the street sweeper," he says, referring to the city's recent acquisition. "I want to drive the new one, but they won't let me."

One thing all mayors in Arkansas should do is take a turn driving the mosquito truck, Vann says. "If you really want to see your town? That's how you see your town. I know which streetlights are out, I know the potholes, I know the clogged drains. I know where the problem parts of the city are. That mosquito truck is almost invisible. Crime doesn't pay attention to the mosquito truck."

By putting in that extra work, he can better direct the city departments based on what he learns out there, he says. "I may not be the smartest guy or gal to sit in this seat, but nobody in this town can outwork me."

Vann is now in his third term as mayor, and he is certainly proud of the strides his hometown has made during his tenure, but he is also quick to credit his team at city hall, the city's department heads and employees, and all the business and other community partners that have worked hard to improve their city.

"I've been blessed, blessed with this team of people. I would be nothing without the people around me. I give them credit for my success, and I always tell 'em that if they leave, I'm leavin'."



The city's historic square is at near-full capacity, and with new dining and entertainment options, it is open for business well into the evening.



The south Arkansas oil boom of the early 20th century helped drive the local economy and is detailed in this mural, one of several around downtown.

The city has focused on improving infrastructure over the course of the last decade, with major improvements completed and ongoing for the water and wastewater systems. During Vann’s first term as mayor, Magnolia took advantage of the then-new State Aid Street Program to get a head start on some key repaving projects. Last year, with oil prices and interest both down, the city was able to pave 35 miles of city streets, a record amount, Vann says.

Based on the previous census, Magnolia’s population is listed as 11,577, and the mayor is confident that an accurate count in 2020 will increase that number by 3,000 or more. And with funding, workforce and property ready to go, the city is poised for growth, both for new residents and for new businesses, he says.

“The nice thing about Magnolia, if you want to come here for jobs, is we have a no-sunset tax and we’re open for business and we’re not going to close.”

Historically, Magnolia’s key industries have been driven by the area’s natural resources. Oil was discovered in Columbia County and neighboring Union County in the early 20th century, and still helps drive the economy across south Arkansas today. Magnolia also sits right in the middle of the Pine Belt, and timber remains an economic force. “As we all know in Arkansas, we are eat up with the yellow pine,” Vann says.

Hixson Lumber has been providing wood products like boards, posts, decking and plywood since 1959, and they are the largest producer of pinewood privacy fence in the country, Vann says. “If you have a privacy fence in America in your backyard, I’ll guarantee you that board came from right here.”

One of the newest businesses in the local timber scene is Texas CLT, which produces board road mat. What is that? “It’s just what it says,” Vann says. “It’s a board road, and it’s a big mat.”

Anywhere that it’s wet and muddy but you need a road, that’s where you lay the sturdy, pine mats down. They’re used extensively in logging operations and the oil industry. “They sell as fast as they can make them.”

Another Magnolia mainstay, Southern Aluminum has been specializing in tables and other lightweight aluminum products since its founding more than 40 years ago. The company counts the family of Marriott hotel chains as one of its biggest corporate clients, and demand continues to grow.

“Everybody’s got an aluminum table from Magnolia, Arkansas,” Vann says.

Although it’s headquartered in Charlotte, North Carolina, Albemarle is another legacy business built on perhaps the area’s most unique natural resource—bromine. Columbia and Union counties are the only places in the United States where the corrosive and volatile chemical element is found. It’s also found in the Dead Sea. Once processed it’s used in a range of products, from fire retardants to cosmetics.

In addition to being a large employer, Albemarle has a foundation that has been a community partner “like none other,” Vann says. The company also works with other private donors in the community to fund amenities and other needs the city has.

A recent and highly visible project is the creation of downtown’s new pocket park, which features open space and seating areas, a covered stage for music and other events, and restroom facilities. It’s been a boon to downtown revival, particularly when it comes to what Vann calls “the biggest party in America.” He’s referring of course to the Magnolia Blossom Festival and World Championship Steak Cook-off, which for 30 years has brought the community and grill masters from near and far to the heart of the city during the third weekend in May. “That is a huge calling card for us,” he says.

Perhaps the city's biggest calling card remains its state university. SAU has for the fourth year in a row achieved record enrollment. Founded as the Third District Agricultural School in 1909 and later known as Southern State College before becoming SAU in 1976, the school has steadily grown and diversified its degree programs, especially over the past two decades. It now boasts the only video game and animation design program in the state.

But with a recent expansion of its agriculture program, it's also getting back to its roots, Vann says. This fall SAU added a degree in poultry science to help students prepare for jobs in the state's leading agriculture industry. In addition to the new coursework, the expansion will include two new facilities, one of which has already broken ground.

Connectivity remains a challenge for both the city and its university. SAU is the only state-funded university in Arkansas not connected by a four-lane highway. That is in the process of being addressed, however, with an ongoing \$85 million state highway widening project on the east side of Magnolia where highways 82 and 79 converge. That's an improvement, though 82 remains a divided two-lane heading west toward Texarkana.



Stacks of board road mats await shipping on the grounds of Texas CLT, one of the most recent companies to take advantage of the abundance of yellow pine in the area and create an in-demand product.

“We’re the fastest growing, most affordable university, yet we’re not connected. We’ve got to get connected.”

The expansion of broadband access in the city and region is another critical connectivity need, Vann says. “I know the state’s working on it. We’re getting closer.”



**ETC Engineers & Architects, Inc.**

**1510 S. Broadway, Little Rock, AR 72202 • (501) 375-1786**  
**www.etcengineersinc.com**



**Architecture • Public Buildings • Parks Planning and Design**  
**Stormwater • Hydraulic Modeling • Water & Wastewater Systems**  
**Street and Drainage Designs • Aquatic Parks**

Batesville Community Center

# Summaries of Attorney General Opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Leslie Rutledge

## Statutes generally preclude drawing dual retirement

Opinion: 2019-005

Requestor: Ricky Hill, State Senator

Would a mayor be eligible for the retirement provided for in Ark. Code Ann. 24-12-123, if he has participated in APERS and will be drawing a retirement from that plan? **RESPONSE:** Factual variations could affect the question, but several statutes may effectively preclude the individual from receiving the retirement provided for

in section 24-12-123 while also participating in APERS. Ultimately, however, questions concerning the eligibility of particular individuals for retirement benefits are intensely factual and must be resolved with the advice and interaction of the interested parties involved, including representatives of the city and APERS and their respective counsel.

*To read full Attorney General opinions online, go to [www.arkansasag.gov/arkansas-lawyer/opinions-department/opinions-search](http://www.arkansasag.gov/arkansas-lawyer/opinions-department/opinions-search).*



- easily track employee work hours
- manage benefits eligibility

- comply with emerging regulations
- avoid costly free rider penalties

## With all you do, let us take care of you.

American Fidelity Assurance Company (American Fidelity) is pleased to partner with Five Points to assist AML members with their Patient Protection and Affordable Care Act (ACA) tracking and reporting through a proprietary technology platform called MyBenefitsChannel.com.

From monitoring employee hours in real time to calculating whether variable hour employees will be considered full-time under the law, we are here to help.

*Some of our products and services may be provided by third party contractors or affiliated companies.*

**Charles Angel**  
Senior Account Executive  
800-654-8489, ext. 3132

[americanfidelity.com](http://americanfidelity.com)

**AMERICAN FIDELITY**   
a different opinion


**Don't miss out!**  
AML is providing this service at a discounted rate for all members. Contact your account manager today to learn more.

SB-29354-1013

# 2019 Act 833 Deadline for Arkansas Fire Departments

The 2019 Act 833 application period will open **Jan. 1, 2020**, and will close **June 30, 2020**.

Act 833 of 1992, “Funding for Fire Departments,” is administered by the Arkansas Fire Protection Services Board and requires all Arkansas fire departments to become certified in order to be eligible for funding. Certification requirements include possession of a NFPA 1901-compliant fire suppression apparatus, a minimum of six active members with 16 hours of certified training and personal protective equipment for all active members.

**New for 2019—Online application at the Arkansas Fire Portal [arfire.arkansas.gov](http://arfire.arkansas.gov).** To request log-in credentials contact your county LEMC/Fire Coordinator or State Fire Coordinator Louis Eckelhoff at (501) 683-6781 or email [louis.eckelhoff@adem.arkansas.gov](mailto:louis.eckelhoff@adem.arkansas.gov). 



**Crafton Tull**  
architecture | engineering | surveying

# National partnerships, funding help launch local campaign to combat childhood food insecurity

By Andrew Morgan, League staff

Anti-hunger advocates from Little Rock and across Arkansas convened in the capital city Oct. 10 to share success stories and discover ways cities, schools, state agencies and other partners can address childhood food insecurity. The event was part of the CHAMPS: Cities Combating Hunger campaign, a partnership between the National League of Cities (NLC) and the Food Research and



PHOTOS BY ANDREW MORGAN.

Thanks to the work of Be Mighty Little Rock and its partners, the city has increased meals served to children who experience food insecurity by 45 percent in the last year, Mayor Frank Scott, Jr., said.

Action Center (FRAC) that has helped 77 cities across the country feed over 140,000 children more than 12 million meals through after-school and summer meal programs.

Through a competitive application process in 2018, NLC chose six cities to receive grants and technical assistance to develop citywide anti-hunger campaigns. Little Rock was among the six cities, and Mayor Frank Scott, Jr., is pleased with the first year's progress, he said, noting that the city has increased the number of meals served by 45 percent.

Scott credited Little Rock City Director Kathy Webb, who is also the executive director of the Arkansas Hunger Relief Alliance, with being instrumental in securing the city's participation in the CHAMPS initiative. She approached the mayor soon after he took office and sought his support. "She sat me down and said this is my

plan," he said. "Either get on board or get left behind. And let's just say, I got on board."

To implement the Cities Combating Hunger initiative, the city partnered with the Arkansas Hunger Relief Alliance, the Central Arkansas Library System and the Little Rock School District to launch the Be Mighty Little Rock campaign, which works with key partners to connect kids to free meals after school, on weekends and during summer months.

Food insecurity has numerous downstream negative effects on children, Scott said, ones that come to light particularly in our education system. "When a child is not properly fed, he or she will not be able to properly learn because they are thinking about other things because they're hungry," he said.

We've made progress across Arkansas in the last few years, Director Webb said, but today fewer than 15 percent of children who are eligible for after-school meals receive those meals, and 10 out of the state's 75 counties have no summer meal sites. That lack of access has a detrimental effect on the kids' wellbeing and increases financial hardships for their families, she said.

Over the past year, Be Mighty Little Rock and its partners have been able to serve almost 20,000 more meals during the summer and 56,000 more after-school meals than the previous year. "What started with one 'yes' led to many yesses, and that's transforming childhood hunger in our city," said Webb.

Since the CHAMPS project started in 2012, the NLC and FRAC have worked with 77 cities across the country, the NLC's Program Manager for Economic Opportunity



Other cities are welcome to use the Be Mighty logo when launching their own anti-hunger initiatives, said City Director Kathy Webb. For more information contact Kay Kay DeRossette at (501) 918-3016 or email [kderossette@cals.org](mailto:kderossette@cals.org).





and Financial Empowerment Patrick Hain said. As the program has grown, it has become increasingly clear that engaging with a broad base of community partners to more effectively target their needs has been a big part of its success, he said. “Little Rock and the other five cities have proved that,” Hain said. “We see it in the data, and we see it with you all here, as far as your excitement and interest in replicating this.”



FRAC’s Nighisti Dawit, left, and NLC’s Patrick Hain share ways cities can utilize creative partnerships to expand anti-hunger programs. Working with the local transit system to offer free or reduced-cost fares has been a successful way to reach more children in Little Rock and other cities.

Hain stressed that cities and towns of any size can take components of this initiative and tailor it to meet the needs of their community. In Nashville they’ve worked to do just that. Julie Smith, food service director with the Nashville School District, described how they were able to utilize the USDA’s federal child nutrition programs to increase school breakfast participation. They went from serving 80 school breakfasts per day in 2017 to last year serving around 1,300 breakfasts per day, she said.

One of the key components of the successful expansion was moving from a traditional breakfast served before school in the cafeteria to a system where the school delivered nutritious breakfasts directly to the kids in their first-period classrooms. This solved several issues, Smith said, such as children with transportation challenges being unable to make it to school early enough to take advantage of the meals. It also eliminated the stigma associated with being hungry and needing assistance.

Smith said they’ve also made changes to their summer meal program—dubbed the Scrapper Lunch Express after the school’s mascot—that have increased participation. “We had tried to send a bus out to collect the kids and bring them to us, but we were only averaging about 35 meals a day,” Smith said.

The district is 73-percent free or reduced-meal eligible, so school officials knew there was a great need and that meals weren’t reaching the kids, she said. In the summer of 2018 they changed their tactics. The district worked with city and community leaders, picked five key locations to serve as meal



By delivering meals to where the children are, whether in the classroom or in the neighborhoods where they live, the city has been able to greatly increase participation in its anti-hunger campaign, said Julie Smith of the Nashville School District, left.

sites, and delivered meals to where the kids were. By this past summer they were serving about 250 meals a day, she said. “The biggest benefit was seeing the kids’ faces every day when they came to get their meal,” Smith said. “There were some children for whom this may have been the only meal they were getting that day.”

Director Webb encouraged all cities to connect with partners in their community, state agencies like DHS and the Department of Education, and with the federal programs available to replicate these kinds of successes at home. She also encouraged Arkansas cities to apply for future CHAMPS grants.

“We want to see Be Mighty Batesville, Be Mighty Dermott, or Be Mighty Nashville, even though you’ve already got a great campaign,” she said. “We invite you to use the Be Mighty logo and make it your own.”

## Resources your city can tap

With an estimated one in four Arkansas children facing food insecurity, cities and towns of all sizes can make a positive and lasting impact on their health, education and overall development. Accessing state, federal and nonprofit resources is a crucial first step—here are a few of the programs and funding opportunities available.

### USDA Food and Nutrition Service

- ◆ Child and Adult Care Food Program: [www.fns.usda.gov/cacfp/child-and-adult-care-food-program](http://www.fns.usda.gov/cacfp/child-and-adult-care-food-program)
- ◆ Summer Food Service Program: [www.fns.usda.gov/sfsp](http://www.fns.usda.gov/sfsp)

### Arkansas Department of Human Services

- ◆ Special Nutrition Program: [dhs.arkansas.gov/dccece/snp/WelcomeSNPM.aspx](http://dhs.arkansas.gov/dccece/snp/WelcomeSNPM.aspx)
- ◆ Online SNAP application: [access.arkansas.gov](http://access.arkansas.gov)

### Arkansas Department of Education

- ◆ National School Lunch Program and School Breakfast Program: [dese.ade.arkansas.gov/divisions/child-nutrition-unit](http://dese.ade.arkansas.gov/divisions/child-nutrition-unit)

### Arkansas Hunger Relief Alliance

- ◆ Expertise in meal program best practices: [arhungeralliance.org](http://arhungeralliance.org)

### National League of Cities’ CHAMPS initiative

- ◆ Helping cities expand meal programs since 2012: [www.nlc.org/program-initiative/champs-cities-combating-hunger](http://www.nlc.org/program-initiative/champs-cities-combating-hunger)



PHOTOS BY ANDREW MORGAN.

## HR workshop covers employment essentials

In addition to being instruments of public service, Arkansas cities and towns are employers, and the League's Human Resources and Personnel Matters workshop, held Oct. 9 at the Wyndham Hotel in North Little Rock, provided an overview of the HR issues our members face. The workshop counted as a core Level 1 course in the League's voluntary certification program for city officials and employees seeking Certified Municipal Official (CMO) or Certified Municipal Personnel (CMP) status.

Jonesboro Mayor Harold Perrin, League 2019-2020 president, welcomed participants and stressed the importance of good HR policy. Everyone from the mayor on down is there to serve the public, he said.



Good HR policy means better customer service, Jonesboro Mayor and League President Harold Perrin said.



League General Counsel John Wilkerson provided overviews of several federal employment laws during the workshop, including the Fair Labor Standards Act and the Family Medical Leave Act.





League Litigation Counsel Amanda LaFever covers city responsibilities under Title I of the Americans with Disabilities Act.

“Please remember customer service,” Perrin said. “In fact, we’ve displayed it all over our city hall, and what I wrote on there was ‘Customer Service...Our Only Product.’ We don’t manufacture a product. We only serve the people of Jonesboro.”

Members of the League staff covered a full agenda of essential employment issues, including the importance of establishing good policies, complying with federal laws such as the Americans with Disabilities Act, the Fair Labor Standards Act, and the Family Medical Leave Act, and achieving Equal Employment Opportunity Commission compliance.



Attendance was strong, with 167 city and town officials and employees participating and 181 overall participants, including League staff. It was the largest-ever attendance for a single-day League HR workshop. 🙏



## We're invested in our projects.

Learn how Garver's designing transportation infrastructure for Arkansas cities at [GarverUSA.com](http://GarverUSA.com).



CELEBRATING ONE HUNDRED YEARS  
1919 to 2019

IT in a Box Gold		IT in a Box Silver		IT in a Box Bronze	
Save up to 52%		Save up to 52%		Save up to 65%	
<b>Features &amp; benefits include:</b> <ul style="list-style-type: none"> <li>&gt; Cybersecurity &amp; Computer Maintenance</li> <li>&gt; 24x7 Helpdesk (onsite &amp; remote)</li> <li>&gt; Data Backup &amp; Disaster Recovery</li> <li>&gt; Records/Document Management, Email, &amp; Microsoft Office</li> <li>&gt; Video Archiving</li> <li>&gt; Policy &amp; Compliance</li> <li>&gt; Website</li> <li>&gt; Vendor Management and Procurement</li> </ul>		<b>Features &amp; benefits include:</b> <ul style="list-style-type: none"> <li>&gt; Cybersecurity &amp; Computer Maintenance</li> <li>&gt; 24x7 Helpdesk (remote)</li> <li>&gt; Data Backup &amp; Disaster Recovery</li> <li>&gt; Vendor Management and Procurement</li> </ul>		<b>Features &amp; benefits include:</b> <ul style="list-style-type: none"> <li>&gt; Cybersecurity &amp; Computer Maintenance</li> <li>&gt; Data Backup &amp; Disaster Recovery</li> </ul>	
<b>SIGN UP ONLINE &amp; SAVE</b>					
Example: 2 PCs		Example: 2 PCs		Example: 2 PCs	
<b>List price</b>		<b>List price</b>		<b>List price</b>	
Onboarding	Monthly Fee	Onboarding	Monthly Fee	Onboarding	Monthly Fee
\$1,000	\$515	\$1,000	\$252	\$1,000	\$142
AML members SAVE 52% the first year!		AML members SAVE 52% the first year!		AML members SAVE 65% the first year!	
Onboarding	Monthly Fee	Onboarding	Monthly Fee	Onboarding	Monthly Fee
FREE	\$249	FREE	\$120	FREE	\$50
Save on IT in a Box, sign up today, and let us handle your IT needs and risks.					
<a href="https://sophicity.com/Signup-AML-ITinaBox.aspx">https://sophicity.com/Signup-AML-ITinaBox.aspx</a>					
Dave Mims 770.670.6940 x110 davemims@sophicity.com www.sophicity.com			Chris Hartley 501.978.6106 chartley@arml.org www.arml.org		

# Bridge-load posting certification deadline set for Dec. 31

To promote safe travel over bridges on city streets and ensure eligibility for federal highway funding, cities and towns with bridge-length structures must submit a properly endorsed bridge-load posting certification by Dec. 31. The Federal Highway Administration and the Arkansas Department of Transportation (ARDOT) administer the requirements of the National Bridge Inspection Standards, and the regulations implementing this federal law place the compliance responsibility on the official with jurisdiction over each bridge. In addition to identifying structural deficiencies during the inspection process, the official must also advise the traveling public of any weight restrictions if a bridge is found to not be capable of safely supporting legal-load vehicles. If the bridge is determined to not be capable of safely supporting a minimum of a three-ton vehicle, it is the official's responsibility to close the bridge until it is adequately strengthened or replaced.

Arkansas law A.C.A. § 27-85-101, Conservation of Bridges, requires the "administrators of the various public highway, road and street systems shall make every effort to conserve the safe function of the bridges under their jurisdiction pursuant to the findings and recommendations of the bridge safety inspections by the bridge inspection teams of the Arkansas Department of Transportation in accord with the national bridge inspection standards published in the Federal Register."

Copies of required documents, as well as the Local Government Procedures for Compliance with the National Bridge Inspection Standards manual, can be downloaded at [ardot.gov/bridge\\_division/bridge\\_rating\\_inventory.aspx](http://ardot.gov/bridge_division/bridge_rating_inventory.aspx). For questions or additional assistance, contact Tony Evans, district construction engineer, at [tony.evans@ardot.gov](mailto:tony.evans@ardot.gov) or (501) 569-2169. 🏠

## FLSA rules update

### Overtime exemption thresholds

On Sept. 24, 2019, the Department of Labor (DOL) announced its final rule updating the overtime salary thresholds for exempt employees under the Fair Labor Standards Act (FLSA). There were no changes to the current duties test for determining who is exempt, and the new rule is effective Jan. 1, 2020.

The rule change has a tortured history, reaching back to May 2016, when the White House announced changes to the salary threshold required for employees to fall into one of the FLSA overtime exemptions. That proposed rule would have set the primary threshold to a minimum of \$913 per week (\$47,476 annually). However, the rule never went into effect after several state attorneys general and private entities challenged the rule in court. After the challenge, the DOL set about establishing an update that would not invite legal challenges, and the updated rule was announced in September.

The new rule updates the regulations governing which executive, administrative and professional employees are entitled to the FLSA's overtime pay protections. Generally, the rule changes mean that more employees are going to be entitled to overtime pay because fewer employees will meet the exceptions required to be exempt under the rules.

### The 2019 changes:

1. In order to meet the "white collar worker" exemption, an employee must be paid at least \$684 per week (\$35,568.00 annually for a full-year worker). Additionally, the salary basis test now allows employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level;
2. In order to meet the "highly compensated workers" exemption, an employee must be paid at least \$107,432.00 in total annual compensation.

For more information, see the League's updated publication, "The Fair Labor Standards Act: 21 Things You Should Know" online at [www.arml.org/pubs](http://www.arml.org/pubs) and the DOL's publications on the rule changes at [www.dol.gov/whd/overtime2019](http://www.dol.gov/whd/overtime2019).

### Minimum wage increases in 2020

Beginning Jan. 1, 2020, the minimum wage will increase to \$10.00 per hour, and beginning Jan. 1, 2021, the rate will increase to \$11.00 per hour (A.C.A. § 11-4-210(a)(2)).

While the federal minimum wage for covered, non-exempt employees is \$7.25 per hour, states are entitled to set a higher minimum wage. Accordingly, the higher Arkansas wage rates are applicable. Arkansas cities and towns should review pay rates to make sure that municipal employees will receive no less than the legally mandated pay rate in 2020.

# Arkansas Municipal League's Certified Municipal Official/Certified Municipal Personnel Voluntary Certification Program

All municipal officials—mayors, city administrators, city managers, city directors, council members, city clerks, recorders, and treasurers; or department heads, managers, and other key personnel—are invited to participate in the new advanced voluntary certification program.

To become a Certified Municipal Official (CMO) or Certified Municipal Personnel (CMP), a participant must complete a combination of 15 core Level 1 hours, plus 6 continuing hours. Participants pursuing any and all levels of certification must obtain six hours of continuing education on an annual basis to maintain certification status.

For the first time, advanced level training will be offered to our members. The new advanced classes will include 15 hours of Advanced Level 2 training, 20 hours of Advanced Level 3 training, and 6 hours of Continuing Education. Please examine the class schedule below for a preview of the next two years.

## Voluntary Certification Program



Level 1	Continuing Education	Advanced Level 2	Advanced Level 3
City Government 101 Municipal Finance 101 Human Resources	Various topics of interest to municipalities	Municipal Finance 201 Disaster Preparedness Leadership 101 at the Local Level	Personnel Management Technology/Cybersecurity Conflict Management Leadership 201 at the Local Level
<b>15 hours</b>	<b>6 hours</b>	<b>15 hours</b>	<b>20 hours</b>

## Voluntary Certification Class Schedule

Even Year 2020	Month	Odd Year 2021
Municipal Finance 201 (5 hours of Advanced Level 2)	January	Winter Conference City Gov't 101 (5 hours of Level 1) plus (3 Hours of Continuing Education)
Winter Conference (3 Hours of Continuing Education)	February	Personnel Management (5 hours of Advanced Level 3)
Disaster Preparedness (5 hours of Advanced Level 2)	March	Technology/Cybersecurity (5 hours of Advanced Level 3)
City Government 101 (5 hours of Level 1)	April	Planning & Zoning (5 hours of Continuing Education)
Leadership 101 (5 hours of Advanced Level 2)	May	Conflict Management (5 hours of Advanced Level 3)
June Convention (3 Hours of Continuing Education)	June	June Convention (3 Hours of Continuing Education)
	July	
	August	
Municipal Finance 101 Workshop (5 hours of Level 1)	September	Municipal Finance 101 Workshop (5 hours of Level 1)
Human Resources (5 hours of Level 1)	October	Human Resources (5 hours of Level 1)
MHBP/MLWCP	November	Leadership 201 (5 hours of Advanced Level 3)
	December	



# Authenticity is key to meaningful youth engagement

By Mark Stodola

**B**eginning in August of 2019, I embarked on the launch of the Arkansas Municipal League’s new initiative, “Youth and Millennial Leadership in Municipal Governance.”

The League’s leadership understands the need to engage young people in the political and public policy purposes of local government. Thus, the initiative provides me with the opportunity to share my experiences with young people across Arkansas through speaking engagements at high schools and universities.

As baby boomers begin to age out of the workforce, to be replaced with millennials in a 21st-century economy that is radically changing lifestyles, the way we work and the skill sets necessary to fill the jobs of the future, it is essential that we engage young people in the dialogue. It is critical to the future of our cities, state and nation.

My presentation highlights the growing demographic shifts of population to our cities’ urban cores, which cause increased expenditures and demands on critical municipal infrastructure. These trends continue unabated. The presentation goes on to remind young people that basically everything that happens to them during the day is dependent on some type of municipal service—parks, community centers, public safety, water systems, storm water recovery, traffic lights, economic development, land-use development, street repairs

and resurfacing. These and other services are what the League’s “Great Cities Make a Great State” motto is all about.

The importance of youth engagement is critical, but it must not be superficial. Youth engagement needs to be authentic and meaningful. To that end, the presentation gives an overview of the resources that are available from the National League of Cities to ensure that meaningful opportunities are developed and that three core values are enforced:

- Treat young people as valuable partners in the work of local government;
- Prepare and support young people to take on meaningful roles in addressing important issues; and
- Show respect and listen to youth.

City leaders first must do a self evaluation of existing youth-engagement efforts with their city, identify different ways to create a youthful voice in the operation of the city, and ensure that all departments are on board for authentic youth engagements. Typical efforts include youth councils, mayor’s advisory boards, youth summits and advocacy forums.

Examples from around the country include young people advocating legislative changes to provide free transportation to youth and low-income citizens. Youth councils are helping teens find part-time employment,

funding homeless programs and participating in municipal budgeting directed toward youth priorities.

A few cities have experimented with lowering the voting age for municipal elections to 16 or 17 years old. In Tacoma Park, Maryland, 44 percent of registered teens voted in the 2013 municipal elections as compared to only 10 percent of the overall electorate.

Here in Arkansas, meaningful engagement opportunities are reflected in the activities of some of our cities' youth councils. Springdale has a Junior Police Academy; Jonesboro youth are building homeless shelters; Tontitown youth are working to develop a local history museum; and Little Rock youth are volunteering to help with the annual Race for the Cure and serving as ambassadors overseas with our Sister Cities.

Finally, it is important to recognize that the politics of today have sparked previously unimagined youth activism, particularly about the gun debate and climate change. I close the presentation with a discussion of the youth activism surrounding the Marjory Stoneman Douglas High School tragedy in Parkland, Florida, and the speech by 15-year-old Greta Thunberg to the United Nations about climate change.

To date we have presented to approximately 700 people, including the political science and public administration clubs at the University of Central Arkansas,

as well as students and community members who are studying the very specific departments of a city that are essential for the effective and efficient delivery of municipal services. I have also presented to 600 students and faculty at the new Crossett High School.

Presentations are in the planning stages in Fort Smith, West Memphis and Leachville, and we are scheduling area-wide presentations for Pulaski County high schools and city youth councils. Additional presentations are being scheduled throughout the state. We have contacted nine cities through their school superintendents and in some instances their state representatives. We have also contacted the other major universities in the state.

To inquire about scheduling a "Youth and Millennial Leadership in Municipal Governance" presentation at a school or other venue in your city, please contact Mark Stodola's assistant, Pipere Brettell, at (501) 541-7302 or [pbrettell@barberlawfirm.com](mailto:pbrettell@barberlawfirm.com).



*Mark Stodola served as mayor of Little Rock from 2007-2018 and was the 2017-2018 president of the National League of Cities.*

We engineered an emergency medical site  
and helped a community heal.

# TEAMWORK IS THE BEST MEDICINE.



*Mercy Hospital / Joplin, Missouri*

**olsson**<sup>®</sup>

**We're Olsson, engineers who understand that where there's a project, there's a purpose.** Meet the team, hear the stories, and learn how Joplin, Missouri, fought its way back from an EF-5 tornado at [olsson.com](http://olsson.com).

# IMPORTANT REMINDER: Highway Revenues and Severance Turnback Reporting Due

Act 747 of the 2019 Regular Session of the Arkansas Legislature requires municipalities receiving \$2 million or more in total highway revenues and highway severance turnback to submit reporting for 2019 projects to the House Committee on Public Transportation and the Senate Committee on Public Transportation, Technology, and Legislative Affairs. The reporting deadline is March 15, 2020. You can access Act 747 and the required reporting document online at: [www.arkleg.state.ar.us/assembly/2019/2019R/Acts/Act747.pdf](http://www.arkleg.state.ar.us/assembly/2019/2019R/Acts/Act747.pdf).

*SECTION 13. Arkansas Code § 27-70-207, concerning distribution of highway revenues to cities and counties, is amended to add an additional subsection to read as follows:*

*(f) A county or municipality that receives a distribution under this section or under § 26-58-124 of two million dollars (\$2,000,000) or more shall report annually by March 15 to the House Committee on Public Transportation and the Senate Committee on Public Transportation, Technology, and Legislative Affairs the following information regarding the use of the funds in the previous year:*

*(1) The use of the funds;*

*(2)(A) A general ledger accounting of the city street or road fund or the county street or road fund.*

*(B) The county street or road fund general ledger accounting shall be made using the County Financial Management System of tracking county revenues and expenditures;*

*(3) The percentage of the city street or road fund or county street or road fund that is comprised of state funds; and*

*(4) The details of each contracted project, including without limitation the type and description of the contracted project and the total amount expended on the contracted project.*

Finally, you have been requested, to the extent possible, to identify the type of projects using the following categories below and the percentage comprised of state funds:

- Bicycle Paths
- Bridges
- Drainage Maintenance
- Highways
- Hot Mix, Asphalt, Gravel, Concrete, Paint, Steel
- Intelligent Transportation Systems
- Intermodal Facilities
- Other Surface/Water Transportation
- Parking Facilities
- Pedestrian Ways
- Port Authorities
- Public Transit Systems
- Railroads
- Roads/Streets
- Safety Improvements
- Sidewalks
- Lighting/Right of Way Maintenance
- Toll Facilities
- Traffic Management Systems
- Traffic Signal Systems
- Trails
- Traveler Information Systems
- Tunnels
- Waterways
- Other

The report shall be submitted annually no later than March 15 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, Assistant Director**

**Research Services Division**

**Bureau of Legislative Research**

**One Capitol Mall, 5th Floor**

**Little Rock, AR 72201**

**(501) 537-9192 or [smithe@blr.arkansas.gov](mailto:smithe@blr.arkansas.gov)**



# Arkansas Municipal League Winter Conference Scholarships Available

The executive committee of the Arkansas Municipal League (AML) voted in 2012 to award two (2) scholarships for registration to the AML Winter Conference. A scholarship will be awarded to one (1) mayor or council member, and (1) city clerk, recorder or treasurer, both of which will enable city officials the opportunity to further their educational training in municipal government.

The Arkansas City Clerks, Recorders, and Treasurers Association (ACCRTA) agreed to handle applications and the selection process.

Fill out the scholarship application below and return to:

**Denise Johnston**  
**City/Treasurer, City of Batesville**  
**500 E. Main Street**  
**Batesville, AR 72501**

For more information, please contact Denise Johnston at [cityclerk@cityofbatesville.com](mailto:cityclerk@cityofbatesville.com), or call (870) 698-2400.

## Winter 2020 APPLICATION FOR ARKANSAS MUNICIPAL LEAGUE SCHOLARSHIP

I, \_\_\_\_\_, am a member of the Arkansas Municipal League, and do hereby apply for a registration assistance from AML. (Applicant's city or town must be a member of AML at the time of application.)

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

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

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

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

Other related experience:

Title	Municipality	Years

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

Please answer the following questions:

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

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

I understand that if a scholarship is awarded to me, it must be used for registration at the AML Winter Conference to be held in Feb. 12-14, 2020, at the Statehouse Convention Center in Little Rock and that I must attend all sessions.

Yes \_\_\_ No \_\_\_

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

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

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

Deadline to apply is November 22, 2019.

**DISCLAIMER:** ACCRTA or AML will not be responsible for applications that are not received by the deadline. Please feel free to call to verify that your application has been received.

**"The greatest thing in this world is not so much where we stand as in what direction we are moving."**  
— Goethe

110 South 7th Street Van Buren, AR 72956 479.474.1227	211 Natural Resources Dr. Little Rock, AR 72205 501.374.4846
438 East Millsap Rd., Ste.107 Fayetteville, AR 72703 479.455.2206	403 Garrison Ave., Ste.101 Fort Smith, AR 72901 479.242.4685

[www.hawkins-weir.com](http://www.hawkins-weir.com)

## Meet Rick Paladino, who's celebrating 40 years at the League



**City & Town: What are your duties and responsibilities at the League?**

**Rick Paladino:** I don't know where to even begin. Mainly, I'm something of a purchasing agent. Everything from copiers and office supplies to refreshments, paper and toner. Other than that, I'm kind of a jack-of-all-trades, so to speak.

**How long have you been working at the League? How did you get started?** September 25 was 40 years. I was hired because I had education and some training on a particular IBM device that IBM called the Mag Card II, basically just a computerized typewriter. We utilized that device to do code codification work.

**How has the League changed in 40 years?** When I came to work here in '79, the League was located across from what is now the Laman Library. One of the first changes that happened about five years after I started was a move 22 blocks south. Back then there were about 16 employees, now there's 82 or 83. The League has also expanded the services it offers dramatically.

**What hasn't changed?** The attitude of service. The most important goal we should have, and do have, is service.

**What advice would you have for someone just getting into public service?** Check with the League to see what classes they offer that would better help you do the job.

**Where did you grow up? How has it changed?** North Little Rock, born and raised. The Argenta District has come along really nice—there's restaurants here that weren't here before. There's a ballpark right next to us that wasn't here when we moved in.

**What is your favorite spot in your hometown?** Burns Park would be a good place to start. It's a lovely area.

**What is your favorite part about working for the League and the cities and towns of Arkansas?** Knowing that if I come in and do my job better today than I did yesterday, I'm not only helping the people who I work with, but I'm also helping those who depend on us. 🏛️

**The deadline for enrollment in the Arkansas Municipal League 2020 Municipal Officials and Department Heads Accidental Death and Dismemberment Plan is Dec. 31, 2019.**

**Contact Jennifer Johnson at 501-978-6120, or e-mail [jjohnson@arml.org](mailto:jjohnson@arml.org).**

**Meet Carey Hollis,  
executive assistant to  
Rogers Mayor Greg  
Hines**



**City & Town: What are  
your duties and responsi-  
bilities for the city?**

**Carey Hollis:** I handle a wide spectrum of tasks, most of them aimed at lightening the schedule and stress of the mayor and department heads. I try to be as resourceful as possible while directing our citizens to the appropriate department, solving their problems or answering questions.

**Why did you choose your profession? Did it choose you?** I was not looking for a career change, but a friend who knew several people at the city convinced me to apply for this position because of the close, family like atmosphere. As I found out more about the job and interviewed with Mayor Hines, this instantly became my dream job. I learned about his vision for Rogers and the role I would play, and couldn't wait to start!

**What's your favorite aspect of your job?**

**What's the biggest challenge?** My favorite aspect is also the most difficult—trying to keep up with everything that's going on! Rogers is growing very fast and our departments are very efficient at keeping up with the growth while proactively providing additional services. I love being able to help our residents, businesses and city grow.

**What's your favorite spot in Rogers?**

Downtown. The architecture of the buildings is beautiful, and I love observing the private and public improvements that have taken place over the past five or six years. I own a home in downtown so it's wonderful to live, work and play in the same area of the city.

**What's the biggest lesson you've learned working for a city government?** Always treat everyone the same, make no exception. If you provide a favor for one person, it's only a matter of time before you've set precedence.

**What advice do you have for someone who would like to follow in your footsteps?**

Practice and hone your customer service skills as much as possible and try to learn as much as you can about the city. Using resources and building up a base of knowledge makes you more efficient in this job.

**What are three "can't miss" things that someone can do if they visit Rogers?**

Downtown, including Lake Atalanta and Railyard, the Pinnacle area, and any of our 175 restaurants! 🍴

“I am so proud to know that you all work diligently to make your program the best. Please keep up the good work and thank you all so much.”

- Pamela

Marked Tree, Arkansas

CenterPoint® Fund Accounting and Payroll Software



Distributed By

CSAsoftwaresolutions  
Accounting & Billing Specialists

www.csasoftwaresolutions.com • 800.264.4465

To get your FREE guide visit: [www.csasoftwaresolutions.com/fundaccounting](http://www.csasoftwaresolutions.com/fundaccounting)



# 2020 Winter Conference

Marriott Hotel/Statehouse Convention Center, February 12-14, 2020

REGISTRATION

**Registration and payment must be received in League office by Friday, January 31, 2020, to qualify for Pre-registration rates.**

Pre-registration for municipal officials . . . . .	\$150
Registration fee after <b>January 31, 2020</b> , and on-site registration for municipal officials . . . . .	\$175
Pre-registration for guests . . . . .	\$75
Registration fee after <b>January 31, 2020</b> , 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, 2019-2020**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after January 31, 2020.**
- Cancellation letters must be postmarked by **January 31, 2020.**

HOTEL RESERVATION

## Hotel Room Rates

<b>Marriott Hotel</b> (headquarters hotel)		
Single/Double. <b>SOLD OUT</b> . . . . .	<del>\$139</del>	Check-in . . . . . 3 p.m.
<b>Capital Hotel</b>		
Single/Double. <b>SOLD OUT</b> . . . . .	<del>\$195</del>	Check-in . . . . . 3 p.m.
<b>Doubletree Hotel</b>		
Single/Double. <b>SOLD OUT</b> . . . . .	<del>\$144</del>	Check-in . . . . . 3 p.m.
<b>Wyndham Hotel</b>		
Single/Double. . . . .	\$109	Check-in . . . . . 3 p.m.

- Cut-off date for hotel reservations is **January 15, 2020**.
- Rooms in Little Rock/North Little Rock are subject to a 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 as penalties for cancellation can apply.

# Two ways to register **2**

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

Complete the steps and **mail with payment** to:  
 ARKANSAS MUNICIPAL LEAGUE  
 Attn: 2020 Winter Conference  
 P.O. Box 38  
 North Little Rock, AR 72115-0038

## Step 1: Delegate Information

Name: .....

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

Attendee only email (required): ..... CC Email: .....

Address: ..... City: .....

State: ..... Zip: ..... Phone Number: .....

Non-city Official guests will attend:  Yes  No

Name: ..... Name: .....

In Case of Emergency (ICE) Contact Name: ..... ICE Phone Number: .....

## 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**

Mail payment and form to: Arkansas Municipal League  
 2020 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** ..... **SOLD OUT** ..... 877-759-6290
- Capital Hotel** ..... **SOLD OUT** ..... 877-637-0037 or 501-374-7474
- Doubletree Hotel** ..... **SOLD OUT** ..... 800-222-8733 or 501-372-4371
- Wyndham Hotel** ..... Reservations ..... 866-657-4458 or 501-907-4823

Special dietary needs:

- Gluten free
- Vegetarian
- Pescatarian
- Vegan

# Get counted, Arkansas

Our state's education resources depend on it

By Bobby Hart, Ed.D.

A few months ago, my team met a 17-year-old student at Hope High School with no place to call home. She worked hard in her classes and studied diligently at a local homeless shelter, all while struggling to feed and clothe herself. Fortunately, we were able to step in and help.

With federal funding from the McKinney-Vento Homeless Education Assistance Improvements Act, we provided the individual support she needed to learn and thrive. We gave her a wardrobe and connected her to organizations that could offer warm, nutritious meals. A brilliant, committed student, we enrolled her in classes at the University of Arkansas at Hope-Texarkana and secured a laptop and mobile WiFi-connection device so she could complete her coursework. She went on to graduate among the top five students in her class, earn an associate's degree and enroll in a four-year program at the University of Arkansas at Little Rock. None of this would have been possible without the resources we received based on data from the U.S. Census.

If completed accurately, the 2020 U.S. Census will make more stories like this possible. Information gathered in next year's survey will determine the funding our state receives over the next decade for education, health care and infrastructure. For every one-percent undercount, we stand to lose approximately \$1 billion. That is why we must take action now to ensure every Arkansan is counted.

As superintendent of the Hope School District, I have seen firsthand how the census affects federal funding for school districts across Arkansas, especially in rural communities like mine. In Hope, 85 percent of students qualify for free and reduced-price meals. A few years ago, we signed up for the U.S. Department of Agriculture's Community Eligibility Program to provide all students, regardless of their families' income levels, free breakfast and lunch. Armed with census data, we were able to receive \$1.2 million last year alone.

Census data also determines the quality of education we provide to our kids. Take Hope as an example. In 2018, our school district received \$1.3 million in federal Title I funding to hire supporting educators in our kindergarten classes, pay education specialists to help young students struggling in math and reading, and purchase new technology for classrooms. My district also received

## 2020 Census: Important upcoming dates

Counting every person living in the United States is a massive undertaking, and efforts begin years in advance. Area census offices across the country are now open and preparing for the work of canvassing, which will begin officially in January 2020.

Here's a look at some of the key dates approaching:

- ◆ **January 2020**—The Census Bureau begins counting the population in remote Alaska.
- ◆ **April 1, 2020**—Census Day is observed nationwide. By this date, households will receive an invitation to participate in the 2020 Census. You'll then have three options for responding: online, by mail, or by phone.
- ◆ **April 2020**—Census takers begin following up with households around selected colleges and universities. Census takers also begin conducting quality check interviews.
- ◆ **May 2020**—The Census Bureau begins following up with households that have not responded.
- ◆ **December 2020**—The Census Bureau delivers apportionment counts to the president.

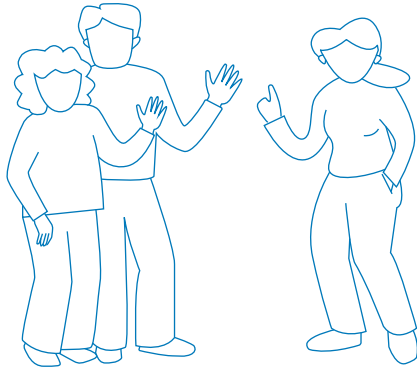
a small portion of the nationally allocated \$11.4 billion to provide individualized instruction to students with disabilities, as well as funding for high-quality early education experiences like Head Start and Arkansas Better Chance.

It's important to recognize census data will have a long-term impact on students' education and their families' overall quality of life. Data will determine where roads and medical facilities are built and where future employers set up shop and create jobs. Eight years ago, Hope nearly lost its hospital, but residents were able to come together and, with census data, successfully advocate for continued access to quality health care.

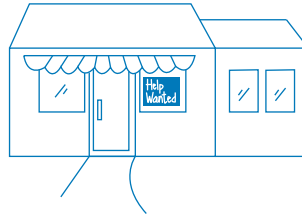
Whether for education, business or health care, we cannot afford to be undercounted. As we look ahead to next year's census, we hope all residents will join Arkansas Counts and do their part to get out the count. Together, we can ensure Arkansas continues to receive the resources it needs to help students and our state thrive.

*Bobby Hart is the superintendent of the Hope School District (hpsdistrict.org). This guest editorial appeared originally in the Sept. 9 edition of the Arkansas Democrat-Gazette and is reprinted with the author's permission.*

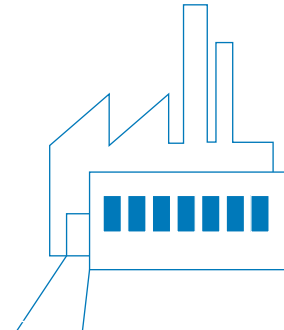
# Census data are being used all around you.



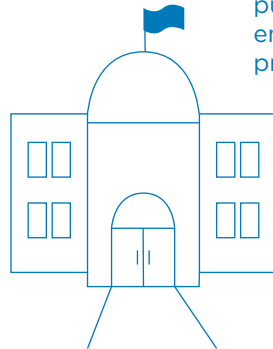
Residents use the census to support community initiatives involving legislation, quality-of-life and consumer advocacy.



Businesses use census data to decide where to build factories, offices and stores, which create jobs.



Local governments use the census for public safety and emergency preparedness.



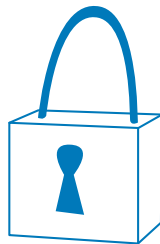
Real estate developers use the census to build new homes and revitalize old neighborhoods.



# Your privacy is protected.

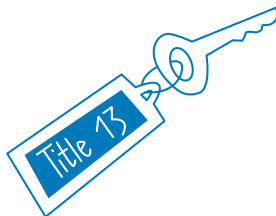
It's against the law for the Census Bureau to publicly release your responses in any way that could identify you or your household.

By law, your responses cannot be used against you and can only be used to produce statistics.



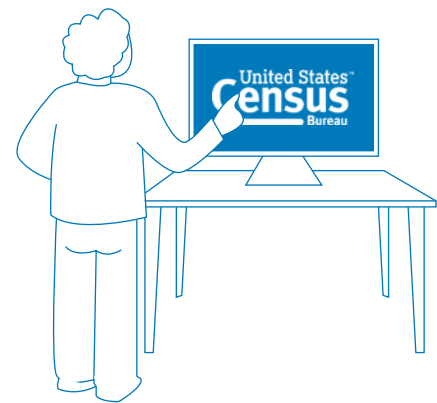
# 2020 will be easier than ever.

In 2020, you will be able to respond to the census online.



# You can help.

You are the expert—we need your ideas on the best way to make sure everyone in your community gets counted.





Nearly 200 experts gathered recently in Batesville to make plans for the city's future. It will also take experts to process and administer the results.

PHOTO BY JIM VON TUNGELN.

# Administering development codes: What could possibly go wrong?

By Jim von Tungeln

Say a city has prepared and adopted, as policy, plans for its orderly development. Say a city has prepared and adopted, as municipal law, regulations to carry out or protect the provisions of those plans. Say the planning commission and elected body breathe sighs of relief. It's all over, right?

Not quite. Say a person wants to come in and do something based on those plans and regulations. What happens next?

It should be straightforward. The planning commissioners were experienced and educated. The elected officials were all League certified. The city hired knowledgeable consultants to prepare the plans and regulations. The best legal minds in the state reviewed those regulations. What could possibly go wrong?

Nothing, one hopes. There is, though, always a chance that things may, as they used to say in railroad towns, "run off the rails." Someone has to administer those regulations. Is that someone, in your case, trained and experienced? Or, is the administration of the zoning and subdivision codes a part-time responsibility of

someone for whom the city hasn't programmed the time or resources for training? In the latter case, problems loom, both in the courtroom and in the world of public opinion.

Cities can, and do, have problems enforcing development regulations like zoning and subdivision codes. Oddly, the size of the city isn't always the determining factor. A community of 1,500 in the Arkansas Delta runs a tight program of administration although the administrator has other duties. A city over 20,000 in population with a full-time enforcement staff struggles with complaints, misunderstandings and legal entanglements. Here are some pointers.

First, give administrators good tools with which to work. A fact to remember is that each of our cities suffers budget restraints. Therefore, each extra minute spent untangling or trying to explain an overly complex regulation represents a squandering of the taxpayers' money. It also contributes to a lack of respect for government. Start with clear regulations based on simple declarative sentences.



For example, this is a declarative sentence: “The front yard setback includes the area from the front property line to the façade of the home.” Just check any zoning code for comparative alternatives. Of course, additional simple sentences can clarify definitions. It’s only that we tend to get lost in long, complex and wandering ones.

Next, impress upon enforcement staff that theirs is a “one-finger job.” This means that it involves taking a finger and pointing at a regulation. This does not mean that the staff shouldn’t understand the regulation. Education concerning the origin of and purpose for regulations is good. It inspires and instills confidence. It exhibits professionalism. It should not inspire a confidence that overreaches. It should not empower the amending or circumventing of municipal law. It should not create a reputation as a “fixer” of troublesome laws.

A good police officer, for example, will know and understand the U.S. Constitution, but not in order to interpret its complexities to the general public or abuse it on behalf of those desiring sympathy. This is not to suggest that friendly help by licensed, qualified and professional staff should be outlawed. Such help should, though, stop short of designing a project for an applicant. It should also stop short of helping an applicant avoid the same enforcement rules that the last applicant followed. Even a non-attorney can foresee a trap ahead when good intentions go to extremes.

Next, much is made of “helping a developer or applicant.” One can hear sincere elected officials say, “Let’s not let needless regulations chase away investments that our city needs.” One answers simply, “Needless regulations?”

Any regulation should, according to our attorney friends, meet the universal standard of addressing the health, safety, welfare and morals of the community. If it doesn’t, the city shouldn’t wait for a development proposal to prove it questionable.

Development regulations should protect, clarify, simplify and benefit. They shouldn’t confuse things. To repeat the words cited here before by author Alex Marshall in his book *How Cities Work*, “Developers do not come into City Hall wanting to know what they must do. They come in wanting to know what they can do.” Remember that roundabouts may be good for moving traffic but not for processing development applications.

A legendary administrator in Arkansas state government would urge her staff to question the “whyness” of a regulation. This works well as a test in public administration. If staff or planning commissioners do not understand the reasoning behind a regulation, do not expect it of customers or the public. Sometimes we expect too much from those who want to invest in our cities.

Next, although it is a cliché, staff must understand the old saying that “if it isn’t documented, it didn’t happen.” Good record keeping will make future generations (especially future city attorneys) love you. Good record keeping will also serve to circumvent false accusations by disgruntled applicants. It can settle disputes of the traditional “he said, she said” variety.

It will not, unfortunately, discourage the coffee-shop crowd, nowadays known as social media. But that is all the more reason to keep good records. Reasonable people will appreciate them when they seek to debunk false postings. It helps if the review procedure is organized and thorough as well.

Which brings up another point. Although it may cost money, some development proposals require professional review. A professional engineer must be on hand to review proposed subdivision plats and it would help if she or he is also a professional surveyor, or brings one along. Some complicated proposals will require a legal review. As self-serving as it may sound, a certified urban planner may point the way for avoiding the dreadful effects of “The Law of Unintended Consequences.”

A final couple of points bear mentioning.

Our staff’s job is to provide professional clarity, not psychological counseling. Consider applicants before the Board of Zoning Adjustment. Experienced planners lose track of the number of times an applicant has said, “The [person] at the front desk said I just needed to come down and get a variance.”

Worse still, here’s a common one from re-zoning applicants: “They said go get your property re-zoned; the planning commission does that all the time.” Its opposite may be equally dangerous. Consider this one: “You could ask for a re-zoning but I can tell you the planning commission isn’t going to do that.” Administrators aren’t paid to be fortune tellers.

With that, city attorneys would probably agree that cities are sued less often because staff listens than because staff talks. It is the city’s role, then, to make sure that our enforcement staff is trained and professional. If your city has particular needs in this area, let your Municipal League staff know. The alternatives pose some fearful problems.



*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. Persons having comments or questions may reach him at (501) 944-3649. His email is [uplan@swbell.net](mailto:uplan@swbell.net).*

# Quest Diagnostics releases multi-year drug positivity rate

If you were ever convinced that drug use in the United States has declined, the newly released Quest Diagnostics survey will dispel that notion. The positivity rate has increased considerably and it is anticipated it will continue to grow.

The retail industry tops the list with the highest overall positivity rate for four consecutive years. The most commonly identified drug was marijuana, and it increased in almost half of the industry sector.

A September 2019 report by Quest Diagnostics indicated that one-third of U.S. industry sectors experienced year-over-year double-digit increases in workforce drug positivity rates between 2015 and 2018. These findings were presented at the Substance Abuse Program Administrators Association in Philadelphia.

The Quest Diagnostics Drug Testing Index industry analysis of general U.S. workforce urine drug test results shows the continued yearly double-digit increases in workplace drug positivity in six of the 17 sectors reported.

Over 14 million urine tests were analyzed with results being compiled for marijuana, amphetamines, cocaine and opiates. These tests results showed the definite increase of drug positivity in the retail industry and other workforces. The six sectors reporting the highest positivity rates were transportation and warehousing (34.5%); other services, except public administration (33.3%); wholesale trade (20.0%); retail trade (14.9%); construction (13.2%); and administrative support, waste management, and remediation services (12.2%).

According to Barry Sample, Ph.D., senior director of science and technology for Quest Diagnostics, “Our longitudinal examination of drug positivity data suggests drug use by the nation’s workforce is growing across a broad swath of industries.” Further in the article is a discussion expressing concerns related to the sharp jumps in the positivity rates seen in sectors like transportation, warehousing and construction that directly affect public safety.

***“Our longitudinal examination of drug positivity data suggests drug use by the nation’s workforce is growing across a broad swath of industries.”—Barry Sample, Ph.D.***

Some specific data on other industries and the positivity findings is interesting. I am including the outcomes for you to review and you may be shocked with the numbers. With marijuana being the drug that has the highest positivity use rate, take a minute and peruse these marijuana facts: Other services, except public administration (61.9%); mining (50%); wholesale trade (47%); construction (46.7%); manufacturing (38.5%); accommodation and food services (37.9%); administrative support, waste management, and remediation services (33.3%); public administration (30.0%); and retail trade (29.6%). As you can see from these results, marijuana

is still very popular and usage has increased significantly in this report for the past four years.

There were too many vocations identified to list them all. However, a few sectors caught my attention—finance and insurance had a 16.3%

increase in amphetamines, educational services had a 14.5% increase in amphetamines, and utilities also had a 13.3% increase in amphetamines.

In comparison to marijuana, opiate drug use has continued to decline. No sector experienced an increase in opiate positivity between 2015 and 2018. Opiates are narcotic drugs that act as depressants on the central nervous system and refer specifically to morphine and codeine.

This important annual data provides an opportunity for employers to be aware of drugs and positivity rates. Additionally, it should encourage employers to review their drug testing policies and to renew their supervisory training classes.

*XPert Diagnostics (formerly 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.*

# Time to levy property taxes

**C**ity and town councils may levy general property taxes of up to five mills on the dollar (Ark. Const. art. 12 § 4; A.C.A. §§ 26-25-102 and 103). In order to implement this millage, the governing body of the city or town must certify the rate of taxation levied to the county clerk. (A.C.A. § 26-73-202). This must be done prior to the time fixed by law for the Quorum Court to levy county taxes. *Id.* Arkansas Code section 14-14-904(b) establishes the November or December meeting of the Quorum Court as the time to levy those taxes.

Accordingly, municipal officials should check with the Quorum Court to determine whether its levying meeting will be in November or December. It is important also to bear in mind that the city council must levy and certify its taxes annually, as failure to levy by the required date will result in a millage of zero for the following year (See Ark. Ops. Atty. Gen. No. 91-044 and 85-5).

The bottom line: If your city or town wishes to collect property taxes for the following year, make sure that council approval and certification to the county clerk occur prior to the meeting of the Quorum Court at which county taxes are levied. ☰

**Nov. 20-23, 2019**  
**National League of Cities**  
**2019 City Summit**  
 San Antonio, TX

**February 12-14, 2020**  
**Arkansas Municipal League**  
**2020 Winter Conference**  
 Statehouse Convention Center  
 Little Rock, AR

**March 8-11, 2020**  
**National League of Cities**  
**Congressional City Conference 2020**  
 Washington, D.C.

**June 17-19, 2020**  
**Arkansas Municipal League**  
**86th Convention**  
 Statehouse Convention Center  
 Little Rock, AR

**Foster Heavy Duty Services**  
 316 Thomas Road  
 White Hall AR 71602  
 870-247-2670  
 1530@ exit 36



**Joel or Noel Foster**  
 870-540-7918  
 Commercial Truck  
 Sales and Service

2006 Sutphen Nice! \$38,750



2007 CCC Refuse Sideload, \$48,750



E-one ARFF Crash Truck, Nice!  
 \$98,500



(7) Fire Engines \$39,500



\$39,500

Nice, Auto, Rear Load Refuse Truck!



(2) 2005 ITNL Derrick Diggers \$29,750

# 2020 census: What it means for your community

By William Gloster

**W**hile the primary purpose of the United States census concerns the apportionment of seats allocated to the states for the House of Representatives, results also determine how an estimated \$675 billion in federal funds are appropriated to local communities annually. These types of funds include grants, loans, insurance programs and direct payments to households.

How might the 2020 census affect Arkansas and its municipalities? The Arkansas State Data Center estimates that the state receives between \$6-7 billion each year based on census parameters. This money supports state programs such as community development, education, housing, highways, Medicaid and SNAP. Inaccurate results and low participation in the census could influence decreases in funding for several of these programs—a \$750 million total decline for a mere one-percent undercount of population. With vast rural areas having little to no internet coverage and high poverty rates, Arkansas is susceptible to undercounting.

Perhaps the most evident effect that the 2020 census will have on The Natural State is the redistricting of voting and school zones. Arkansas has experienced an outflux of population from its rural areas, while it has seen a major influx of residents living in the central, northwest and northeast regions of the state. Congressional voting districts will be redrawn to accommodate these migration patterns, essentially allocating more legislative power to citizens that reside in urban areas such as Little Rock, Fayetteville and Jonesboro.

As a local community leader preparing for the 2020 census, there are a few significant points to keep in mind:

## Census Day is Wednesday, April 1, 2020

Households in Arkansas will be invited to respond to the census questionnaire by April 1, 2020. Citizens are mandated to provide information about their age, living arrangements, name, race, relationship to head of household, and sex. Individuals may respond at their own convenience—online, over the phone or via postal services. People who do not submit responses by census day may receive household visits from Census Bureau employees in the following summer months. Finalized reports of population headcounts will reach the president in December 2020, and results will become available for state and public use in early 2021.

## Census responses are entirely confidential

The American population grows increasingly wary of how the government utilizes census data. Distrust of the federal government to handle such information has led to diminishing response rates in government surveys; however, it is important to note that census submissions are *entirely* confidential. No law enforcement agency, not even the president of the United States, can access an individual's specific responses. A "72-Year Rule" requires that personally identifiable information be kept private for 72 years; after this period, it may be released to the public. Additionally, Census Bureau employees swear an oath to protect the confidentiality of citizens' answers. Noncompliance could result in a five-year prison term with fines amounting to a quarter of a million dollars.

## Accuracy and participation are crucial

Accuracy and complete participation in the U.S. census are paramount for the efficient allocation of votes and federal funds across the state. An imprecise population headcount may lead to decreases in financial aid for many communities in Arkansas. The higher the population headcount, the more funding our communities will receive.

The U.S. census remains a pivotal tool in American politics. The survey is conducted once every 10 years. Therefore, it is undoubtedly important for Arkansans to participate in April. By providing an accurate display of the country's demographic makeup, citizens can ensure their communities receive an appropriate share of legislative power and federal assistance.

In your community, it is imperative to share the facts and significance of the census. As a trusted leader, you are uniquely positioned to help improve the census count. To learn more about the census and how you can ensure your community is represented, visit [www.census.gov](http://www.census.gov).



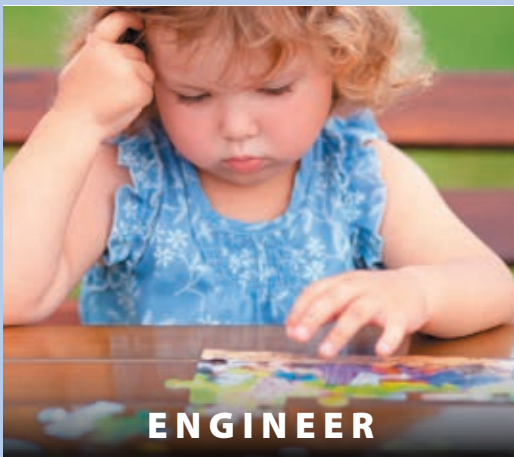
*Will Gloster is the graduate assistant for the University of Central Arkansas Center for Community & Economic Development.*



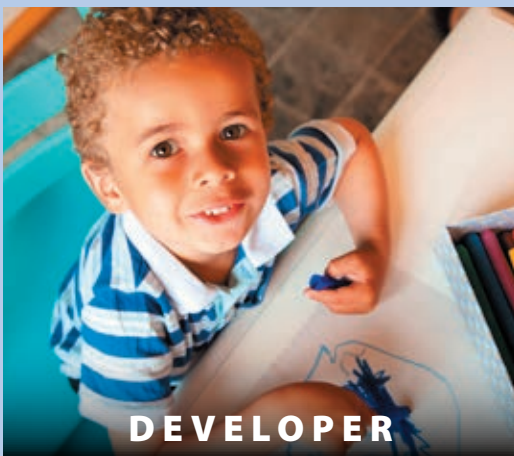
PROGRAMMER



ECONOMIST



ENGINEER



DEVELOPER

# QUALITY CHILD CARE MAKES WINNERS OF ALL ARKANSANS

## And the winners are:

**Working parents** who can get to work on time and miss less work days, are less stressed and more focused on work

**Preschool children** who develop math, science, literacy and social skills while they play; are prepared for kindergarten and are more likely to finish high school and attend college

**Businesses and industries** win when absenteeism goes down and productivity rises; when their future workforce is ready to take its place in an atmosphere that requires increasingly higher skill levels, because they are aware Arkansas's future workforce is in child care

**In quality child care, learning only looks like play.**

**Get the whole story at [ARBetterBeginnings.com](http://ARBetterBeginnings.com)**



Share this tool for finding quality-rated child care with your staff.



Discover and share how children learn through play.



Discover how children in child care can affect your bottom line.

*Better Beginnings is Arkansas's quality rating and improvement system for licensed child care and early education programs.*



**better beginnings**

EVERY CHILD DESERVES OUR BEST

**[ARBetterBeginnings.com](http://ARBetterBeginnings.com) • 1-800-445-3316**



# Speaking your doctor's language

By Alison Caballero, M.P.H.

**T**alking to a doctor can be difficult. Sometimes it feels like they speak a different language, and that's because they do. Medicine is complex and requires its own vocabulary. However, from their very first year of medical school doctors are learning how to communicate with patients using less technical language. That's where an office like mine comes in. Our job in health literacy is to help both doctors and patients communicate more clearly.

To that end, here are some ideas to help you get the most out of each and every doctor's visit.

## Organization always helps

First, realize that if you're at the doctor's office, you're probably not at your best. You're probably not feeling well and maybe haven't slept. You might be in pain. Or you might be worried over your child or aging parent if the appointment is for them. All of those things mean it's a bad time to be learning something new or trying to share information. Without proper planning, you're likely to forget something important.

One easy tip is to be prepared. Make a list of what you want to accomplish at the doctor's visit. It will help you communicate to the doctor exactly what's wrong. Start sharing this list when you call to make the appointment. This helps the person on the phone know what kind of appointment to make for you and how much time you might need with the doctor. Stick to that same list of issues with each person you speak to, from staff to nurses to doctors.

Bring all the relevant information to your appointment: Insurance information, your ID, medical history and current medicines (prescriptions, over-the-counter medicines and vitamins). Even if you have given the clinic this information before, they may need it again.

## Repetition is understanding

Throughout your visit, take notes on what the doctor recommends for treatment. Get specific so you know what action to take, why it is important for your health, and how to go about that action. If you need to follow

up with a specialist, be clear whether you need to make the appointment or if clinic staff will make it for you. If you get a new prescription, note whether it's electronic or paper, as well as how you will get refills. If you aren't told these things, ask.

Before you go, repeat your notes back to the doctor. You could say, "Doc, let me be sure we are on the same page about the diet changes we discussed." Then tell them what you understand about those diet changes. They can correct any misunderstandings you have, and you can leave with a solid plan for how to get better or stay well.

## Take the time you need

You're probably asking yourself if all these steps are going to make your doctor impatient. After all, there are dozens more people in the waiting room, and you don't want to waste anyone's time, right?

While that's true, it's also true that it's very important for you and your doctor to understand each other during your visit. If you leave an appointment without understanding what you're supposed to do next and how to do it, then your care is incomplete. The medical provider hasn't done their job, and no one is satisfied. Your providers want you to speak up if they say something you don't understand. They want you to know what to do and how to do it, so you can improve your health.

That's why health literacy is so important. It's not about turning the average patient into a medical expert. It's about making sure nothing gets lost in translation when the medical expert gives the patient instructions and about making sure those instructions are understood.

It's ok to not understand the first time you get new information. But it's important to ask questions if you're unclear about your health and plan of care.

***"It's important to ask questions if you're unclear about your health and plan of care."***—Alison Caballero, M.P.H.



*Alison Caballero, M.P.H., is the director of programs and services in the Center for Health Literacy at the University of Arkansas for Medical Sciences (UAMS).*

# ARKANSAS MUNICIPAL EQUIPMENT

[ametricks.com](http://ametricks.com)

501-425-1567

Daniel Ellison



# LOOK

## NJPA

National Joint Powers Alliance®

contracts on  
Refuse Trucks,  
Knuckle Boom Trucks  
and Refuse Carts.



**PROVIDING QUALITY REFUSE AND RECYCLING EQUIPMENT TO MUNICIPALITIES.  
MUNICIPAL LEASING OPTIONS IN THE NJPA.**





Invasive plants in Arkansas such as teasel (an invasive member of the daisy family) and tree of heaven (aka Chinese sumac), opposite page, threaten native plant and animal species and do great economic damage as well.

PHOTOS BY REGINE SKELTON

## Want to join the fight against invasive plant species in Arkansas? There's an app for that

By Regine Skelton

**Y**ou've probably heard the term "invasive" used to describe certain trees and other plants. But what does that mean? According to the U.S. Forest Service, an invasive species is defined as one that is non-native to the ecosystem and whose introduction causes or is likely to cause economic or environmental harm or harm to human health.

A 2005 study estimated that invasive species cause about \$120 billion in economic damage in the United States each year. Species that invade are not only limited to plants, but also include animals, insects and diseases. Some have been introduced accidentally, but most have spread through cultivation and urban specimen plantings. The popular Bradford pear is a good example.

Why are invasive species so successful? Invasive plants flourish for several reasons. Many species produce large quantities of seed, which increases the likelihood a percentage survives to germinate. Invasive species often thrive without the pressure of predators or diseases of their native range. Some invasives have aggressive root

systems or produce chemicals that affect the surrounding vegetation. Some cross-pollinate and form hybrids, which can alter habitats and reduce native wildlife food and shelter.

Each of these factors lead to a decline in native populations. A recent study by researchers at Virginia Tech University confirmed that when invasive plants take over an area, they alter the ecosystem and deplete the native animals' natural food source.

In Arkansas, the invasive plant species of highest concern include Chinese tallow, bamboo, English ivy, running monkey grass, large leaf vinca, Chinese wisteria, Chinese privet, Japanese honeysuckle, tall fescue, Bradford pear and kudzu. A full list of Arkansas invaders, including plants, animals and diseases, can be found on the University of Arkansas Division of Agriculture's Cooperative Extension Service's website at [www.uaex.edu/environment-nature/ar-invasives](http://www.uaex.edu/environment-nature/ar-invasives).

The natural resource community needs your help to locate invading species across the state. If you have



invasive species on your property or notice them anywhere else in the state, document and report findings. A new umbrella project under the Forest Health Laboratory of University of Arkansas at Monticello has begun to improve the tracking of invasive species sightings in The Natural State.

Researchers are encouraging citizen scientists, natural resource professionals, public officials and employees, and nonprofit personnel to use the free iNaturalist app to report sightings across the state. For more information about iNaturalist and to download the app, visit [www.inaturalist.org](http://www.inaturalist.org). Once you have downloaded the app, create an account and locate the project titled Invasive Plants of The Natural State. Any observations submitted that fall within the criteria of the project will be automatically added to the researchers' database, and observations can be confirmed later by field visits.

Invasive species sightings can also be directly submitted to the Forest Health Laboratory of University of Arkansas at Monticello. Be sure to include pictures of the plants, their location and an estimated number of plants (is it one plant or are there acres of it?). Email the info to [foresthealth@uamont.edu](mailto:foresthealth@uamont.edu).



For more information on controlling the invasive species on your property, speak with a consultant forester, Arkansas Division of Agriculture Forestry Division personnel, or Cooperative Extension personnel.

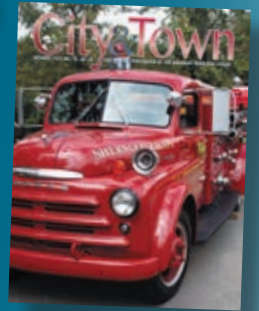


*Regine Skelton is Garland and Clark County forester, Arkansas Department of Agriculture Forestry Division. Contact Regine at (501) 984-5733 or email [regine.skelton@agriculture.arkansas.gov](mailto:regine.skelton@agriculture.arkansas.gov).*

# Missed us?

You can download last month's issue or older issues of *City & Town* that you might have missed.

Help us keep you up to date and informed.



[www.arml.org](http://www.arml.org)  
[www.arml.org/pubs](http://www.arml.org/pubs)

# WHO you gonna CALL?

We don't know either, without your help. Fill out the

**Directory  
Information  
Request Forms** and return to the League at your earliest convenience.

# “Smart” metering saves water and money

By Danny Hernandez, EI

**W**ater utilities throughout Arkansas are leaking money. Some are losing as much as 30 percent of the water they are treating due to leaks within their systems. That is water that will never make it to customers. In addition, producing clean, drinkable water each day is becoming increasingly more expensive.

The only thing that will ensure that the utility will get a return on its drinking water infrastructure investments are the hundreds—or thousands—of aging water meters in the ground, spread out over miles of water lines in the system. In some cases, the utility doesn’t know how accurately the meters are reading the volume of water used each month, and it’s possible they won’t know if a meter is working at all until the following meter reading. Older meters being unable to correctly read low flow is also an issue. Conventional water metering systems also incur increased labor and vehicle expenses.

Traditionally, finding leaks has been a reactive process. And, with the majority of the water system underground, it makes it difficult to know the condition of the water distribution system. A utility might have crews driving around, listening and looking for leaks, but the majority of leaks are not discovered until the water reaches the surface or creates a problem. If something is found, they dig it up. It can take a substantial amount of time to cover an entire distribution system and, in many cases, by the time the leak is discovered, it could have been leaking for years.



Fortunately, there are new “smart” metering options that can help utilities provide a more reliable and efficient water system. Two of the options are Automatic Meter Reading (AMR) and Advanced Metering Infrastructure (AMI). These systems incorporate one-way and two-way radio communications that eliminate the need to physically open a meter box and

take a reading. Also, an increasing number of meters now include ultrasonic technology, which removes the need for moving parts within the meter body.

When utilizing AMR, a utility worker uses a handheld device or laptop to ping the meter and get a reading. This can often be accomplished from the worker's vehicle. The readings are stored on the device for upload at the main office or can be sent directly to the main office through the use of repeater towers.

The meter talks to the meter-reading device, but the device cannot send commands back to the meter. This allows the utility to read meters at a much faster pace. Data can then be uploaded more quickly, which gives the utility plenty of time for rereads, if necessary. Overall an AMR system increases the efficiency of reading, billing and leak detection.

AMI systems incorporate two-way communication, allowing for both remote meter reading and valve control. The utility can reduce or shut off flow due to leaks or nonpayment. It also allows the customer to temporarily shut off water service if they will be away from home for an extended period of time.

Many AMI systems are also capable of remotely identifying the location of leaks and breaks in the water mains, and some systems can even indicate that a household has a leak by detecting "drips per hour." This can greatly reduce the amount of time crews need to spend in the field listening for leaks and digging to find and fix the leak. With an AMI system, the whole distribution network can be continuously monitored, allowing a water utility to find evidence of leaks before they hit the surface—sometimes years before. Finding leaks earlier means a much less expensive repair. It could mean the difference between simply clamping a pipe and replacing an entire section.

Although not typical in Arkansas, AMI can also be used as a conservation tool. In some water-stressed areas of the country, utilities set a budgeted amount of water at their normal rate and charge more for higher usage. If a customer is about to exceed that limit, the utility can send an alert. Having real-time consumption data can lead to a more conservation-savvy customer.

With both AMR and AMI, the amount of time and labor required to read water meters for billing purposes is greatly reduced. What this means for water utilities is that their labor force can focus on other necessary tasks

within the system. Some additional benefits of smart meter systems include theft-of-service detection, outage detection and management, reduction in safety issues for the staff, increased customer service capabilities, and more efficient billing. They also give utilities the ability to monitor flow patterns and use that data to plan for future infrastructure improvements.

While replacing an entire water metering/billing system can prove an expensive upgrade, AMR and AMI systems can help the utility recover water losses, provide better customer service and increase its control over the entire water system.



*Danny Hernandez is an engineering intern with MCE's Water/Wastewater Department and works out of the Little Rock office. Contact Danny by phone at (501) 371-0272 or email him at [dhernandez@mce.us.com](mailto:dhernandez@mce.us.com).*



mce.us.com  
Little Rock: 501.371.0272  
Fayetteville: 479.443.2377  
Ft. Smith: 479.434.5333

### Water/Wastewater Services

- Water Distribution
- Water Treatment
- High Service & Booster Pump Stations
- Storage Tanks & Ground Reservoirs
- Hydraulic Modeling
- Water Testing Laboratory
- Wastewater Collection
- Wastewater Treatment
- Lines & Pumping Stations
- Biosolids
- Permitting
- Mapping

# Changes to the Directory of Arkansas Municipal Officials

Submit changes to Tricia Zello, [tzello@arml.org](mailto:tzello@arml.org).

**Alma**

Delete PC Russell White  
Add PC Jeff Pointer

**Arkadelphia**

Delete M (Vacant)  
Add M Scott Byrd  
Delete AM Scott Byrd  
Add AM Roland Gosey  
Delete DR Roland Gosey  
Add DR (Vacant)

**Ashdown**

Delete CEO Charlie Parker  
Add CEO Mark Ardwin

**Bella Vista**

Add IT John Moeckel

**Benton**

Delete CM Kerry Murphy  
Add CM Steve Brown

**Blytheville**

Delete WEB [www.blytheville.com](http://www.blytheville.com)  
Add WEB [www.cityofblytheville.com](http://www.cityofblytheville.com)

**Cabot**

Delete CA (Vacant)  
Add CA Ben Hooper

**Clarksville**

Delete PRD (Vacant)  
Add PRD Robby Miller

**Eudora**

Delete M Travis Collins  
Add M (Vacant)

**Fayetteville**

Delete C/T Sondra Smith  
Add C/T (Vacant)  
Fort Smith  
Delete UTIL Jerry Walters  
Add UTIL Lance McAvoy

**Fourche**

Delete CM Christopher Crocker  
Add CM Renee Hill

**Greenland**

Delete R/T Stephanie Sharp  
Add R/T Misty McCard

**Mansfield**

Delete FC Stephen Haysmer  
Add FC Michael Smith  
Delete DPW Charles Little  
Add DPW Joe manes

**Maumelle**

Delete PC Sam Williams  
Add PC Cory Pickard

**Oppelo**

Delete PC Mitchell Wilson  
Add PC Phillip Rappold

**Pea Ridge**

Delete FC Jamie Baggett  
Add FC Jackie Wassman

**Pleasant Plains**

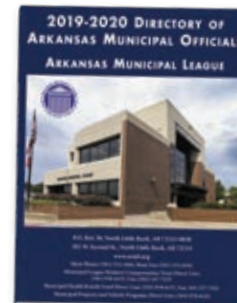
Delete PC Adam McGilton  
Add PC Jason Cole  
Delete CEO Cory Williams  
Add CEO Todd Sarrels

**Prescott**

Delete CM Bobby Brown  
Add CM Satarra Williams

**Subiaco**

Delete CM Glen Constantino  
Add CM Marcus Wewers  
Delete CM Anselm Allen  
Add CM Reginald Udouj



## Obituaries

**WILLIAM H. "BILLY" JOHNSON**, 86, who served as mayor of West Memphis for 20 years, a record for the city, died Oct. 29.

**SONDRA ELAINE SMITH**, 65, Fayetteville clerk/treasurer for the past 16 years, died Oct. 15.

**JOHN W. WALKER, SR.**, 82, Arkansas state representative, celebrated civil rights lawyer, and a native of Hope, died Oct. 28.

**LARRY YORK**, 70, public works director for the city of Hope, died Oct. 18.

**Nov. 16**

Cabot's Celebrate the Season  
**Cabot**  
cabotparks.com | (501) 605-1506

---

**Nov. 23**

Lighting of the Square  
**Bentonville**  
downtownbentonville.org | (479) 254-0254

---

**Nov. 30**

2019 Northern Lights Festival  
**North Little Rock**  
(501) 758-1424

---

**Dec. 1**

North Little Rock Sertoma Christmas Parade  
**North Little Rock**  
(501) 758-1424

---

**Dec. 2**

Batesville Christmas Parade  
**Batesville**  
(870) 698-1555

---

**Dec. 5**

2019 Christmas Parade  
**Morrilton**  
morrilton.com | (501) 354-2393

Christmas Parade  
**Jonesboro**  
christmasattheparknea.com

2019 Christmas Parade  
**Pocahontas**  
randolphchamber.com | (870) 892-3956

---

**Dec. 6**

Eureka Springs Christmas Parade of Lights  
**Eureka Springs**  
eurekasprings.org | (479) 253-8737

Rogers Christmas Parade  
**Rogers**  
visitrogersarkansas.com | (479) 640-4008

**Dec. 7**

4th Annual Light Up the Night Christmas Parade  
**Bull Shoals**  
(479) 366-0259

Big Jingle Jubilee Holiday Parade  
**Little Rock**  
littlerock.com | (501) 376-4781

Cabot Christmas Parade  
**Cabot**  
cabotparks.com | (501) 605-1506

Christmas in Clinton  
**Clinton**  
clintonark.com | (501) 253-1799

Courthouse and Christmas Tree Lighting and Parade  
**Mountain View**  
yourplaceinthemountains.com

Mena Christmas Festival and Parade  
**Mena**  
menapolkchamber.com | (479) 394-2912

Sherwood Christmas Parade  
**Sherwood**  
(501) 835-9599

---

**Dec. 8**

4th Annual Christmas Parade  
**Lonoke**  
lonokechamber.com | (501) 676-4399

---

**Dec. 12**

El Dorado Christmas Parade  
**El Dorado**  
goeldorado.com

---

**Dec. 14**

Bentonville Christmas Parade  
**Bentonville**  
downtownbentonville.org | (479) 254-0254

Van Buren Christmas Parade  
**Van Buren**  
(479) 922-6862

# 2019 State Turnback Funds

Actual Totals Per Capita						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2018	2019	2018	2019	2018	2019
January	\$5.3807	\$5.662	\$0.2314	\$0.246	\$2.1460	\$2.145
February	\$5.7121	\$5.675	\$0.2181	\$0.096	\$1.0867	\$1.087
March	\$4.9583	\$5.085	\$0.2452	\$0.438	\$1.0870	\$1.087
April	\$5.3609	\$5.401	\$0.2342	\$0.338	\$1.0854	\$1.085
May	\$5.6871	\$5.811	\$0.2369	\$0.227	\$1.0859	\$1.086
June	\$5.6422	\$6.017	\$0.1786	\$0.209	\$1.0872	\$1.088
July	\$5.9048	\$5.801	\$0.1625	\$0.182	\$2.9589	\$2.959
August	\$5.5464	\$5.990	\$0.1504	\$0.114	\$0.9368	\$0.924
September	\$5.5992	\$5.899	\$0.1999	\$0.155	\$1.0873	\$1.087
October	\$5.7310	\$5.654	\$0.1746	\$0.124	\$1.0871	\$1.087
November	\$5.2853		\$0.2317		\$1.0869	
December	\$5.4642		\$0.2511		\$1.0871	
<b>Total Year</b>	<b>\$66.2722</b>	<b>\$56.994</b>	<b>\$2.5145</b>	<b>\$2.128</b>	<b>\$15.8224</b>	<b>\$13.636</b>

Actual Totals Per Month						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2018	2019	2018	2019	2018	2019
January	\$10,171,403.10	\$10,702,464.91	\$437,461.72	\$464,101.95	*\$4,056,771.18	*\$4,054,867.57
February	\$10,797,904.69	\$10,728,532.32	\$412,277.48	\$181,468.75	\$2,054,332.65	\$2,055,501.82
March	\$9,372,912.56	\$9,611,591.51	\$463,496.06	\$828,851.20	\$2,054,888.05	\$2,055,055.19
April	\$10,133,933.55	\$10,209,400.74	\$442,746.74	\$638,095.99	\$2,051,743.46	\$2,051,915.02
May	\$10,750,634.53	\$10,985,547.22	\$447,755.63	\$428,651.27	\$2,052,679.36	\$2,052,767.40
June	\$10,665,832.80	\$11,374,227.00	\$337,582.28	\$395,730.25	\$2,055,168.34	\$2,056,915.45
July	\$11,162,170.00	\$10,966,523.76	\$307,247.09	\$343,609.83	** \$5,593,456.00	*** \$5,592,768.93
August	\$10,484,657.00	\$11,322,293.50	\$284,348.41	\$214,617.36	\$1,770,842.80	\$1,746,588.81
September	\$10,584,484.30	\$11,150,912.22	\$377,800.40	\$292,391.02	\$2,055,387.11	\$2,055,099.92
October	\$10,833,617.52	\$10,687,834.00	\$330,015.80	\$235,240.93	\$2,054,971.77	\$2,055,035.24
November	\$9,991,022.76		\$438,040.74		\$2,054,702.54	
December	\$10,329,322.67		\$474,599.17		\$2,054,975.16	
<b>Total Year</b>	<b>\$125,277,895.48</b>	<b>\$107,739,327.18</b>	<b>\$4,753,371.52</b>	<b>\$4,022,758.55</b>	<b>\$29,909,918.42</b>	<b>\$25,776,515.35</b>

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

\*\*Includes \$3,514,066.32 supplemental for July 2018

\*\*\*Includes \$3,513,475.89 supplemental for July 2019

# 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](http://www.dfa.arkansas.gov)

Sales and Use Tax Year-to-Date 2019 with 2018 Comparison (shaded gray)									
Month	Municipal Tax		County Tax		Total Tax		Interest		
January	\$59,187,540	\$59,272,899	\$49,660,885	\$50,925,990	\$108,848,426	\$110,198,889	\$188,294	\$68,417	
February	\$66,363,635	\$63,961,892	\$55,082,773	\$56,034,012	\$121,446,409	\$119,995,904	\$265,350	\$76,180	
March	\$55,016,953	\$51,260,662	\$49,926,480	\$44,932,987	\$104,943,433	\$96,193,649	\$241,046	\$79,235	
April	\$53,915,385	\$51,354,831	\$45,679,915	\$45,689,403	\$99,595,300	\$97,044,234	\$239,875	\$79,564	
May	\$61,136,496	\$60,844,519	\$51,962,167	\$53,613,192	\$113,098,664	\$114,457,712	\$233,250	\$75,253	
June	\$63,455,242	\$56,373,987	\$53,477,656	\$48,955,855	\$116,932,898	\$105,329,842	\$199,380	\$71,501	
July	\$62,196,778	\$59,973,977	\$52,242,794	\$52,379,093	\$114,439,573	\$112,353,069	\$239,855	\$84,551	
August	\$63,103,397	\$60,174,400	\$53,989,906	\$52,922,077	\$117,093,303	\$113,096,478	\$229,107	\$79,558	
September	\$63,071,625	\$58,128,177	\$54,693,037	\$51,260,076	\$117,764,662	\$109,388,253	\$213,728	\$111,033	
October	\$64,934,499	\$60,197,608	\$55,729,333	\$52,310,178	\$120,663,833	\$112,507,786	\$214,922	\$174,353	
November		\$57,456,746		\$50,423,804		\$107,880,551		\$202,659	
December		\$59,269,564		\$50,277,652		\$109,547,217		\$208,901	
<b>Total</b>	<b>\$612,381,551</b>	<b>\$698,269,262</b>	<b>\$522,444,946</b>	<b>\$609,724,320</b>	<b>\$1,134,826,501</b>	<b>\$1,307,993,584</b>	<b>\$2,264,807</b>	<b>\$1,311,205</b>	
Averages	\$61,238,155	\$58,189,105	\$52,244,495	\$50,810,360	\$113,482,650	\$108,999,465	\$226,481	\$109,267	

October 2019 Municipal Levy Receipts and October 2019 Municipal/County Levy Receipts with 2018 Comparison (shaded gray)

CITY SALES AND USE . . . . .	AMOUNT	LAST YEAR					COUNTY SALES AND USE . . . . .	AMOUNT	LAST YEAR
Alexander	119,554.98	104,100.60	Garfield	11,887.50	10,873.02	Mountain Home	575,275.14	569,505.75	324,918.54
Alma	241,703.38	223,861.88	Garland	4,904.85	2,805.05	Mountain View	185,109.17	178,018.45	265,832.66
Almyra	3,191.58	3,426.50	Gassville	21,427.16	23,389.04	Moutainburg	12,951.15	10,829.48	64,691.68
Alpena	7,185.30	6,273.02	Gentry	100,127.07	62,362.02	Mulberry	29,870.49	31,408.92	59,015.80
Altzheimer	3,725.34	2,846.37	Gilbert	893.21	456.62	Murfreesboro	35,727.24	28,852.06	1,875.39
Altus	6,664.30	6,602.03	Gillett	14,201.70	9,445.62	Nashville	126,473.16	133,987.64	30,617.06
Amity	13,159.81	11,533.88	Gillham	4,879.27	4,367.16	Newport	190,733.29	172,925.51	3,793.64
Anthonyville	1,289.67	925.14	Gilmore	471.16	365.43	Norfolk	6,330.66	5,700.12	2,968.47
Arkadelphia	199,117.19	185,136.51	Glenwood	71,330.17	69,409.54	Norman	3,884.22	1,720.52	4,608.10
Ash Flat	101,503.33	97,644.56	Goshen	12,058.71	NA	North Little Rock	3,197,128.62	2,774,724.49	5,894.08
Ashdown	146,771.42	141,238.28	Gosnell	16,087.40	16,184.85	Oak Grove	998.10	990.62	960,287.71
Atkins	57,966.11	57,966.11	Gould	12,837.20	12,503.28	Oak Grove Heights	8,036.35	5,563.85	1,525.01
Augusta	28,603.68	26,453.71	Grady	4,287.74	4,221.20	Ola	18,975.54	19,330.78	3,460.60
Austin	37,430.55	31,315.61	Gravette	97,240.09	96,033.37	Oppelo	2,686.57	3,772.95	14,223.66
Avoca	8,059.63	5,357.77	Green Forest	122,670.75	103,357.93	Osceola	87,187.87	96,198.70	30,470.89
Bald Knob	54,671.97	53,114.82	Greenbrier	247,580.37	224,992.39	Oxford	2,219.03	1,389.48	10,865.70
Barling	66,840.89	54,156.33	Greenland	34,555.43	31,521.89	Ozark	197,133.20	170,808.64	182,532.09
Batesville	699,022.32	690,759.50	Greenwood	225,132.11	225,846.91	Palestine	33,572.20	27,453.51	7,493.08
Bauxite	19,012.07	16,173.16	Greers Ferry	23,130.36	21,028.43	Pangburn	7,850.36	7,479.40	6,598.62
Bay	8,740.33	10,010.99	Guion	2,728.58	4,624.30	Paragould	364,299.06	322,952.83	814,388.46
Bearden	13,526.40	7,996.37	Gum Springs	317.58	368.90	Paris	77,099.94	85,782.22	9,354.84
Beebe	145,201.71	129,799.53	Gurdon	24,589.24	28,077.99	Patmos	641.49	102.06	508,496.77
Beedeville	130.74	82.63	Guy	6,758.43	6,583.16	Patterson	1,301.17	1,020.98	676,711.32
Bella Vista	195,442.59	170,365.10	Hackett	6,414.73	5,992.33	Pea Ridge	73,313.92	54,627.96	45,470.65
Belleville	2,121.04	1,754.55	Hamburg	101,766.15	59,219.14	Perla	5,138.17	3,099.48	37,016.79
Benton	1,615,387.32	1,633,130.67	Hampton	7,413.07	NA	Perryville	24,355.66	24,830.82	182,400.16
Bentonville	3,463,775.63	2,288,424.38	Hardy	24,096.49	22,419.90	Piggott	68,484.56	70,469.17	32,569.40
Berryville	291,924.73	255,219.88	Harrisburg	61,883.34	67,876.18	Pine Bluff	1,406,902.27	1,413,760.20	2,626.26
Bethel Heights	78,540.48	105,461.52	Harrison	524,588.68	489,108.64	Pineville	2,274.79	1,904.75	9,623.21
Big Flat	377.67	344.08	Hartford	4,753.89	3,292.29	Plainview	6,315.00	4,104.44	7,763.75
Black Rock	8,572.86	9,944.87	Haskell	47,931.10	42,612.78	Pleasant Plains	10,531.46	12,293.64	65,656.39
Blevins	4,822.38	3,644.80	Hatfield	4,680.37	4,080.31	Plumerville	14,577.72	13,702.54	59,675.43
Blue Mountain	148.26	119.66	Havana	2,776.32	3,722.18	Pocahontas	297,441.18	278,268.20	11,175.96
Blytheville	380,752.31	367,694.20	Hazen	88,886.01	66,430.25	Portia	4,285.02	3,385.80	49,553.80
Bonanza	2,926.72	2,924.57	Heber Springs	160,496.31	153,827.22	Portland	7,738.46	11,571.50	140,456.75
Bono	20,257.43	19,428.13	Hector	6,621.92	NA	Pottsville	29,722.91	29,100.41	91,899.78
Booneville	116,469.68	114,550.46	Helena-West Helena	259,074.62	246,488.61	Prairie Grove	146,105.00	108,758.07	1,072,815.84
Bradford	14,487.37	10,885.29	Hermitage	6,221.90	6,045.46	Prescott	69,883.69	72,867.26	342,598.69
Bradley	3,352.29	2,929.31	Higginson	2,421.05	1,577.07	Pyatt	926.33	856.60	149,259.04
Branch	2,086.48	1,774.48	Highfill	76,076.74	65,070.61	Quitman	23,282.05	21,077.06	1,667.77
Briarcliff	1,577.97	926.16	Highland	27,903.04	25,201.51	Ravenden	2,670.29	2,535.97	9,795.73
Brinkley	183,944.72	162,960.16	Holly Grove	10,254.93	6,845.57	Rector	25,662.60	25,522.62	422,169.98
Brookland	72,780.54	75,000.46	Hope	196,890.49	184,039.52	Redfield	35,995.64	18,060.61	4,454.81
Bryant	1,243,133.77	1,056,461.74	Horatio	7,389.34	7,765.15	Rison	15,484.90	15,506.32	6,768.78
Bull Shoals	32,291.56	29,476.00	Horseshoe Bend	28,771.61	23,267.29	Rockport	17,769.63	21,654.64	6,130.60
Cabot	850,397.23	829,841.85	Hot Springs	1,801,246.68	1,655,676.96	Roe	1,189.21	905.30	11,659.00
Caddo Valley	58,405.49	63,599.98	Hoxie	18,258.81	17,808.30	Rogers	3,507,436.09	3,289,650.74	1,857.33
Calico Rock	44,718.54	25,774.31	Hughes	6,750.24	5,712.98	Rose Bud	18,703.68	22,980.95	180,747.49
Camden	324,770.19	301,351.05	Humphrey	3,585.48	2,427.19	Rudy	8,307.60	8,115.72	2,519.66
Caraway	4,968.67	4,968.67	Huntington	3,518.57	3,480.37	Russellville	1,150,830.78	1,063,530.68	1,520.74
Carlisle	91,507.13	63,972.66	Huntsville	135,977.77	141,974.21	Salem	25,123.72	24,966.02	1,424.42
Cash	2,704.66	2,379.60	Imboden	8,736.43	8,271.56	Salesville	4,585.78	4,987.87	2,728.39
Cave City	20,882.14	21,452.05	Jacksonville	649,882.82	662,936.36	Scranton	4,940.11	NA	1,535.64
Cave Springs	40,675.63	39,249.18	Jasper	31,064.36	30,523.63	Searcy	779,826.58	832,781.59	133,056.66
Cedarville	7,103.61	9,007.46	Jennette	131.54	134.14	Shannon Hills	11,387.50	9,769.44	1,027.40
Centerton	270,022.41	269,936.93	Johnson	72,602.85	52,468.19	Sheridan	225,126.33	210,191.32	6,876.96
Charleston	31,545.74	31,132.00	Joiner	4,142.11	4,379.23	Sherrill	1,033.99	844.03	49,737.79
Cherokee Village	21,981.89	18,757.60	Jonesboro	1,633,566.91	1,545,178.06	Sherwood	845,624.10	457,954.50	98,998.96
Cherry Valley	4,922.13	4,922.13	Judsonia	12,566.84	11,753.67	Shirley	3,206.74	2,904.86	28,061.36
Chidester	3,152.58	2,965.24	Junction City	7,189.80	6,784.71	Siloam Springs	682,406.64	445,844.11	5,383.38
Clarendon	47,988.00	40,699.76	Keiser	6,036.86	4,655.07	Sparkman	4,202.03	2,786.90	8,626.12
Clarksville	421,042.85	373,523.02	Keo	1,930.73	1,376.16	Springdale	2,838,652.20	2,608,937.23	1,144.48
Clinton	96,216.28	90,221.26	Kibler	2,817.52	2,354.29	Springtown	119.44	242.94	206,560.07
Coal Hill	4,682.25	5,317.51	Kingsland	2,199.51	1,969.24	St. Charles	3,487.94	2,904.58	756.19
Conway	2,786,270.66	2,640,091.93	Lake City	13,420.08	13,609.00	Stamps	12,613.64	13,030.69	226.86
Corning	121,634.69	67,359.27	Lake Village	85,795.20	70,133.58	Star City	78,321.75	75,243.04	140,095.43
Cotter	16,773.46	14,908.58	Lamar	20,982.99	25,960.52	Stephens	6,480.32	5,862.40	25,508.02
Cotton Plant	3,383.56	1,224.40	Lead Hill	5,654.86	4,576.03	Strong	9,605.11	10,067.27	20,033.81
Cove	11,789.39	13,678.49	Lepanto	30,179.41	31,327.86	Stuttgart	666,426.18	613,723.34	22,735.60
Crawfordsville	8,784.87	8,326.38	Leslie	6,219.28	6,423.48	Sulphur Springs	1,860.45	1,824.66	461,562.59
Crossett	161,493.98	194,059.16	Lewisville	11,078.19	9,356.40	Summit	6,608.88	4,840.29	111,083.25
Damascus	9,165.77	9,804.95	Lincoln	48,232.47	51,705.90	Sunset	6,759.07	3,485.46	29,983.86
Danville	41,014.00	39,586.32	Little Flock	12,278.87	11,029.92	Swifton	4,530.71	3,284.01	1,331.82
Dardanelle	160,994.83	156,772.57	Little Rock	6,893,256.43	6,439,588.02	Taylor	10,420.48	7,115.37	2,783.52
Decatur	23,074.26	22,797.85	Lockesburg	4,805.85	4,109.33	Texarkana	453,728.67	795,987.66	3,822.34
Delight	4,973.75	4,178.33	Lonoke	215,603.63	243,111.91	Texarkana Special	198,197.07	198,828.67	2,477.20
De Queen	139,983.42	117,679.12	Lowell	365,719.19	330,059.93	Thornton	1,133.51	1,069.41	918.96
Dermott	24,658.31	22,093.83	Luxora	2,641.20	3,178.44	Tontitown	271,860.91	241,750.86	1,797.96
Des Arc	71,581.06	65,621.45	Madison	1,613.03	1,316.96	Trumann	157,241.65	160,756.29	2,956.65
DeValls Bluff	15,478.60	15,041.14	Magazine	12,161.92	12,057.70	Tuckerman	12,333.99	13,390.19	1,553.48
DeWitt	173,620.53	175,517.66	Magnolia	542,893.12	500,214.11	Turrell	4,425.09	4,075.68	3,329.57
Diamond City	3,528.54	2,451.18	Malvern	336,148.47	348,248.23	Tyronza	3,426.02	3,382.07	1,984.44
Diaz	5,828.65	18,180.44	Mammoth Spring	7,106.32	8,297.04	Van Buren	728,900.82	661,563.29	2,783.52
Dierks	12,550.18	18,749.38	Manila	37,436.79	36,522.97	Vandervoort	527.43	442.19	3,822.07
Dover	24,005.93	19,679.82	Mansfield	36,584.65	33,247.31	Vilonia	103,946.87	109,698.33	2,315.94
Dumas	148,491.68	158,586.40	Marianna	77,121.43	72,069.20	Viola	9,120.97	7,315.58	1,275.96
Dyer	2,664.59	2,890.66	Marion	282,185.21	280,642.94	Wabbaseka	2,011.83	1,054.63	90,675.92
Earle	20,504.32	31,652.87	Marked Tree	69,821.97	56,996.00	Waldenburg	9,009.68	6,249.70	1,518.65
East Camden	15,163.03	8,051.61	Marmaduke	20,277.80	16,138.85	Waldron	88,539.98	84,844.97	9,263.75
El Dorado	625,584.32	667,888.77	Marshall	14,030.26	17,067.85	Walnut Ridge	175,114.08	87,055.62	8,228.24
Elkins	101,121.97	109,514.20	Marvell	30,400.23	20,442.29	Ward	51,570.79	46,248.37	131,917.42
Elm Springs	11,166.38	9,941.26	Maumelle	420,602.45	385,170.23	Warren	80,123.73	77,869.88	2,292.53
England	67,832.65	67,643.82	Mayflower	63,900.46	62,085.12	Washington	1,194.34	1,509.07	6,703.54
Etowah	927.54	614.11	Maynard	5,951.61	5,652.26	Weiner	15,111.92	15,293.84	471,794.33
Eureka Springs	268,658.34	245,261.54	McCaskill	486.36	NA	West Fork	59,165.06	59,332.99	840.49
Evening Shade	4,778.06	4,490.56	McCrony	27,545.89	20,940.20	West Memphis	466,046.88	592,760.51	26,441.32
Fairfield Bay	34,849.91	38,411.99	McGehee	196,377.77	184,309.58	West Memphis	656.24	3,554.02	1,178.52
Farlington	166,430.85	159,488.02	McRae	4,444.91	5,058.27	Western Grove	3,993.56	3,861.35	1,292.72
Fayetteville	4,030,374.16	3,867,366.79	Melbourne	75,994.27	79,988.87	Wheatley	4,810.96	81,659.73	3,133.59
Flippin	54,89								



Caraway	24,315.93	23,136.93	Cave City	2,426.55	2,330.62	Birdsong	498.02	508.50	Waldron	30,084.72	26,039.33
Cash	6,501.99	6,186.73	Cushman	6,770.38	6,502.72	Blytheville	189,732.27	193,725.80	Searcy County	73,946.03	73,680.55
Egypt	2,129.31	2,026.06	Magness	3,025.70	2,906.08	Burdette	2,320.03	2,368.86	Big Flat	7.23	7.21
Jonesboro	1,278,782.03	1,216,778.31	Moorefield	2,052.08	1,970.96	Dell	2,708.73	2,765.74	Gilbert	202.52	201.80
Lake City	39,582.30	37,663.09	Newark	17,614.98	16,918.59	Dyess	4,980.17	5,084.99	Leslie	3,189.73	3,178.28
Monette	28,536.51	27,152.89	Oil Trough	3,894.47	3,740.50	Etowah	4,263.51	4,352.25	Marshall	9,800.64	9,765.46
Crawford County	772,788.96	716,505.06	Pleasant Plains	5,227.57	5,020.91	Gosnell	43,096.68	44,003.79	Pindall	810.09	807.18
Alma	56,240.01	52,143.93	Southside	58,432.00	56,121.96	Joiner	6,996.53	7,143.79	St. Joe	954.75	951.31
Cedarville	14,467.35	13,413.66	Sulphur Rock	6,830.31	6,560.29	Keiser	9,219.38	9,413.44	Sebastian County	862,486.89	851,449.60
Chester	1,650.15	1,529.97	Izard County	54,769.39	49,221.28	Leachville	24,208.48	24,718.02	Barling	78,827.17	77,814.71
Dyer	9,091.39	8,429.24	Jackson County	263,900.13	299,976.84	Luxora	14,308.87	14,610.05	Bonanza	9,749.54	9,624.78
Kibler	9,973.55	9,247.15	Amagon	946.53	1,075.92	Manila	40,594.45	41,448.89	Central City	8,511.77	8,402.85
Mountainburg	6,548.71	6,071.75	Beedeville	1,033.45	1,174.73	Marie	1,020.33	1,041.80	Fort Smith	1,461,736.13	1,443,030.23
Mulberry	17,176.09	15,925.11	Campbell Station	2,462.90	2,799.60	Osceola	94,222.36	96,205.57	Greenwood	151,787.65	149,845.22
Rudy	633.08	586.97	Diaz	12,729.83	14,470.07	Diaz	449.43	458.89	Hackett	13,768.05	13,591.86
Van Buren	236,531.82	219,304.71	Grubbs	3,278.16	4,237.82	Wilson	10,968.50	11,199.39	Hartford	10,885.58	10,746.27
Crittenden County	1,248,160.68	1,402,546.91	Jacksonport	2,047.59	2,327.51	Monroe County	NA	NA	Huntington	10,766.89	10,629.10
Anthonyville	1,013.30	1,138.63	Newport	76,098.89	86,502.06	Montgomery County	210,997.67	53,251.28	Lavaca	38,811.66	38,314.98
Clarkedale	2,334.99	2,623.80	Swifton	7,707.44	8,761.09	Black Springs	784.29	688.23	Mansfield	12,258.99	12,102.11
Crawfordsville	3,014.71	3,387.60	Tuckerman	17,984.03	20,442.55	Glenwood	332.73	291.98	Midland	5,510.61	5,440.09
Earle	15,193.14	17,072.40	Tupelo	1,738.52	1,976.19	Mount Ida	8,524.20	7,480.21	Sevier County	301,280.34	294,899.08
Edmondson	2,687.44	3,019.85	Weldon	724.38	823.41	Norman	2,994.56	2,627.80	Ben Lomond	1,584.75	1,343.37
Gilmore	1,489.73	1,674.00	Jefferson County	443,730.18	435,359.78	Oden	1,837.93	1,612.83	DeQueen	72,067.93	61,090.75
Horseshoe Lake	1,837.78	2,065.10	Alzheimer	11,122.43	10,912.62	Nevada County	132,899.22	138,414.51	Gilham	1,748.69	1,482.34
Jennette	651.40	731.98	Humphrey	3,481.41	3,415.74	Bluff City	1,223.51	1,274.29	Horatio	11,410.21	9,672.24
Jericho	748.96	841.60	Pine Bluff	554,799.07	544,333.51	Bodcaw	1,361.65	1,418.16	Lockesburg	8,076.77	6,846.54
Marion	77,696.50	87,306.85	Redfield	14,660.36	14,383.81	Cale	779.50	811.85	Sharp County	241,368.03	84,153.22
Sunset	1,121.54	1,260.27	Sherrill	949.48	931.57	Emmet	4,686.85	4,881.35	Ash Flat	11,188.72	10,065.93
Turrell	3,483.59	3,914.49	Wabbaseka	2,822.97	2,827.97	Prescott	32,521.78	33,871.43	Cave City	19,888.52	17,892.70
West Memphis	165,179.79	185,611.05	White Hall	62,461.94	61,283.67	Rosston	2,575.30	2,682.17	Cherokee Village	44,275.35	39,832.32
Cross County	316,552.34	260,897.63	Johnson County	135,526.87	125,631.25	Willsville	1,499.79	1,562.03	Evening Shade	4,932.17	4,437.23
Cherry Valley	8,130.84	6,701.30	Clarksville	99,549.07	92,280.40	Newton County	42,501.52	56,758.40	Hardy	8,334.45	7,498.09
Hickory Ridge	3,397.22	2,799.93	Coal Hill	10,976.65	10,175.18	Jasper	2,647.82	2,271.31	Highland	11,930.83	10,733.57
Parkin	13,801.20	11,374.70	Hartman	5,629.33	5,218.30	Western Grove	2,181.90	1,871.64	Horseshoe Bend	91.34	82.17
Wynne	104,501.91	86,128.64	Knoxville	7,928.78	7,349.86	Ouachita County	671,554.35	606,863.58	Sidney	2,066.49	1,859.12
Dallas County	145,038.61	142,395.45	Lamar	17,408.60	16,137.50	Bearden	10,307.15	9,314.26	Williford	856.26	770.34
Desha County	119,986.17	118,093.67	Lafayette County	82,944.81	81,726.12	Camden	129,991.68	117,469.60	St. Francis County	154,874.68	154,743.40
Arkansas City	4,643.64	4,570.40	Bradley	3,909.07	3,851.64	Chidester	3,083.61	2,786.56	Caldwell	10,190.34	10,181.70
Dumas	59,707.61	58,765.87	Buckner	1,711.77	1,686.62	East Camden	9,933.70	8,976.79	Colt	6,940.44	6,934.56
McGehee	53,628.78	52,684.49	Lewisville	7,967.53	7,850.47	Louann	1,749.87	1,581.30	Forrest City	282,226.29	281,987.06
Mitchellville	4,567.52	4,495.48	Stamps	10,538.31	10,383.46	Stephens	9,506.89	8,591.10	Hughes	26,458.14	26,435.72
Reed	2,182.26	2,147.84	Lawrence County	326,695.31	334,649.11	Perry County	117,642.98	123,009.13	Madison	14,119.58	14,107.60
Tillar	266.44	262.24	Alicia	881.50	902.96	Adona	1,179.75	1,096.21	Paletine	12,503.82	12,493.22
Watson	2,677.07	2,634.84	Black Rock	4,706.07	4,820.65	Bigelow	1,778.09	1,652.19	Wheatley	6,518.14	6,512.62
Drew County	419,939.70	412,478.13	Hoxie	19,762.66	20,243.81	Casa	965.25	896.90	Widener	5,012.52	5,008.28
Jerome	523.96	514.65	Imboden	4,812.71	4,929.88	Fourche	349.97	325.19	Stone County	99,177.14	91,491.38
Monticello	127,188.70	124,928.79	Lynn	2,047.36	2,097.20	Houston	976.54	907.39	Fifty Six	1,811.22	1,670.85
Tillar	2,740.73	2,692.03	Minturn	774.87	793.73	Perry	1,524.07	1,416.16	Mountain View	28,770.06	26,540.51
Wilmar	6,865.26	6,743.28	Portia	3,106.58	3,182.21	Perryville	8,241.28	7,657.75	Union County	576,709.15	541,963.54
Winchester	2,243.64	2,203.78	Powhatan	511.84	524.30	Phillips County	124,599.77	119,875.47	Calion	16,812.93	15,799.98
Faulkner County	829,613.13	784,727.51	Ravenden	3,341.17	3,422.51	Elaine	13,947.93	13,419.08	Ei Dorado	715,875.04	672,744.96
Enola	2,526.16	2,389.49	Sedgwick	1,080.55	1,106.86	Helena-West Helena	221,018.83	212,638.73	Felsenthal	4,119.72	3,871.51
Holland	4,162.94	3,937.71	Smithville	554.49	567.99	Lake View	9,715.29	9,346.94	Huttig	23,044.02	21,655.66
Mount Vernon	1,083.71	1,025.08	Strawberry	2,146.88	2,199.15	Lexa	6,272.18	6,034.37	Junction City	20,555.41	19,316.99
Twin Groves	2,503.74	2,368.28	Walnut Ridge	37,947.15	38,871.03	Marvell	26,009.81	25,023.63	Norphlet	25,935.37	24,372.82
Wooster	6,427.52	6,079.75	Lee County	36,696.98	36,371.45	Pike County	178,142.01	160,260.72	Smackover	68,232.86	64,121.96
Franklin County	273,209.93	236,342.87	Aubrey	1,137.16	1,127.08	Antoine	1,142.44	1,027.76	Strong	19,413.88	18,244.23
Altus	8,487.54	7,342.22	Haynes	1,003.38	994.48	Daisy	1,122.91	1,010.19	Van Buren County	330,092.75	290,770.75
Branch	4,109.40	3,554.88	LaGrange	595.34	590.06	Delight	2,724.27	2,450.82	Clinton	29,322.05	25,829.08
Charleston	28,239.55	24,428.89	Marianna	27,526.08	27,281.90	Glenwood	21,345.02	19,202.47	Damascus	2,817.26	2,481.66
Denning	5,078.59	4,393.28	Moro	1,444.87	1,432.05	Murfreesboro	16,023.41	14,415.03	Fairfield Bay	24,284.78	21,391.88
Ozark	41,250.79	35,684.39	Rondo	1,324.47	1,312.71	Pointsett County	141,273.68	140,966.21	Shirley	3,279.29	2,888.65
Wiederkehr Village	425.49	368.08	Lincoln County	144,822.88	55,910.04	Fisher	2,112.98	2,108.38	Washington County	1,671,903.36	1,572,893.51
Fulton County	214,358.57	115,029.10	Gould	4,905.97	4,425.64	Harrisburg	21,812.04	17,897.62	Elkins	50,242.72	47,267.35
Ash Flat	538.21	455.09	Grady	2,631.76	2,374.09	Lepanto	17,936.66	17,897.62	Elm Springs	33,318.06	31,344.97
Cherokee Village	4,184.35	3,538.07	Star City	13,328.77	12,023.78	Marked Tree	24,313.50	24,260.59	Farmington	113,349.70	106,637.15
Hardy	221.62	187.39	Little River County	231,531.34	233,368.87	Trumann	69,131.46	68,981.00	Fayetteville	1,396,094.93	1,313,418.41
Horseshoe Bend	89.70	75.85	Ashdown	47,226.70	47,601.51	Tyrnosa	7,220.14	7,204.43	Goshen	20,320.98	19,117.57
Mammoth Spring	5,155.25	4,359.01	Foreman	10,109.29	10,189.53	Waldenburg	577.99	576.73	Greenland	24,552.15	23,098.17
Salem	8,627.26	7,924.77	Ogden	1,199.87	1,814.16	Weiner	6,784.29	6,769.53	Johnson	63,638.25	59,869.60
Viola	1,778.23	1,503.57	Wilton	3,739.74	3,769.42	Polk County	277,830.74	250,640.67	Lincoln	42,672.16	40,145.12
Garland County	2,287,459.59	2,111,061.23	Winthrop	1,919.88	1,935.10	Cove	8,333.84	7,518.24	Prairie Grove	83,978.20	79,005.03
Fountain Lake	7,827.72	7,224.09	Logan County	314,231.66	316,727.20	Grannis	12,086.24	10,903.42	Springdale	1,218,025.47	1,145,894.20
Hot Springs	252,979.21	233,470.62	Blue Mountain	1,115.25	1,124.11	Hatfield	9,010.14	8,128.36	Tontitown	46,675.64	43,911.52
Lonsdale	1,462.84	1,350.02	Booneville	35,885.98	36,170.98	Mena	125,160.18	112,911.31	West Fork	43,962.38	41,358.94
Mountain Pine	11,982.79	11,058.74	Caulksville	9,915.72	10,930.93	Vandervoort	1,898.02	1,712.26	Winslow	7,418.77	6,979.43
Grant County	213,641.90	196,430.63	Magazine	7,617.90	7,678.40	Wickes	16,449.48	14,839.65	Greenland	24,552.15	23,098.17
Greene County	596,335.39	549,663.38	Morrison Bluff	575.61	580.19	Pope County	390,980.69	353,363.20	Johnson	63,638.25	59,869.60
Delaplaine	1,538.23	1,417.84	Paris	3,766.74	32,019.02	Atkins	46,955.67	42,437.92	Lincoln	42,672.16	40,145.12
Lafe	6,073.35	5,598.02	Ratcliff	1,816.78	1,831.21	Dover	21,453.88	19,389.74	Prairie Grove	83,978.20	79,005.03
Marmaduke	14,732.52	13,579.48	Scranton	2,014.65	2,030.65	Hector	7,005.99	6,331.92	Springdale	1,218,025.47	1,145,894.20
Oak Grove Heights	11,788.67	10,866.03	Subiaco	5,144.56	5,185.41	London	16,176.04	14,619.69	Tontitown	46,675.64	43,911.52
Paragould	346,273.79	319,172.78	Lonoke County	311,978.49	302,911.11	Pottsville	44,184.41	39,933.29	West Fork	43,962.38	41,358.94
Hempstead County	421,582.08	398,108.17	Allport	1,261.52	1,224.85	Russellville	434,682.48	392,860.30	Garner	3,409.38	3,517.75
Blevins	3,936.40	3,717.22	Austin	22,356.26	21,706.50	Prairie County	97,301.36	85,553.66	Georgetown	1,488.60	1,534.17
Emmet	537.35	507.43	Cabot	260,815.77	253,235.39	Biscoe	4,043.32	3,555.15	Griffithville	2,701.09	2,783.78
Fulton	2,511.80	2,371.94	Carlisle	2,286.93	23,581.06	Des Arc	19,125.00	16,815.94	Higginson	7,455.01	7,683.24
Hope	126,152.21	119,127									

# MUNICIPAL MART

To place a classified ad in City & Town, please email the League at [citytown@arml.org](mailto:citytown@arml.org) or call (501) 374-3484. Classified ads are FREE to League members and will run for two consecutive months from the date of receipt unless otherwise notified. FOR NON-MEMBERS, classifieds are available for the rate of \$0.70 per word and will run for one month unless otherwise notified. Once we receive the ad, we will send an invoice. The ad will run once payment is received.

**ASSISTANT DIRECTOR/PLANNING COORDINATOR**—Springdale is accepting applications for the position of assistant director/planning coordinator (Planning and Community Development). The incumbent is responsible to serve as staff coordinator for planning and geographic information services. Qualified applicants must possess a bachelor's degree (B.A. or B.S.) from a four-year college or university and four years of related experience and/or training, or an equivalent combination of education and experience and a minimum of 12-18 months of management experience. Starting salary is \$44,523-\$65,480. Open until filled. To apply, visit [www.springdalear.gov/789/Current-Job-Openings](http://www.springdalear.gov/789/Current-Job-Openings). To receive an application, visit city hall, call (479) 756-7714 or email [kbowen@springdalear.gov](mailto:kbowen@springdalear.gov). Resumes will not be accepted without an accompanying application. EOE. Drug-free workplace.

**CHIEF OF POLICE**—Salem, Mo., is accepting applications for chief of police. The position description and application are available at [www.salemmo.com](http://www.salemmo.com). Applications will be accepted through 3 p.m. Friday, Nov. 15 and can be emailed to [cityadministrator@salemmo.com](mailto:cityadministrator@salemmo.com) or mailed to City of Salem, City Administrator Ray Walden, 400 N. Iron St., Salem, MO 65560. Salary DOE. EOE/ADA employer.

**CITY ENGINEER**—Bentonville has an immediate opening for a city engineer. Salary range is \$74,256-\$100,246 DOEQ. The city also has a generous benefits package including insurance, retirement, and additional pay opportunities. This position is responsible for planning, designing, reviewing and directing civil engineering projects for the city, including roads, airports, bridges, irrigation systems, and pipelines. Additionally, oversees the planning, design, construction and estimating of current development projects such as major, collector, and local streets, transportation facilities, public structures, and storm water systems. Provides management oversight for the construction inspectors and other engineering support personnel and is responsible for the overall direction, coordination, and evaluation of the city's engineering efforts and activities. A complete job description is available on request. Position requires a bachelor's degree (B.A.) in civil engineering and four to 10 years' related experience and/or training in city, county, or state civil engineering projects/operations, or equivalent combination of education and experience. Also requires five-plus years of progressively responsible civil engineering experience in a management or supervisory level supplemented by college-level coursework with a concentration in civil engineering, public administration, construction management or related field. Must have professional engineer (PE) certification in civil engineering. Qualified applicants can email a city application (available at [www.bentonvillear.com](http://www.bentonvillear.com)) and/or resume to Ed Wheeler, HR Manager at [ewheeler@bentonvillear.com](mailto:ewheeler@bentonvillear.com). Open until filled. EOE. The city does not discriminate on the basis of race, color, religion, sex, national origin, marital or veteran status, political status, disability status or other legally protected status.

**CODE INSPECTOR/ENFORCEMENT OFFICER**—Sheridan is accepting applications for the position of full-time code inspector/enforcement officer. Must be a U.S. citizen, at least 21 years of age, possess HS diploma or equivalent and a valid DL. Applicants should have a clean criminal background free of felony convictions and pass a drug test. Preference will be given to candidates who possess Inspection 1 Certification and International Building Code Certification. Experience in the construction industry is preferred but not required. Salary is negotiable DOEQ. Applications may be picked up at the Sheridan City Hall or call (870) 942-3921. Please mail applications and resumes to City of Sheridan, P.O. Box 44, Sheridan, AR 72150. EOE.

**INFORMATION TECHNOLOGY (IT) MANAGER**—Carthage, Mo., is seeking qualified applicants for the position of city IT manager. The position is responsible for planning, operating and coordinating all activities and operations associated with the running of the city's Information Technology (IT) Department and associated programs including technology infrastructure, applications and wireless communications. Experience: Three to five years in similar position. Application and detailed job description available. Contact City Administrator's Office, 326 Grant Street, Carthage, MO 64836, Phone (417) 237-7003. Applications or resumes by mail (City Administrator Office, 326 Grant Street, Carthage, MO 64836) or email ([cityjobs@carthagemo.gov](mailto:cityjobs@carthagemo.gov)). Salary Range: \$37,523-\$51,542 + benefits, DOEQ (Current rate \$41,434). Deadline: Nov. 25 or until filled. EOE.

**INSPECTOR/PERMIT WRITER**—Greenwood is seeking a full-time building inspector/permit writer. The position is responsible for performing building and zoning inspections to ensure compliance with state and city building and zoning laws and regulations. The incumbent reviews construction plans, provides advice to contractors about code provisions, inspects work done on site and may, in the case of non-compliance, order a stop to work. Other duties include flood plain manager for the city, and is in charge of postings for variances and zoning requests. Starting salary is \$34,000-\$40,000 DOEQ. Open until filled. To apply visit [www.greenwoodar.org](http://www.greenwoodar.org). To receive an application, visit city hall, call (479) 996-2794 or email [dsmith@gwark.com](mailto:dsmith@gwark.com). Resumes will not be accepted without an accompanying application. EOE. Drug-free and tobacco-free workplace.

**HUMAN RESOURCES MANAGER**—Benton Utilities is currently accepting applications and resumes for the above position. A job description outlining job responsibilities and qualifications can be found at [www.bentonutilities.com/personnel](http://www.bentonutilities.com/personnel). Those who are interested in the position should complete an application and attach a resume then submit it to the Human Resources Department as soon as possible. An application is available from the Human Resources Department, Benton Utilities Complex, 1827 Dale Ave., Benton, AR 72015; or a printable application is available on-line at the above referenced link. Position will remain open until filled.

**PARKS & RECREATION DIRECTOR**—The city of Wynne seeks a Parks and Recreation Department head. This position is responsible for directing and managing the activities, services, maintenance, and employees of the Parks and Recreation Department. Essential job functions: Supervise, direct, and evaluate staff; handle employee concerns and problems; direct

work; counsels and disciplines staff; complete employee performance appraisals; recruits, appoints, and trains staff. Conducts staff meetings and in-service training. Directs day-to-day operations and manages the Parks and Recreation Department, facilities, and grounds. Formulates department policies and procedures. Monitors the maintenance of neighborhood parks, playgrounds, and recreation buildings; manages and coordinates preparation of athletic fields and facilities and litter pick-up for events and activities. Develops and coordinates programs and works with appropriate city departments to design and develop plans for buildings, grounds, playgrounds, athletic, and multi-purpose facilities. Monitor the condition of facilities, parks, playgrounds, and buildings. Promotes open and effective communication with employees, community leaders, and the public. Plans and prepares Parks and Recreation Department revenue and budget estimates; approves department purchases, approves all recreation programs athletics, activities, and services offered through the department. Prepares, manages, and monitors grants and contracts that expand and enhance the delivery of quality recreation programs and services. Plans and monitors department goals, objectives, performance outcomes and the quality of service delivery. Assesses programs, policies, and operational needs and makes appropriate adjustments as required. Attends athletic games, recreational activities, and special events or manages people to be present for said events. Monitors facilities, programs and services to ensure compliance with federal, state, and local laws, regulations, codes, and/or standards as well as city and department policies and procedures. Maintains records and prepares regular special reports. Collaborates and builds strong partnerships with community organizations, human service agencies, recreation and sports leagues, neighborhood groups and other city departments. Participates on boards, commissions, and committee as required; and prepares and presents presentations, staff reports, and other necessary correspondence. Develops and implements community outreach, marketing and promotional plans in cooperation other city departments. Promotes activities throughout the city on the radio, social media, newspapers, and the city website. Performs other duties as assigned. Salary: \$54,850 plus benefits. Qualifications: Prefer experience in park management or a bachelor's degree in Parks Management. Applicants should mail a resume to Wynne City Hall Attention: Mayor Jennifer Hobbs 206 S Falls Blvd Wynne, AR. 72396; or deliver in person or email [jhobbs@cityofwynne.com](mailto:jhobbs@cityofwynne.com). Closing Date: Dec. 2.

**PARKS AND TOURISM DIRECTOR**—Hope is accepting applications for the position of parks and tourism director. This position supervises three parks covering 225 acres, two community centers, covered rodeo arena and coliseum, 12 ballfields, swimming pool, four playground systems, visitor information center/museum/depot, three tennis courts, six pavilions, log hut, 20-acre lake and 10 full-time employees. This position also provides oversight to the Hope Advertising and Tourist Promotion Commission that provides funding for tourism promotion for the city and improvement funding for the park system. For more information on this position contact Paul G. Henley at (870) 777-7500 or [tourism@hopearkansas.net](mailto:tourism@hopearkansas.net).

**POLICE OFFICER**—The city of Monette is accepting applications for the position of police officer. Arkansas certified preferred. Starting salary for certified officer is \$36,000 per year plus benefits, paid holidays, sick and vacation time. Send resumes to The City of Monette, P.O. Box 382, Monette, AR 72447; or drop resumes off at City Hall located at One Drew Ave. in Monette.

**UTILITIES DIRECTOR**—Fort Smith seeks an innovative, dedicated manager and self-motivated leader to serve as the new utilities director. Under the direction of the city administrator, the utilities director manages a team of personnel and resources to efficiently and reliably provide high quality potable water and effective wastewater treatment, along with a high level of customer service and compliance with federal and state regulations. The director also serves as the emergency action plan coordinator for two dams. Duties include emergency planning, training, and implementation utilizing resources from all levels of government. The chosen candidate will hold a bachelor's degree in engineering or a related area, with at least 10 years of experience working with water and wastewater systems. The candidate is preferred to be a registered professional engineer in Arkansas with a Class IV water license or should have the ability to acquire each. Experience with federal consent decrees is preferred but not required. The starting salary is up to \$113,780, which includes a car allowance, depending on education and experience. Please apply online at: <http://bit.ly/SGRCurrentSearches>. For more information on this position contact: Gary Holland, senior vice president, Strategic Government Resources, [GaryHolland@governmentresource.com](mailto:GaryHolland@governmentresource.com), (405) 269-3445.

**WASTEWATER OPERATIONS OPERATOR**—The town of Menifee is accepting applications or proposals for a wastewater operations operator. Qualifications: HS diploma or GED; Class II operator's license. Applicants must possess valid state driver's license. Wastewater treatment facility duties: Submit discharge monitoring reports, coordinate with commercial laboratory for all required testing, maintain daily operating reports, maintain facility grounds and facility operation. Sewer collection system duties: Maintain daily pump station operating reports, provide inspection of all residential/commercial sewer service connections, maintain collection system operation; responsible for all maintenance and repairs. Approx. 20 hrs. per wk. Send proposal/resume to: Town of Menifee, Attn: Mayor Gary L. Green, P.O. Box 38, Menifee, AR 72107; (501) 477-2409 or (501) 354-0898. Applications taken until position filled.

**WATER OPERATOR**—Danville has an immediate opening for a full-time licensed water operator. Sick leave, vacation, health insurance paid, IRA. Send resume to Jerry Pendergraft at [danville@arkwest.com](mailto:danville@arkwest.com).

**FOR SALE**—1962 Ford Fire Engine. Howe Fire Body, 750 gallon/minute pump, 500 gallon tank, ladder, hard suction red line. \$3,000.00 or best offer. Contact Belleville Fire Chief D.A. Laster, (479) 495-0725.



**BETTER SCHOOLS  
ARE A  
SMART INVESTMENT.**



Projects like these only happen with a clear vision – and a great partner. We're proud to invest in the local progress for Arkansas cities, like Jacksonville High School and Bobby G. Lester Elementary School. Contact us today and see what Crews can do for you.

**Crews&Associates**  
**4**  **YEARS**  
*of* INVESTING IN YOU



Standing from left: Jack Truemper, Michael McBryde, Leigh Ann Biernat, Kevin Faught, Lindsey Ollar, Jason Holsclaw  
Seated from left: Michele Casavechia, Melissa Walsh, Dennis Hunt  
(Executive Vice President and Manager of Public Finance)

# CELEBRATING 85 YEARS OF SERVICE TO ARKANSAS

Stephens traces its origins back to the public finance markets of the early 1930s when we first began investing in Arkansas. We have since grown into one of the largest privately held financial services firms in the United States, all while remaining true to our roots. From our municipal advisory work to financing the recent expansion of Razorback Stadium, we take great pride in all that we do and in the difference we're able to make in Arkansas.

Headquartered in Little Rock, Stephens offers broad-based knowledge and sound advice with the objective of meeting the long-term goals of Arkansas' public, private and nonprofit municipal bond issuers. With the largest salesforce and investor network in the state, we stand ready to dedicate a full complement of senior bankers, traders and technicians to your community's success.

Little Rock 800-643-9691  
Fayetteville 800-205-8613

LITTLE ROCK, AR • ATLANTA, GA • AUSTIN, TX • DALLAS, TX  
FAYETTEVILLE, AR • JACKSON, MS • NASHVILLE, TN

**Stephens**  
Public Finance