

# City & Town

SEPTEMBER 2020 VOL. 76, NO. 09

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE





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



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**ON THE COVER**—Live, from League headquarters in beautiful downtown North Little Rock, it’s the 86th Annual Virtual Convention! Despite the many challenges we’ve been faced with this year, the League and its membership found a way to gather together in a new way and hold the annual convention online. Read our coverage of the historic event inside beginning on page 14. Read also about the launch of National Prostate Cancer Awareness Month, communicating effectively during the pandemic and the latest COVID-19 guidance for cities and towns.—atm

## Features

- 12 Early detection saves lives**  
The League joined with the Arkansas Prostate Cancer Foundation to announce September as National Prostate Cancer Awareness Month and to encourage men who fall within the age guidelines to get screened.
- 14 League preps for year at 86th Annual Virtual Convention**  
The Arkansas Municipal League elected new officers, adopted its policies and goals statement, voted on a package of resolutions and covered an array of issues important to cities and towns at its 86th convention, which, due to the coronavirus pandemic, was held virtually.
- 28 COVID-19 resources for cities and towns: Governor releases new executive orders**  
Arkansas Governor Asa Hutchinson in August issued several new executive orders, including orders to extend the public health emergency declaration and to address absentee voting in November’s general election.
- 30 Communication suffers in quarantine**  
One of the side effects of living and working through the coronavirus pandemic is that despite the many tech tools designed to keep us connected, miscommunication is all too common. Clarity and nuance require a human touch.

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Greetings to My Fellow Municipal Officials,

We each stated the words, "I do," almost 56 years ago, when Kay and I married. I meant what I said. I made a commitment, I made a vow, and Kay made a commitment and she made a vow.

You may ask: Gary, why are you starting out your first president's letter in *City & Town* magazine this way? Well, here's why: Commitments and vows are very important but are totally meaningless unless you actually keep them.

I was sworn in as mayor of Mulberry on January 1, 2011. I remember very clearly raising my right hand and listening to Circuit Judge Mike Medlock state something similar to this. "Do you solemnly swear to uphold and defend the Constitution of the United States and the Constitution of the State of Arkansas?" And then he went on to say, "and the laws derived from them." When I stated, "I will," I meant what I had stated. I am stating this to remind you of your commitment and your vow that you made when you were sworn in as a public official. Make sure that you are keeping your word.

Did you listen to my talk last month at our 86th Annual Virtual Convention? I hope that you did. However, if you did not, I want you to know that my priority for the next year, as your League President, is to promote and encourage all Arkansas cities and towns to participate in all five of the League's major benefit programs: the Municipal League Defense Program, Municipal League Workers' Compensation Program, Municipal Vehicle Program, Municipal Property Program and Municipal Health Benefit Program. If you are not taking advantage of all five of these valuable programs, I am asking you to make a commitment to seriously investigate, evaluate and find out for yourself that it is your city's or town's best choice. I cannot express enough how much all five of these programs have benefited the city of Mulberry while I have been mayor. We are definitely "Stronger Together." Please make that commitment. Please send me an email ([mayor@cityofmulberry.org](mailto:mayor@cityofmulberry.org)) and let me know that you are making that commitment.

This year has been and still is one of your most difficult years to serve your community. Don't let unforeseen issues put you into a box. If you do feel like you are in that box, contact your Arkansas Municipal League to help you navigate through whatever municipal challenges may come your way.

May God bless you and bless you indeed.



Gary Baxter  
Mayor, Mulberry  
President, Arkansas Municipal League





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# From the Desk of the Executive Director



## My Favorite Time of Year: Fall

I love the fall. Cooler temperatures, football<sup>1</sup>, the start of the holiday season, sweat-shirts<sup>2</sup> and hot chocolate<sup>3</sup>. A wonderful time of the year for sure. Oh, I almost forgot. The fall always has some sort of election season. This year is a presidential race amongst many other things like Issue 1<sup>4</sup>. Even with all that chaos, fall remains my number one season.

Between the ages of 10 and 16 I lived in Racine<sup>5</sup>, Wisconsin, an industrial and agricultural city located on Lake Michigan. During those six years there were some hard and fast truths about the seasons. School stopped just prior to Memorial Day and school started the Tuesday after Labor Day. In other words, summer started with the holiday of Memorial Day and, boom, came to a screeching halt when my head hit the pillow the Monday night of the Labor Day weekend. Football season began soon thereafter, thus my love of the Green Bay Packers. Also, like Arkansans, Wisconsinites began making plans for the upcoming deer season of late fall, as well as always being ready to go fishing. Of course, fishing in Wisconsin in January looks a whole lot different than fishing in Arkansas. Ice fishing is the rage for our northern friends, while we can still fish from a boat or a dock.

Well, here we are at the dawn of another fall. While writing this early one morning in early September, the temperature was 68 degrees! Sixty-eight! Admittedly it didn't stay cool for long, but man oh man, that was a real treat. What lies ahead this fall? It certainly will have cooler temperatures. Folks will deer hunt<sup>6</sup> and fish. Football...well, we'll see. We've seen COVID game cancellations and we've seen some games played. The SEC and Sunbelt Conferences are playing, albeit in front of diminutive crowds. The virus continues to affect our lives in ways we never imagined. Thus, the fall of 2020 will be the same as always in a few ways and vastly different in others. I'm sure like me most of you CANNOT wait for the vaccine to come our way.

You, dear readers who lead our cities and towns, face this fall with as many questions as you do answers. Do you open your parks and recreational facilities for fall soccer and pee wee football? Do you allow outdoor gatherings or issue control measures like limits on attendance? Pretty soon the homeless in your municipality will be looking for shelter from the cold, not to mention a hot meal. All the while you're continuing to worry about your first responders contracting COVID, running temperature scans on those entering city facilities, regularly deep cleaning those facilities, and the list goes on and on. To your credit you not only embrace your municipal duties, but you prepare for the oncoming winter with creativity and zeal. You're to be commended!

<sup>1</sup> "American Football" evolved from rugby and its beginning is thought to be around 1870. Professional football started in 1882. [en.wikipedia.org/wiki/American\\_football](https://en.wikipedia.org/wiki/American_football)

<sup>2</sup> Founded in 1919, the U.S. company Champion apparently made the first hooded sweatshirt in the 1930s. [www.iffleyroad.com/blogs/journal/a-brief-history-of-the-hoodie](http://www.iffleyroad.com/blogs/journal/a-brief-history-of-the-hoodie)

<sup>3</sup> The first chocolate drink is believed to have been created by the Maya around 2,500–3,000 years ago, and a cocoa drink was an essential part of Aztec culture by 1400 AD, by which they referred to as xocōlātl. Please don't ask me to pronounce it. [en.wikipedia.org/wiki/Hot\\_chocolate](https://en.wikipedia.org/wiki/Hot_chocolate)

<sup>4</sup> Issue 1 is of critical importance to Arkansas and its municipalities and counties. Without its passage the current statewide half-cent sales tax for highways, county roads and municipal streets will go away in 2023. The League has a booklet available that will show the exact dollars your city or town will lose if Issue 1 does not pass.

<sup>5</sup> Racine (*/rə'si:n/ rə-SEEN*) is a city in Wisconsin. It is located on the shore of Lake Michigan at the mouth of the Root River. It's the fifth-largest city in Wisconsin. Racine is the headquarters of a number of industries, including J. I. Case heavy equipment, S. C. Johnson & Son cleaning and chemical products, Dremel Corporation, Reliance Controls Corporation time controls and transfer switches, Twin Disc, and Arthur B. Modine heat exchangers. [en.wikipedia.org/wiki/Racine,\\_Wisconsin](https://en.wikipedia.org/wiki/Racine,_Wisconsin)

<sup>6</sup> This year in Arkansas archery season opens September 25, muzzleloader October 16 and modern firearm on November 13. [www.realtree.com/deer-hunting/antler-nation/2020/arkansas-deer-hunting](http://www.realtree.com/deer-hunting/antler-nation/2020/arkansas-deer-hunting). There are some variations on these so be sure to check the official Arkansas Game and Fish webpage to find out about your area of the state. [www.agfc.com/en/hunting](http://www.agfc.com/en/hunting)



We are now eight-and-a-half months into 2020, a year that most of us believe to be one of the most trying times in the history of our country. The virus alone is enough to cause substantial stress and anxiety. Add to it a record-setting hurricane from the Gulf, several typhoons in the Pacific, tornados in Arkansas, one of the most polarizing political climates ever in our country, and the public unrest regarding our law enforcement and judicial systems. That's a bucket full of anxiety, pain and depression. Yet each of you municipal leaders show up every single day to make your community better. What's even more impressive is that you are doing so with a smile and a great attitude. I know, I know, I know. Some of you are saying "what choice do we have?" I guess there's some truth to that, but I also know attitude, in large part, is a choice. Each of us can choose to smile and approach these challenges as though they are opportunities.

One big opportunity for each of your municipalities will be to seek reimbursement for COVID-related costs from the federal CARES Act. A total of \$75 million has been set aside for cities and towns in our state. That money is being held for each municipality at a rate of approximately \$39 per capita. In other words, \$39 per resident in your city. Now that I've got your attention, PUMP THE BRAKES. We are finalizing a system with our friends at the Association of Counties and the Department of Finance and Administration that will have a schedule for application, criteria for reimbursement and a system to receive the monies to which your city or town is entitled. Here's the key: documentation. Or, using my old lawyer hat, evidence. You will need evidence that your city or town spent specific amounts of money on reimbursable items. "What are those items, Mark?" Great question. Pay close attention to your email, the League's listservs, social media channels and website over the next several weeks. Categories of reimbursable costs will be announced along with instructions on how to apply.

This fall will be nothing like we've ever experienced. Nothing new in that. We've been doing it since March of this year. I remember a quote from an old Clint Eastwood<sup>7</sup> movie that seems appropriate. The movie is *Heartbreak Ridge*<sup>8</sup> and the line goes something like this: "We're Marines, sir. We're paid to adapt, to improvise." Sounds like every city official I've ever known. No hill is too high, no problem too complex and no challenge goes un-met. Each of you has taken on the challenge of COVID without blinking an eye. Sure, you've all been knocked back a time or two, but you get up and get right back to the job of making your municipality better. You did so in the spring, again in the summer, and this fall will prove no different.

So, let's all take a deep breath of fall air, enjoy the leaves changing color<sup>9</sup>, watch a little football, go for a walk in the cooler temps and enjoy our cities and towns. Of course, you've got to do those things safely, and that means wearing a mask when necessary, social distancing and good hygiene. Heck, we all do that now as a matter of course. Come on, fall! We're ready for you.

And one more thing. Let's hope the folks testing COVID vaccines are successful this fall. It would be a great Christmas gift for all of us. Speaking of Christmas, my local controller saw Santa decorations this past weekend in multiple stores! Ugh. I'm getting ahead of myself. Let's slow down and enjoy the blessings of fall.

Until next month, peace.



Mark R. Hayes  
Executive Director  
Arkansas Municipal League

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<sup>7</sup> [www.imdb.com/name/nm0000142/?ref\\_=tt\\_cl\\_t1](http://www.imdb.com/name/nm0000142/?ref_=tt_cl_t1)

<sup>8</sup> [www.imdb.com/title/tt0091187/?ref\\_=fn\\_al\\_tt\\_1](http://www.imdb.com/title/tt0091187/?ref_=fn_al_tt_1)

<sup>9</sup> For those of you wanting to know why leaves change color, here's a good article. Hint: it's a chlorophyll thing. [www.esf.edu/pubprog/brochure/leaves/leaves](http://www.esf.edu/pubprog/brochure/leaves/leaves)

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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:*

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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!

## Arkansas awarded \$21 million grant to grow substance abuse prevention, treatment programs

The state has been awarded \$21 million in grant funding to increase access to medication-assisted treatment for opioid and stimulant abuse, expand treatment options, and reduce opioid and stimulant overdose deaths over the next two years, the Arkansas Department of Human Services announced August 31, the day that people across the country observe International Overdose Awareness Day. "Arkansas is one of four states that has reduced the number of fatal drug overdoses over the past year," Governor Asa Hutchinson said. "This confirms that our programs are working. This grant will enhance our efforts to educate and save lives."

The State Opioid Response grant from the Substance Abuse and Mental Health Services Administration will fund 10 different projects in Arkansas that fall into one of three categories: prevention, treatment and recovery. Funding will be used to:

- Increase access to Medication-Assisted Treatment (MAT) for Opioid Use Disorder by recruiting and supporting new MAT providers. Since staff began working on this issue a year and a half ago, the number of doctors who can provide this treatment has gone from 75 to 360.
- Continue to reduce unmet treatment and recovery needs, with a focus on rural areas of the state.
- Reduce opioid overdose deaths utilizing and empowering the use of naloxone
- Reducing the stigma that surrounds substance use disorder
- Expand the use of peer recovery work, which uses people with lived Substance Use Disorder (SUD) experiences who have been in recovery for at least two years to connect with and support others who are struggling.
- Continue outreach and education about SUD aimed at the aging population, college students, and prescribing communities.

## Online workshop promotes community murals

The University of Central Arkansas Center for Community and Economic Development, in partnership with Thrive, will hold an online Grassroots Mural Workshop 1 p.m. to 2:30 p.m. Wednesday, September 23, via Zoom.

The workshop will provide participants with the knowledge they need to develop a mural from start to finish in their community. Topics covered will include the importance of community branding and marketing, how to establish a timeline for developing a mural, tips and tricks on mural creation, and how to engage volunteers and youth. Participants will also hear from leaders who have participated in mural development in a variety of communities across the state.

Registration for the workshop is \$25. To register contact Shelby Fiegel at 501-450-5269 or email [sfiegel@uca.edu](mailto:sfiegel@uca.edu).

## Deadline approaches for Shade Trees on Playgrounds program

The Arkansas Department of Agriculture is accepting applications for the 2020 Shade Trees on Playgrounds (STOP) program through September 25 for schools needing additional shade on playgrounds. The STOP program application and program guidelines can be found online at [www.agriculture.arkansas.gov/forestry/urban-community-forestry/stop-program](http://www.agriculture.arkansas.gov/forestry/urban-community-forestry/stop-program). Selected schools receive five shade trees, mulch, watering supplies and planting guidelines. Officials with the Arkansas Department of Agriculture's Forestry Division will help plant the trees during a ceremony with students in the fall.

The STOP program began 18 years ago to help lower adult skin cancer risk by reducing childhood exposure to direct sunlight on school playgrounds. Since then, more than 125 Arkansas schools have received trees. The STOP program also provides teachers with a full curriculum about the environmental benefits of trees, how shade reduces skin cancer risks, and tips for keeping trees healthy. Trees are chosen by Arkansas Forestry Division staff to fit the unique region and conditions of each playground. Lacebark elms, oaks, tulip poplars and black gum trees are common candidates for the program.

Applicants may be any public or private Arkansas school serving grades pre-K through 12, or a non-traditional educational facility such as a juvenile detention center, residential childcare institution, or long-term care facility that has a playground in need of more shaded areas. To learn more, please contact Krissy Kimbro Thomason at 479-228-7929, [kristine.thomason@agriculture.arkansas.gov](mailto:kristine.thomason@agriculture.arkansas.gov), or Harold Fisher at 501-580-4054, [harold.fisher@agriculture.arkansas.gov](mailto:harold.fisher@agriculture.arkansas.gov).



## Time to levy property taxes

City 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. 🏛️

## Meeting Calendar

**November 18-20, 2020**, National League of Cities City Virtual Summit.

**January 13-15, 2021**, Arkansas Municipal League Winter Conference.

## Obituaries

**DAVID NOLEN ELROD**, 74, mayor of Bassett from 2016-2019, died July 22.

**LEMUEL GLENN OVERTON**, 70, mayor of Tillar since 2014, died May 31.



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

**Firefighters who are injured in the line of duty receive only \$20 a week for a compensable injury.**

**Solution:** The Arkansas Municipal League's Firefighters Supplemental Income and Death Benefit Program protects the earnings of volunteer, part-paid and paid firefighters who are injured in their duties.

**Details:** Weekly temporary total disability benefits payable up to a MAXIMUM of \$695 for 2019 allowed under Arkansas Workers' Compensation Law; weekly benefits go for 52 weeks; \$10,000 death benefit.

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

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

Arkansas Municipal League's Firefighters Supplemental Income and Death Benefit Program

# League helps launch National Prostate Cancer Awareness Month in Arkansas

On Tuesday, September 1, the Arkansas Municipal League hosted the Arkansas Prostate Cancer Foundation (APCF) for the organization's National Prostate Cancer Awareness Month press conference, which was livestreamed on Facebook.

In his opening remarks, APCF Executive Director Chris Collier pointed out just how much COVID-19 has affected every aspect of life, including men's health. "Men, as a general rule—and I can say that honestly—do not enjoy going to the doctor. And in this particular time with the pandemic, men have proven to be even *more* reluctant to go," he said. "You simply cannot take your health for granted. It is vitally important for men to see their physicians." And that includes getting screened for prostate cancer. The APCF offers screenings statewide, as well as a variety of educational resources and patient support—all for free.

Each year, one in nine men in Arkansas are diagnosed with prostate cancer, which is the second leading cause of cancer deaths. Of those diagnosed, one in 41 will die of the disease. Having a father or brother with prostate cancer more than doubles a man's risk, and men whose mother or grandmother were diagnosed with breast cancer also have an increased risk. African American men develop prostate cancer at a disproportionate rate, and are 2.6 times more likely to die from the disease. Men should begin screenings as early as age 50, and those with the aforementioned risk factors should begin as early as 45 to establish a baseline.

Governor Asa Hutchinson joined the broadcast to proclaim September as National Prostate Cancer Awareness Month in Arkansas. "Talk with your health care provider about screenings," the governor implored viewers. "Encourage your loved ones to get a screening. This can be as simple as getting blood drawn during an annual physical examination. That's an easy way to ensure you're on top of your prostate health. For the sake of your health, get a screening."

Viewers also heard from prostate cancer survivor Dwight Moore. A self-proclaimed health nut, Moore moved to Arkansas from New Jersey to care for his mother. "I was taking care of her and I forgot all about me, figuring I was healthy and did all the right things to stay in shape and stay healthy," he said. It wasn't until he reluctantly attended a health fair that Moore received a wake-up call about his health. He found a doctor, and



PHOTO BY BEN CLINE

League Executive Director Mark Hayes implores the women of Arkansas to encourage the men in their lives to get screened for prostate cancer. The League hosted the APCF September 1 to launch National Prostate Cancer Awareness Month.

while discussing his family history noted that his father had had prostate cancer. He then saw a urologist who suggested a biopsy, despite Moore's numbers being acceptable for a man his age. The biopsy revealed the presence of cancer in his prostate. "In my case, my doctor said I had a fair amount of cancer in me, and it was near the apex, meaning it was about to go outside the prostate," said Moore. "That's when problems occur. Early detection is key. If I had not had the screening done, there's no telling what could have happened."

League Executive Director Mark Hayes, a longtime supporter of APCF and the organization's 2020 honoree, made his case by "going in a little different direction from what everybody has spoken about so far," he said. "I want to address the women who are watching this broadcast, and I want to challenge them. I want to challenge you to badger, to nag, to pester and to bother every single man in your life for the next 30 days. I am asking the women of this state to badger those men so that they educate themselves about this disease." And Hayes' message to the men? "Get out of the man cave. Listen to the boss. Listen to her. Go get screened. Get educated. Go to the doctor. I don't like going either, but that's the way we beat this thing."

To learn more about the APCF, visit [arprostatecancer.org](http://arprostatecancer.org). 🏠



## Rural Road Safety Awareness Week (RRSAW)

September 28-October 2, 2020

# Rural Road Safety in the headlights

**T**he National Center for Rural Road Safety (Safety Center), has announced the inaugural Rural Road Safety Awareness Week (RRSAW). Slated for September 28–October 2, RRS AW will promote rural road safety to the public, community leaders and potential partners by telling the “rural story.” Throughout the week, the Safety Center will shine a light on the unique safety risks faced by rural road users, progress toward addressing these challenges, and solutions that are making a difference on the rural road to zero fatalities and serious injuries.

According to the National Highway Traffic Safety Administration, the risk of death or serious injury is twice as high on rural roads than urban roads, and the United States Department of Transportation reports that 45 percent of all U.S. road fatalities occur in rural areas.

And in a rural state like Arkansas, increased safety measures are critical.

The predominately social media-driven campaign will highlight a different theme each day, including:

- Monday: Defining Rural
- Tuesday: Rural Safety Champions
- Wednesday: Rural Road Modes
- Thursday: Proven Rural Safety Countermeasures
- Friday: Rural Safety Culture

Follow the Safety Center on Facebook and Twitter at @RuralRoadSafety to keep up with this educational campaign, and use the hashtags #RuralRoadSafety and #RRSAW2020 to share your rural story and learn from others around the country. Learn more at [ruralsafetycenter.org](http://ruralsafetycenter.org). 



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The League's assembly hall was transformed into a broadcast studio for the 86th Annual Virtual Convention.

# 86th Annual Virtual Convention brings League membership together in a new way

By Andrew Morgan, League staff

**T**he Arkansas Municipal League elected new officers, set its legislative agenda for the coming year and covered a variety of issues essential for municipalities at its 86th Annual Virtual Convention, held live from the League's North Little Rock headquarters and "broadcast" to members statewide via the internet August 19-21. Attendance was strong for this first ever—though likely not the last ever—virtual gathering of cities and towns, with 771 participants from 237 cities and towns logging in.

The format of the convention, held over three days, was more compact than the League's typical in-person annual meeting. It featured a mix of live and pre-recorded speakers and training segments. During breaks, participants had the opportunity to stay tuned in and visit the Virtual League Services booth, where department heads shared information about how the League's programs benefit the cities and towns of Arkansas.

League Deputy Director Whitnee Bullerwell and Operations and Programs Officer Sheila Boyd were instrumental in organizing the virtual convention, working closely with our partners at Little Rock audio/visual company Waymack and Crew to produce what Bullerwell referred to as a "three-day movie" set in



League Deputy Director Whitnee Bullerwell, left, and Operations and Programs Officer Sheila Boyd, right, kept the "three-day movie" rolling smoothly.

the League's assembly hall, which was transformed into a studio.

In addition to pre-event planning and pre-recording segments for the big show, both Bullerwell and Boyd were on set each day acting as assistant producers, and they helped keep the program running smoothly. Putting it all together was fascinating, Bullerwell said. "Creating the content of the virtual convention was the easy part. The actual execution of the live and pre-recorded sessions was the most difficult. We had to account for every minute and make it the most interactive it could be for our members."

Ensuring the virtual convention was as informational for League members as possible was the focus, she said, and it was in many ways more challenging than our in-person meetings. “As much as I missed being in person with our members, I know we did the right thing by offering a virtual event,” Bullerwell said. “I am proud of this event and how committed our League staff was to making it a success from the onset. But I still missed seeing our members’ faces!”

As our struggle with the COVID-19 pandemic continues, more such virtual meetings and training sessions are likely, and the 86th was a great learning experience, Boyd said. It was sometimes stressful, but also fun, she said. “Being behind the scenes of the production was very interesting, and seeing everything fall into place to make it as engaging as an in-person convention by blending the recorded sessions with the live sessions was fascinating. Our friends at Waymack and Crew did an outstanding job of providing their expertise to help guide us. We couldn’t have done this without them, our members and our amazing staff, who showed their flexibility and creativeness in analyzing the tiniest details of this convention. We missed seeing everyone in person, but we hope that we were able to provide our members with the best possible virtual convention experience!”

Jonesboro Mayor and League 2019-2020 President Harold Perrin kicked off the 86th Annual Virtual Convention, welcoming our membership to the event. “I am proud to have been AML president during what surely will be remembered as one of the most unique times in modern history,” he said. Whether it is dealing with the pandemic, racial justice issues or natural disasters like the tornado that struck his city in March, this year has demonstrated why protecting local control is so important to cities and towns, Perrin said. “Our mantra has been ‘home rule,’ and I think we all experienced this past year why being able to make decisions for ourselves is so important.”



Jonesboro Mayor Harold Perrin, League president, welcomes members to the convention remotely.



Dr. Rick Rigsby presents an inspiring keynote live from Texas.

The League was honored to welcome back to the convention Dr. Rick Rigsby, who earned praise after his fiery presentation at the 85th Convention. This year’s keynote address was no less potent. Broadcasting live from his Texas home via Zoom, Rigsby offered essential tips on the subject of leadership in times of uncertainty. Uncertainty demands leadership, Rigsby said. “Great leaders look for opportunities like this.” He encouraged local officials to bring perspective to the table when facing today’s challenges, and to speak to the issues with clarity.



Hayes

Executive Director Mark Hayes provided an update on the League’s historic, ongoing opioid litigation. The League, partnering with the Association of Arkansas Counties and the Arkansas Public Entities Risk Management Association, jointly filed the litigation in 2018 against opioid manufacturers and distributors. Settlement money would go toward expanding prevention and treatment programs across the state and help recoup losses for local governments.

With all of Arkansas’ 75 counties, 470 cities and towns, and the State of Arkansas as plaintiffs, “It is literally the only case of its kind in the nation,” Hayes said.



He shared some of the staggering data on the crisis in our state. In 2018 more than 3.2 million opioid prescriptions were filled in Arkansas, a state with a population of 3 million. The state suffered 426 overdose deaths during that period. The human and economic suffering goes much deeper still, he said. The crisis has a very personal dimension for Hayes, his wife, Alison, and their family. Their son, Wells, died this spring as a result of an opioid overdose. Hayes faced the camera and shared the story of his family's trauma both during and in the aftermath of the tragedy. His is far from the only family going through this pain, he said, and it's one reason why the litigation is so important. "We can make a difference. We must make a difference."

Jerome Tarpley, principal with Alabama-based Cory Watson Attorneys, the firm working with us on the litigation, shared with League members his take on where the settlement is headed. Momentum is gaining for this litigation and other opioid defendants across the country, Tarpley said. He expects settlement money to begin to flow into Arkansas early next summer. "It's going to help us forge a path forward, where we can get ourselves out of this crisis and help those who have been affected by this crisis, because they need our help," he said.



Hutchinson

Arkansas Governor Asa Hutchinson, Senate President Pro Tempore Jim Hendren and Speaker of the House Matthew Shepherd each addressed the convention during Thursday morning's opening general session, discussing several critical municipal issues. The governor praised cities and towns for keeping things rolling through these tough times. The coronavirus has touched every community in the state, large and small he said. "Thank you for rising to the challenge to keep our communities alive and thriving." Hutchinson asked for cities' support for Issue 1 on November's general election ballot to continue the existing half-cent sales tax that funds our state's highways, bridges, streets and roads.

"I hope you'll encourage the folks in your community to vote to approve this vital source of funding," he said.

The partnership between state and local government is crucial, said Sen. Hendren. "Whether it be for economic development, whether it be for quality of life, parks and recreation, or safety and health, all those things require a partnership between the cities and the state." He encouraged city and town leaders to reach out to him about local issues as we prepare for the 2021 legislative session. "I'm sure there will be issues that we'll be working on together as we all work together to make Arkansas a great place."

Rep. Shepherd also acknowledged the importance of working with cities and towns as we battle the pandemic and deal with the associated unemployment crisis and economic uncertainty. "The legislature has been a great partner with the Municipal League in years past, and it's my hope we will continue to be in the next session," Shepherd said.

Thursday's session continued with a panel discussion on legislative matters of interest. With the next general session of the Arkansas legislature approaching, it's important for city and town leaders to build relationships with their district's representatives, said League General Counsel John Wilkerson. It's also



Wilkerson

important to stay in touch with the League's legislative advocacy team and let them know what the local issues are. The League can help build those local-state partnerships, Wilkerson said. "It's going to pay dividends in 2021 when we can sit down at a table together, and even if we disagree on something, we can work together on those important issues," he said.

During Friday's annual business meeting, convention delegates approved a package of resolutions, which included support for legislative issues likely to arise during the 93rd General Assembly in January. Read coverage of the League's new legislative package inside on page 19.

In addition to supporting various legislative items, the League membership voted to support Issue 1, which will appear on November's ballot. Robert Moery, director of the "Vote for Roads. Vote for Issue 1." campaign, joined us in the studio to tout the need to make permanent the existing half-cent sales tax—which will sunset in 2023—to support our state's transportation



infrastructure. “Issue 1 means we can permanently create a dedicated funding source for our state highway system, our county roads and our city streets,” Moery said. He stressed that it isn’t a new tax. “A vote for Issue 1 supports keeping that dedicated revenue stream, and it is a revenue stream that we are all already paying for today.” The campaign estimates that making the sales tax permanent would support \$8.2 billion in economic activity over 10 years and support more than 3,600 jobs. It would also provide cities and counties with \$89 million in funding for streets and roads every year, Moery said.



Moery

As cities and towns navigate the economic strain of the coronavirus pandemic, they are looking to sources like federal CARES Act funding, which is filtered through state governments. During Thursday afternoon’s general session, two representatives from the Arkansas Department of Finance and Administration—Larry Walther, director and CFO, and Paul Louthian, comptroller—participated in a panel discussion on the status of the program. Most cities and towns in the state aren’t eligible to receive the federal funding directly, and as their reimbursement needs have grown, it became clear it was going to be a “heavy lift” for the DFA, Walther said. In an effort to optimize funding flexibility and provide assistance to local governments, the DFA partnered with the Arkansas firms CTEH and Hagerty Consulting, he said. The Coronavirus Relief Fund

(CRF) provided \$1.2 billion to Arkansas but also has the potential for more funding where it overlaps with other agencies like FEMA, Walther said. “We want to make sure that we are maximizing the use of those dollars,” he said. Part of the firms’ contracts with the state requires them to set up a call center/help desk for city and town governments, Walther said.

For the League’s part, new Grants Attorney Caran Curry, who also participated in the panel, has already been busy assisting League members as they seek to learn about available CARES Act funding, eligibility requirements, application guidance and the audit process. Members can reach her at 501-374-3484, ext. 219, or email [c Curry@arml.org](mailto:c Curry@arml.org).



Bullerwell

Protecting local control is the focus of much of the League’s agenda, and Deputy Director Whitnee Bullerwell closed Thursday’s general session with a presentation on the League’s initiative Be Local Be Heard, which we launched with fanfare at the 2020 Winter Conference. The League has historically fought hard for local control, also referred to as home rule, both at the federal and state levels, and local officials must work to protect it, she said. “Local control ensures that services like maintaining streets, picking up garbage or responding to 911 calls are provided and managed locally, and that decisions about your future are made locally.”

Bullerwell encouraged city and town leaders to take advantage of the guidance and resources available at the initiative’s online home, [www.belocalbeheard.com](http://www.belocalbeheard.com).

Before signing off on the first-ever virtual convention, the League welcomed back Dr. Rigsby, who shared a final word of encouragement with our members. “Let us do the hard work. Let us make the difficult decisions. Return to your cities, lead them, guide them, speak to them, listen to them, model hope with them, but most of all, love them.” 🏛️



From left, League Grants Attorney Caran Curry, League General Counsel John Wilkerson, DFA Director and CFO Larry Walther and DFA Comptroller Paul Louthian.

# New officers elected, state of the League report presented at annual business meeting

Delegates participating in the 86th Annual Virtual Convention of the Arkansas Municipal League elected a new slate of officers for 2020-2021 during the annual business meeting—held live via online video feed from the League, North Little Rock headquarters—the morning of Friday, August 21.

The new officers for 2020-2021 are: Mulberry Mayor Gary Baxter, president; Berryville Mayor Tim McKinney, first vice president; Cave City Mayor Jonas Anderson, District 1 vice president; Sherwood Council Member Beverly Williams, District 2 vice president; Gentry Mayor Kevin Johnston, District 3 vice president; and Pine Bluff Mayor Shirley Washington, District 4 vice president.

Mayor Baxter was able to join us at League headquarters to participate in the virtual convention, and he gave his acceptance speech live as the membership tuned in remotely. A major focus for the coming year will be to encourage all member cities and towns to participate in the League's benefit programs, he said.

"As you are aware, our League offers multiple programs that are extremely valuable to the success and stability of Arkansas' municipalities, helping to fulfill our motto of 'Great Cities Make a Great State,'" Baxter said.

In his state of the League report during the annual business meeting, Executive Director Mark Hayes commended the state's municipal officials for providing leadership during the pandemic, protests for justice and equality, economic uncertainty, and the other challenges we face. "You have managed to make your cities and towns better, you have managed to embrace social change that we all agree is necessary, to embrace racial equality, and to embrace your day-to-day work. As mundane as some of it may be, you come to work every day. You put your heart and soul into it. And I want you to know, as your executive director, this place shows up every day, too, and we put our heart and soul into it, because we know that if we don't, your city or town can't be its very best."

The League programs are healthy despite the turbulent times, Hayes reported. The optional programs offered to members each received clean audits, and participation rates remain strong.



Baxter

The Municipal Legal Defense Program has 463 members, five fewer than last year. That number includes seven limited service members/housing authorities. The program has more than 200 active cases and has responded to more than 2,250 legal inquiries from members in the past year.

The Municipal Workers' Compensation Program has the highest member participation rate, serving 465 cities and towns plus 128 municipal entities.

The Municipal Health Benefit Program has 380 participants, a number that includes 287 cities or towns (30 more than last year) and 93 limited service members (down 19 from last year).

The Municipal Vehicle Program has 438 members, up 27 from last year. That includes 32 limited service members, eight more than last year. The program covers 25,180 units with an insured-to-value of \$944 million.

The Municipal Property Program has 370 members, up by 30 compared to last year. That includes 14 limited service members, up by six. The program covers 10,272 properties with an insured-to-value of \$3.37 billion.

Participation in the Accidental Death and Dismemberment benefit up 17 to 217. The Firefighters Supplemental Income Protection and Death Benefit Program is down 25 to 208 participants.

The Arkansas Local Government Pension Management Trust and Municipal Other Post Employment Benefits Trust has remained steady at nine participants. The drug-testing program for non-CDL employees has 120 members, 15 more than last year. The ordinance codification service has 144 members, up one from last year.

The League publication *State of the League 2019-2020: Arkansas Municipal League Annual Report* provides an overview of the League's programs and activities for the year in a concise format. It is available for download from the publications page on the League's website at [www.arml.org/pubs](http://www.arml.org/pubs). 🏛️



## League adopts resolutions, policies and goals for 2020-2021

**T**he League's Resolutions Committee, which is comprised of one delegate from each member city and town, met twice during the 86th Annual Virtual Convention to discuss and then vote upon a package of resolutions and our organization's policies and goals statement. The resolutions and policies and goals statement endorsed by the committee were adopted by the full membership during the annual business meeting on Friday, August 21.

With the regular session of the legislature approaching in January 2021, many of the resolutions supported by the League address issues affecting municipalities that are likely to appear before the 93rd General Assembly. Among 20 resolutions passed, the package includes:

- A resolution supporting the continued study of the financial matters of the district court system and for the passage of legislation that addresses the judicial and financial needs of local government.
- A resolution supporting the amendment of Arkansas' Freedom of Information Act to ensure that the constitutional right to legal counsel for public officials is equal to that of private citizens.
- A resolution to amend Arkansas' local option wet/dry laws to give more decision-making power to the residents of municipalities.
- A resolution in support of Issue 1, which will appear on the ballot in November's general election, proposing an amendment to the Arkansas



- Constitution to continue a levy of a half-cent sales and use tax to fund state highways, county roads, city streets, bridges, and other infrastructure.
- A resolution supporting hate crime legislation.

The new resolutions will appear in the League's *Policies and Goals 2020-2021* publication, which will be included as a supplement to the October issue of *City & Town*. 🏛️



# League celebrates individuals, cities for outstanding service

The Arkansas Municipal League honored local officials and cities and towns for outstanding service to their citizens and to the League during the 86th Annual Virtual Convention, held August 19-21.

The League named Dr. Joe Thompson its 2020 Person of the Year. Dr. Thompson is president and CEO of the Arkansas Center of Health Improvement (ACHI) and, since the emergence of the coronavirus, has partnered with the League to provide vital information to cities and towns through weekly online webinars to help local leaders navigate this public health crisis. He has long been a champion for good public health policy in Arkansas, having previously served as the state's surgeon general under both Republican and Democrat governors.



PHOTO BY BEN CLINE

Dr. Joe Thompson is the League's Person of the Year.

"All of us as members of the Arkansas Municipal League and as city and town leaders have come to rely weekly on Dr. Thompson's incredible ability to distill and present COVID-19 information so that we can best protect our citizens during this crisis," League President and Jonesboro Mayor Harold Perrin said.

"It has been truly a remarkable six months to work with your team here at the Municipal League and with you, the leaders across the state, as we have found ourselves in the uncharted waters of the COVID-19 pandemic," said Thompson, who was able to accept the award in person. "We've leaned in together and we've tried to help each other out. We have learned from each other. We have a long way to go. We are not through this yet."

Arkansas and its leaders have a lot of work to do, he said, including addressing the ongoing opioid epidemic and increasing rural health care access. "I'm just honored to be recognized and be part of your team as we move forward and we try to make Arkansas a place everybody wants to come to because of the communities that you represent."

This year the League honored two individuals—Jonesboro Mayor Harold Perrin and North Little Rock Mayor Joe Smith—with the John Woodruff "City Above Self" Award. The award is presented to a person who has provided lasting benefits to cities and towns of Arkansas, either collectively or individually, by being an outstanding example of dedication to their improvement.

Mayor Perrin will retire at the end of this year after serving 12 years as Jonesboro's mayor, and he previously served 15 years on the city council. He is also the League's immediate past president. "Improving the quality of life overall in Jonesboro is a venture he has tackled throughout his administration," said League Executive Director Mark Hayes. "His list of accomplishments and accolades doesn't adequately describe the man, who is synonymous with the city he oversees."

Mayor Smith has served the city of North Little Rock, home of the Arkansas Municipal League, since 1990, when he became director of community relations under longtime Mayor Patrick Henry Hays. He will step down at the end of this year after serving three terms as mayor. Smith served as League president in 2018-2019. "Because of his experience, Mayor Smith was able to take the reins and guide our city through many, many



Jonesboro Mayor and 2019-2020 League President Harold Perrin, on screen, delivers his outgoing presidential address remotely.

things,” Hayes said. “He has continued to grow our city through economic development and has been instrumental in bringing new business—big and small—to our city.”

The award is named in honor of the League’s former communications coordinator who, until his death in 2007, worked tirelessly and unselfishly for the cities and towns of Arkansas.

Eight municipal officials received the Adrian L. White Municipal Leadership Award this year. The award is presented to city officials who have served with distinction and dedication on the League’s boards, councils or committees for six years. The award is named in honor of White, who was mayor of Pocahontas from 1967-1974 and a former League president and vice president. The recipients are Finance Director Joy Black, Bryant; Mayor Bill Edwards, Centerton; Council Member Robin Reed, Centerton; City Director Karen Garcia, Hot Springs; Director of Strategic Operations Emily Cox, Little Rock; Mayor Parnell Vann, Magnolia; Mayor Greg Hines, Rogers; and Recorder/Treasurer Rick East, Smackover.

Three municipal leaders who have served their cities and the League for 12 years received the Marvin L. Vinson Commitment to Excellence Award, named for the longtime Clarksville mayor who served from 1983 until 2001 and was League president in 1992-1993.

## ACCRTA elects officers for 2020-2021

Like the League, the Arkansas City Clerks, Recorders and Treasurers Association (ACCRTA) held their annual business meeting remotely this year on July 31, electing a new slate of officers for 2020-2021.

The new ACCRTA officers are Batesville City Clerk/Treasurer Denise Johnston, president; Clinton Recorder/

The recipients are Mayor Darrell Kirby, Bay; Council Member C.T. Foster, Crossett; and Mayor Harold Perrin, Jonesboro.

Three city officials received the Jack R. Rhodes Sr. Distinguished Service Award. The award is presented to officials who have served their cities and the League for 25 years. Rhodes served as a mayor of Lake Village from 1957 until his retirement in 1990 and was League president in 1981. This year’s recipients are Council Member Randy Aden, Paragould; Mayor Jackie Crabtree, Pea Ridge; and Council Member James Pulliam, West Memphis.

Seventeen cities and towns received the Four Star City Award for demonstration of excellence in loss control and employee safety, wellness, vehicle safety, and prevention of liability. They are: Atkins, Biscoe, Cammack Village, Cove, Foreman, Huntington, Jasper, Lamar, Magazine, Mansfield, Melbourne, Murfreesboro, Oppelo, Smackover, Summit, Tyronza and Wilmar.

The Arkansas City Clerks, Recorders and Treasurers Association named Clinton Recorder/Treasurer Dena Malone its Clerk of the Year. The award is presented each year to a member of the Association who has made significant contributions to the objectives of the municipal clerk profession, to the improvement of local government, and to the clerk’s community. 🏛️

Treasurer Dena Malone, vice president; Mansfield Recorder/Treasurer Becky Walker, vice president; North Little Rock City Clerk/Treasurer Diane Whitbey, treasurer; and Maumelle City Clerk/Treasurer Tina Timmons, secretary. 🏛️



# 771 attendees represented 237 cities and towns at the Arkansas Municipal League's 86<sup>th</sup> Annual Virtual Convention



PHOTOS BY ANDREW MORGAN AND BEN CLINE

## Alexander

Mayor Paul Mitchell  
Council Member Juanita Wilson  
Administrative Assistant Lynn Hightower  
Court Clerk Amanda Douthit  
Human Resources Director Melissa Ratliff

## Alma

Mayor Jerry Martin  
Council Member Gary Perry

## Altheimer

Mayor Zola Hudson  
Recorder/Treasurer Doris Hudson-Gaddy  
Council Member Tina Burton  
Council Member Sheron Burton  
Council Member Linda Gipson  
Council Member Essie Robertson

## Altus

Mayor Veronica Post  
Council Member Mary Darter  
Council Member Catherine Henry

## Anthonyville

Mayor Leroy Wright, Sr.  
Recorder/Treasurer Shirley Craig

## Arkadelphia

City Manager Gary Brinkley  
City Clerk Jessica Davis  
City Director Taylor Chaney  
City Director Reo Cummings  
City Director David Goodman  
City Treasurer Shacresha Wilson  
Communications Director Julie Lacy  
Finance Assistant Chama Williams  
Vice Mayor Roland Gosey

## Arkansas City

Mayor Rick Hales

## Ash Flat

Recorder/Treasurer Charlotte Goodwin

## Ashdown

Mayor James Sutton  
Clerk/Treasurer Kirk Mounts  
Council Member Lorene Pearson  
Deputy City Clerk Michelle Harp

## Augusta

Mayor Jeffery Collins  
City Clerk Essie Nichols  
Assistant to Mayor Rebecca DeShano  
Court Clerk Della Fobbs

## Austin

Mayor Bernadette Chamberlain  
Council Member Laurel Carnes

## Bald Knob

Mayor Barth Grayson

## Barling

Mayor Wally Gattis  
City Administrator Steve Core  
City Clerk Florene Brown  
City Treasurer Charity Gregory  
Human Resources Director Megan Griffin

## Batesville

Mayor Rick Elumbaugh  
Clerk/Treasurer Denise Johnston  
Council Member Thomas Bryant  
Council Member Fred Krug  
Council Member Doug Matthews  
Council Member Pete Musgrave  
Assistant to Mayor Jennifer Corter  
City Engineer Damon Johnson  
Deputy City Clerk Donna Smith

## Bay

Mayor Darrell Kirby  
Council Member Larry Hall  
Council Member Curtis Hogan

## Beaver

Mayor Ann Shoffit

## Beebe

Clerk/Treasurer Carol Westergren  
Council Member Linda Anthony  
Council Member Matt Dugger  
Council Member Derrek Goff  
Council Member Tracy Lightfoot  
Council Member Debra Lee McLane  
Fire Chief William Nick, Jr.  
Animal Control Erica Darden  
Code Enforcement Officer Milton McCullar  
Court Clerk Jennifer Latture  
Human Resources Director Kim Weeks  
Public Relations Kristen Boswell

## Beedeville

Recorder/Treasurer Polly Adams

## Bella Vista

Mayor Peter Christie  
City Clerk Wayne Jertson  
Council Member Stephen Bourke  
Council Member John Flynn  
Council Member Larry Wilms  
Finance Director Cary Elsten  
Human Resources Director Glenda Kelderman

## Benton

Mayor Tom Farmer  
City Clerk Cindy Stracener  
City Attorney Baxter Drennon  
City Attorney Brent Houston  
Finance Director Mandy Spicer







**Bentonville**

Mayor Stephanie Orman  
 Council Member Cindy Acree  
 Council Member William Burckart  
 Council Member Chris Sooter  
 Administrative Assistant Janice Hopkins  
 Assistant Finance Director Jessica Thurman  
 Econ. Dev. Director Debbie Griffin  
 Finance Director Jake Harper

**Berryville**

Mayor Tim McKinney  
 Economic Development Director  
 Chris Claybaker

**Bethel Heights**

Mayor Cynthia Black  
 City Attorney Joe Summerford

**Big Flat**

Mayor Glenda Wiseman

**Black Rock**

Mayor Bonnie Ragsdale  
 Assistant to Mayor Darlene Schmidt

**Blytheville**

Mayor James Sanders  
 City Clerk Connie Mosley-Brents  
 Council Member John Musgraves  
 Council Member Matt Perrin  
 Administrative Assistant Dorothy Erby  
 Human Resources Director Melisa Logan

**Bono**

Mayor Danny Shaw  
 City Attorney Rhonda Davis

**Bradford**

Mayor Dennis Whiterner

**Briarcliff**

Recorder/Treasurer Renate Schmitt

**Brinkley**

Mayor Gary Henard  
 Council Member Ron Burrow  
 Council Member Wally Shaw

**Brookland**

Mayor Kenneth Jones

**Bryant**

Mayor Allen Scott  
 Council Member Star Henson  
 Council Member Brenda Miller  
 Animal Control Tricia Power  
 Finance Coordinator I Crystal Winkler  
 Finance Coordinator II Nichole Manley  
 Finance Director Joy Black  
 Human Resources Assistant Alisha Runnells  
 Human Resources Director Charlotte Rue

**Bull Shoals**

Recorder/Treasurer Tina Bailey

**Cabot**

Mayor Ken Kincade  
 Council Member Eddie Long  
 Council Member James Reid  
 Council Member Doug Warner  
 Council Member Matt Webber  
 City Attorney Ben Hooper

**Cabot Waterworks**

Finance Manager Bruce Brown

**Caddo Valley**

City Attorney Madeline Bennington

**Calico Rock**

Mayor Greg Hamby  
 Recorder/Treasurer Stacy Stanford  
 City Attorney Connie Barksdale  
 Deputy City Clerk Polly Killian

**Calion**

Mayor Bill Yutzy  
 City Treasurer Jamie Morgan

**Camden**

City Clerk Donna Stewart  
 Council Member Chris Aregood  
 City Attorney Michael Frey

**Caraway**

Mayor Bo James

**Cave City**

Mayor Jonas Anderson

**Cave Springs**

Mayor Randall Noblett  
 Recorder/Treasurer Kimberly Hutcheson  
 Council Member Lori Bond

**Centerton**

Mayor Bill Edwards  
 City Clerk Todd Wright  
 Council Member Wayne Low  
 Council Member Josie Reed  
 Council Member Robin Reed  
 Council Member Darren Warren  
 City Attorney Brian Rabal  
 Administrative Assistant Shannon Zappettini  
 Assistant Finance Director Katie Reynolds  
 Finance Director Pam Grant  
 Human Resources Director Jocelyn Diaz

**Charleston**

Council Member Sharon Sharpe

**Cherokee Village**

Mayor Russ Stokes

**Cherry Valley**

Recorder/Treasurer Stacey Bennett

**Clarendon**

Council Member Tameka Piggee

**Clarksville**

Mayor David Rieder  
 Clerk/Treasurer Barbara Blackard  
 Council Member Judy Weaver  
 Council Member Freeman Wish  
 Economic Development Director  
 Stephen Houserman

**Clinton**

Recorder/Treasurer Dena Malone

**Coal Hill**

Assistant to Mayor Laura Bryant

**Conway**

Chief of Staff Jack Bell  
 Human Resource Director Lisa Mabry-Williams  
 Information Technology Director Aaron Knight  
 Planning Director James Walden

**Corning**

Mayor Greg Ahrent  
 Clerk/Treasurer J'Anna Couch

**Cotter**

Mayor Mac Caradine

**Crawfordsville**

Mayor Joe Marotti  
 Assistant to Mayor Susan Marotti  
 Administrative Assistant Karen Williams

**Crossett**

Mayor Crystal Marshall  
 Council Member Cary Carter  
 Council Member CT Foster  
 Council Member James Knight  
 Council Member Dale Martinie  
 Council Member Kerstin Mondragon  
 Council Member Sheila Phillips  
 City Attorney James Hamilton  
 Fire Chief Leroy Higginbotham  
 Accountant Clark Terrell  
 Code Enforcement Officer Tony Jones

**Damascus**

Assistant to Mayor Pamela Mahan

**Danville**

Mayor Phil Moudy

**Dardanelle**

City Clerk Frances Cross

**De Queen**

Mayor Jeff Brown  
 Clerk/Treasurer Donna Jones

**Decatur**

Mayor Bob Tharp  
 Recorder/Treasurer Kim Wilkins  
 City Attorney Michael Nutt

**Dell**

Mayor Danny Moody

**Dermott**

Council Member Chris Akins  
 Council Member Tanya Broadnax  
 Council Member Robin Cook  
 Council Member Helen King  
 Council Member Anthony Scott

**Des Arc**

Council Member Gail King

**DeWitt**

Mayor James Black  
 Council Member Perry Simpson



**Diamond City**

Mayor Linda Miracle  
 Council Member Victoria French  
 City Treasurer Stephanie Martin

**Dover**

Recorder/Treasurer Regina Kilgore

**Dumas**

Mayor Flora Simon  
 Clerk/Treasurer Shelly Billingsley

**Earle**

Mayor Sherman Smith, Sr.  
 Clerk/Treasurer Cynthia Conner  
 Council Member Jimmie Barham  
 Council Member Tyneshia Bohanon  
 Council Member Sandy Holloway  
 Council Member Tyrome Hurst  
 Council Member Robert Udell

**East Camden**

Recorder/Treasurer Amanda Harcrow

**El Dorado**

City Clerk Heather McVay  
 Council Member Paul Choate  
 Council Member Dianne Hammond

**Elaine**

Mayor Michael Cravens

**Elkins**

Mayor Bruce Ledford  
 Council Member Matt Francis  
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 Council Member Lindsay Watt  
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# WHAT CITIES AND TOWNS SHOULD KNOW DURING THE

# COVID-19

# PANDEMIC

## Governor extends public health emergency, addresses absentee voting in latest COVID-related executive orders

On Friday, August 14, Governor Asa Hutchinson announced Executive Order 20-45 for the Purpose of Renewing the Disaster and Public Health Emergency to Mitigate the Spread and Impact of COVID-19. Per the order, the declaration remains in effect for 60 days.

Additionally, the following executive orders are adopted and incorporated herein, as if set out word for word, and shall remain in effect until the expiration of this order or its renewal:

- Executive Order 20-05, regarding telehealth;
- Executive Order 20-06, extended by Executive Order 20-16, regarding the suspension of rules and statutes by state agencies;
- Executive Order 20-14, regarding the suspension of inperson witnessing and notarization of legal documents;
- Executive Order 20-15, regarding suspension of prohibitions for banks and corporations to hold shareholder meetings solely or partially by remote communication;
- Executive Order 20-18 and Executive Order 20-34, regarding access to healthcare resources;
- Executive Order 20-22 and Executive Order 20-35, regarding Workers' Compensation protections;
- Executive Order 20-33, regarding the protection of businesses from liability related to COVID-19;
- Executive Order 20-43 regarding the issuance of a face covering directive by the Arkansas Department of Health; and

- Executive Order 20-44 regarding state and federal elections.

The order also declared the following:

- All public and private gatherings of any number of people occurring outside a single household or living unit shall adhere to applicable directives or guidelines issued by the Secretary of Health.
- All businesses, manufacturers, construction companies, long-term care facilities, medical and dental providers, community and school-sponsored team sports, and places of worship shall adhere to applicable directives or guidelines issued by the Secretary of Health.
- K-12 schools and extracurricular activities shall adhere to the applicable directives or guidelines of the Secretary of Education or Secretary of Health.
- The Secretary of Health may issue orders of isolation and quarantine as necessary and appropriate to control the spread of COVID-19 in Arkansas, and the Secretary of Health, in consultation with the governor, shall have sole authority over all instances of quarantine, isolation, and restrictions on commerce and travel throughout the state. Cities and counties shall not impose any restriction of commerce or travel that is more restrictive than a directive or guideline issued by the Secretary of Health, in consultation with the governor.



- A state of emergency continues, and a regional emergency is declared pursuant to 49 C.F.R. Section 390.23, as applied to commercial vehicles transporting essential items of commerce during this emergency, including but not limited to, groceries, pharmacy items, medical equipment, goods, commodities, fuel, poultry and livestock.

At his press conference on Friday, August 7, Governor Hutchinson announced Executive Order 20-44 for the Purpose of Holding State and Federal Elections in the State While Following Social Distancing Guidelines Associated with COVID-19. Per the press release issued by the governor's office:


*Governor Asa Hutchinson issued an executive order today that allows Arkansans to vote absentee if they are concerned that voting in person may be a risk to their health or the health of others because of COVID-19. Executive Order 20-44 also allows elections officials to start processing the absentee ballots a week earlier than usual to allow for an anticipated increase in the number of absentee voters. He issued the executive order in response to an official request from the Arkansas Association of County Clerks.*

*This order affirms Secretary of State John Thurston's position that the fear of exposure to*

*COVID-19 or of exposing others at the polls is reason enough for a voter to cast an absentee ballot," Governor Hutchinson said. "If a significant number of voters chooses that option, elections officials could be overwhelmed. We've already seen a significant increase in the number of applications for absentee ballots. This executive order builds in extra time for them to process and authenticate absentee ballots to ensure an accurate count and a fair election.*

*The additional number of days for processing ballots will coincide with the 15-day early voting period. During that time, elections officials will be allowed to process only the registration information from the outer envelopes of an absentee ballot. By Arkansas law, they will not be permitted to open the ballots and count absentee votes until 8:30 a.m. election day. The deadlines for applying for an absentee ballot and submitting a completed ballot remain the same.*

*The application for absentee ballots and the deadlines are available on the Secretary of State's website."*

For links to all of Governor Hutchinson's COVID-related executive orders, as well as directives from Secretary of Health José Romero, please visit the League's COVID-19 Resources for Municipalities at [www.arml.org/covid](http://www.arml.org/covid). 


## League implements COVID-19 screening tool to further protect employees' health

**T**he Arkansas Municipal League has implemented a free, online screening tool that helps address a number of COVID-19 challenges in relation to protecting the health of its employees while aiding in the identification of symptoms. The screening tool will also be made available to League member cities and towns.

Created by 909 Healthcare, in collaboration with George Mason University, CoV19™ is an evidence-based screening tool that provides early and accurate evaluation of an individual's likelihood of contracting active COVID-19 and differentiates between flu and flu-like illnesses for both symptomatic and asymptomatic individuals. It has a predictive accuracy rate of 79 percent.

Simple, quick and easy to use, CoV19™ addresses a variety of COVID-19 diagnostic challenges, such as accurately identifying the virus based on common symptoms, the inadequate availability of testing, and the reality that asymptomatic individuals are difficult to identify.

"We were looking for a way to ensure that our employees were protected from COVID-19. We were doing everything we could—taking temperatures and requiring employees to answer a series of four simple questions regarding exposure upon entry, requiring masks be worn in common areas, and providing hand sanitizer and other hygienic items," said League HR Director Tracey Cline-Pew. "We have been using CoV19™ since the first of August have found it to be one of our best defenses against the spread of COVID-19 in the workplace."

To learn more about CoV19™, visit [909healthcare.com](http://909healthcare.com). The League will provide more information to membership about setting up your own free CoV19™ tool, or you may contact Cline-Pew for assistance. 

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Manage your municipal property coverage needs online at [www.arml.org/mpp](http://www.arml.org/mpp). Members can make changes to their municipal policy, add/delete properties and file and view claims. Create an MPP interactive account by emailing [mpp@arml.org](mailto:mpp@arml.org) your:

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For more information including a free quote on either of these programs, call (501) 978-6123.



# Visit the Municipal Vehicle Program's New Interactive Full Service Web Portal:

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



Manage your municipal fleet's coverage needs online at [www.arml.org/mvp](http://www.arml.org/mvp). Members can make changes to their municipal policies, add/delete vehicles and file and view claims. Create an MVP interactive account by emailing [mvp@arml.org](mailto:mvp@arml.org) your:

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# The human costs of quarantine on communication

By Steve McKee

**M**any people are developing new habits during this unusual time. Mine is yelling at my car's dashboard.

It's not the dashboard that's setting me off, or even the traffic I see over it (there's not a lot of traffic these days). It's actually the podcasts emanating out of my dashboard that are causing me increasing fits. Ever since human interaction has been curtailed due to the lockdown, I've been interacting with podcasters more. Or, I should say, not interacting with them, which is my problem.

As I listen to my favorite hosts opining about everything from sports to business to politics, a feeling of frustration is increasingly creeping over me. It's odd, because these are people with whom I don't always agree but for the most part respect. In a recent case, a particular host said something that I didn't think was exactly right, and it got under my skin in a noticeable way. Had we been colleagues conversing over a meal, I might have given him a look of confusion or asked him to clarify, and that would have been that. But we weren't conversing over a meal—we weren't even conversing—which gave me no other outlet but to talk to my car.

It was not a good look. Or a good sign, because I'm afraid it's happening to more of us, more often. One of the unintended, unanticipated side effects of

quarantining is that we're using fewer faculties to communicate.

Consider how a disagreement normally works. We have available to us all the tools of good communication: two-way conversation, time to volley back and forth, five senses through which we can take in nonverbal cues such as tone of voice, pitch and volume, facial expressions, eye contact (or the lack of it), gestures and even touch.

We unconsciously leverage every one of these tools as we navigate through conflict towards communication and ultimately to some level of understanding. That's how full-orbed human interaction works.

But take it back a notch to, say, watching television or sitting in an auditorium listening to a speaker. The communication is now one-way, not two. There is some time to soak in what's being said, so you are able to pick up additional clues that may help fit an off-putting remark into a larger context. You're also still able to take in a fair number of nonverbal cues, although your senses are limited to sight and sound. It's a significant step short of full communication.

Now dial it back even further to the podcast example. It's one-way. It typically transpires over several minutes or an hour, but nonverbal cues are limited to a single sense. You try to distinguish the sharp-tongued

versus tongue-in-cheek comment, and you listen for other clues that will help you put into context what you're hearing. But being spoken *to* rather than *with* makes it difficult to interpret anything with certainty—other than the bad take you think you just heard.

You can see where this is going—all the way to the sewer that is social media. It's full of one-way, instantaneous, character-limited (sometimes character-assassinating) declarations that are often fired off with little context and even less nuance.

I have regularly been unintentionally put off on Twitter by people I know and love, let alone people I don't know and whom I follow for reasons other than affection. I have a rule not to respond in kind, especially when something stirs a negative emotion, which these days I think is wiser than ever. But still, it's wearying.

It's tragic that people are losing loved ones, being laid off from their jobs, shuttering their businesses, missing cancer screenings, or delaying going to the ER with the early signs of a heart attack or stroke due to the virus and its effects. But the shutdown is also shutting down our ability to effectively communicate, which has serious consequences of its own. And until recently, I wasn't even conscious that it was happening.

But now I am, and you are, too. As human beings, we need all the help we can get to understand and be understood—all of our senses, all the time we can get to explore ideas, all of the back-and-forth that enables clarification and overcomes miscommunication.

When any of those things is delayed or denied, relationships suffer at work as well as at home. As leaders, it's our responsibility to overcome obstacles, and this is one that can trip up any team. But to address it we first must be aware of it, and now that I am, I know what to do.

Social media, blogs and podcasts can be fun and tasty, if consumed in moderation. But during this extended period in which we're being denied full-course communication, we must be careful they don't become the whole of our diet. Otherwise our relationships will be so starved for nutrition that we'll all be yelling at our dashboards—or worse.

*Steve McKee is president of McKee Wallwork + Co. (mckeevallwork.com) and the author of When Growth Stalls and Power Branding.*

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## Meet Jack Critcher, legislative liaison for the Arkansas Municipal League

### City & Town: What are your duties and responsibilities at the Arkansas Municipal League?



**Jack Critcher:** Monitor all legislative activity. The legislature meets in regular session only once every two years. Legislative committees, however, meet year-round, every year. It is crucial that we stay abreast of what is being considered at the State Capitol.

### How long have you been working at the Municipal League? How did you get started?

This August made 10 years. While serving in the Arkansas House of Representatives, I got to know the late Don Zimmerman well. He was a key resource for me when faced with legislative decisions dealing with municipalities. In 2010 Don asked me if I'd be interested in coming to work for the League, and I accepted his offer. It turned out to be one of the best decisions I've ever made.

### What is the biggest lesson you've learned working for the cities and towns of Arkansas?

That the work ethic, dedication and unselfish devotion to service by our municipal officials is far greater than most people realize. Their love for their community is at the heart of what they do.

### Where did you grow up? How has it changed?

**Stayed the same?** I grew up in Grubbs, Arkansas. As a youngster in the '60s, I vividly remember the green and white sign, north of town on highway 37, that read "GRUBBS Pop. 360." At that time, Grubbs had a cotton gin, which was the town's largest employer. My dad worked there. There were three grocery stores, three or four cafes, a pool hall, three gas stations, a blacksmith, a welder, two mechanics, a beauty salon, a barber shop and a handful of other businesses. Today, they're all gone, with the exception of one store and the barber shop. What has *not* changed about Grubbs is the people—the spirit, the family-like atmosphere of the community.

### What is your favorite spot in your hometown?

**Why?** My favorite spot is the school in general and the gymnasium complex specifically. The school was the focal point of our community. My nine siblings and I all attended school at GHS. My mother worked there as a janitor until she retired, making sure the floors were clean enough to eat off of. Today, the Home Economics Building has been converted into a very nice Community Center. My family still has Christmas parties there.

### What is your favorite part about working for the League and the cities and towns of Arkansas?

I have a lot! My coworkers' diligence, dedication and commitment to excellence is inspiring. I appreciate the atmosphere at League headquarters. It's a place where employees respect each other and will do whatever it takes to make sure we provide excellent service to our members. Last but not least, our executive director focuses on the well-being of the staff and goes out of his way to make sure each employee is provided every opportunity to excel at their job as they strive to assist our members. 🏠

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## Meet Dena Malone, recorder/treasurer for the city of Clinton, and ACCRTA Municipal Clerk of the Year

### City & Town: What are your duties and responsibilities at the city of Clinton?

**Dena Malone:** As recorder/treasurer, I am the official record keeper for the city. I take the minutes at the council meetings and maintain all official records, ordinances and resolutions. I am responsible for all accounts receivable, accounts payable, payroll for all departments, maintaining the budgets and the disaster recovery plan.



**Why did you choose your profession?** The previous recorder/treasurer was retiring. I had a great job that I had been at for 18 years, but I thought being the recorder/treasurer would be something I would like to do for a change, so I decided to run. I ran along with two other ladies, was in a runoff and won.

**What's your favorite aspect of your job? What's the biggest challenge?** I love the treasurer part and also being a servant to the citizens of my hometown. The biggest challenge is the city not having enough money to do everything we need and want to do.

**What's your favorite spot in Clinton?** The Archey Fork City Park. It is a beautiful park with softball fields, a playground, a disc golf course, a basketball court, a well-stocked pond, a fishing pier, a pavilion and a walking/biking trail that runs along the bank of the Archey Fork Creek, where people enjoy canoeing, fishing and more.

**What is the public perception of your job versus the reality?** Some perceive that it's an easy job and that I'm the mayor's secretary. But it is a challenging, time-consuming and sometimes stressful job that requires lots of multi-tasking because I am the one responsible for all of the city's finances and records along with other duties.

**In what season does Clinton shine the most?** The summer and winter seasons are when we shine. We have Archey Fest at the end of June, which features a classic car show, soapbox derby, softball tournament, carnival, arts and crafts, live bands and a spectacular firework show. Each Labor Day weekend, Bar of Ranch hosts the National Championship Chuckwagon Races, and in December Christmas in Clinton features a trade fair, Little Red River holiday studio tours and a Christmas in the Park celebration.

**What's the biggest lesson you've learned by working for a city government?** City monies can't be spent however you choose. There are state statutes and guidelines you have to abide by in order to stay compliant.

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

Join ACCRTA (Arkansas City Clerks, Recorders and Treasurers Association) and IIMC (International Institute of Municipal Clerks). Find a mentor clerk you can call on to ask questions and get help. Take advantage of all training opportunities. You can always learn something, no matter how long you've been in your position. 🏛️

A photograph showing construction workers in safety vests and hard hats working on a site. One worker is in the foreground, another is in the background near a piece of machinery.

**Difficult Times, Extraordinary Heroes.**  
During these unprecedented times, HW would like to thank those professionals on the front lines of the COVID-19 pandemic. Among these are our water and wastewater professionals maintaining our essential infrastructure. We would also like to express our sincere sympathy to those that may have been personally affected by COVID-19. As Americans, we do what we always do when faced with hardship. We unite, roll up our sleeves, and go to work at the task at hand without waver. At HW, it is no different. Although we have significantly changed the way we work, we have remained steadfast in support of our water and wastewater clients and their projects. We will get through this together. God Bless and stay well!

— Brett D. Peters, P.E.  
President & CEO

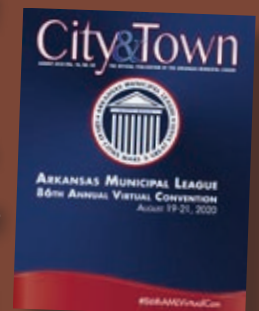
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# Current grant opportunities of interest to cities and towns

There are several grant opportunities currently available to cities and towns, from coronavirus funding to the state's rural broadband initiative. Below is an overview of those opportunities. For complete details, including eligibility requirements, links to applications and contact information for each grant, as well as how the League can assist you through the grant process, please visit the Grants Services section of our website at [www.arml.org/grants](http://www.arml.org/grants).

## Department of Commerce, Economic Development Administration, Public Works and Economic Adjustment Assistance Programs

**Deadline:** Ongoing

**Number of Awards:** 3,000

**Funding Amount:** \$100,000-\$3,000,000

- Match is determined based on the economic severity of the area (range 0-50 percent), in-kind is permitted; leveraged funds help the application's competitiveness.
- Provides economically distressed communities with resources to address a wide variety of economic needs. Supports work for the creation and retention of jobs and to increase private investment, advance innovation, enhance manufacturing capacities, provide workforce development opportunities and grow ecosystems that attract foreign direct investment.
- Supports construction, non-construction, planning, technical assistance and revolving loan fund projects.
- Permits administration costs.
- Next step if interested, contact your regional Planning and Development District.

## Arkansas Department of Finance and Administration, Department of Justice Coronavirus Emergency Supplemental Funding Program Phase II

**Deadline:** TBD

**Funding Amount:** \$1,994,970

- These grants are very similar to the DOJ's Justice Assistance Grants (JAG) but differ in that DOJ has expanded the typical costs which may be covered. Rather than being restricted to law enforcement/criminal justice, these funds may be used to prevent, prepare for and respond to the coronavirus.

- No matching funds required.
- Allowable projects and purchases include, but are not limited to, overtime, equipment (including law enforcement and medical personal protective equipment), additional personnel, supplies (such as gloves, masks, sanitizer), training, travel expenses (particularly related to the distribution of resources to the most impacted areas), and projects addressing the medical needs of inmates in local prisons, jails and detention centers.
- While this grant permits expenses for other departments such as fire and health, preference is given to the ones with ties to the criminal justice system.
- The grant also permits limited (10 percent) administration costs. There is also the potential instead of including up to 10 percent of the total grant budget as indirect costs which will let it be returned to the city's general fund.

## Arkansas Economic Development Commission, Arkansas Rural Community Block Grant Program

**Deadline:** Cycle II, March 11, 2021

**Funding Amount:** up to \$15,000; \$600,000 available

- Funds baseball/softball fields, community centers, walking tracks, park and playground equipment, pavilions, picnic tables, and library shelving. Fire departments have received funding for new fire stations, additional bays for existing stations, turnout gear, communications equipment, fire trucks, SCBAs, extrication equipment and brush trucks.
- 50-percent match (in-kind is permissible).
- Must have the approval of the governing body via resolution, if incorporated.
- Grant application MUST be submitted by an Arkansas Economic Development Commission certified grant writer. Consultant fees can be included in the request up to certain amounts.
- Cities not currently a party to one categorical grant and counties that are not currently a party to two categorical grants are eligible to apply under the program. Categorical grants include the Arkansas Community and Economic Development Program (ACEDP) and the Rural Services Block Grant Program administered by the Arkansas Economic Development Commission.



## Arkansas Rural Connect


**Deadline:** Extended indefinitely. Please submit your applications as soon as possible.

- Arkansas Rural Connect currently has \$4.7 million available, with the potential for additional funding at a future date. The grants will be distributed to ISPs to expand into unserved and underserved areas of the state. ISPs are eligible to receive up to \$3,000 per location (homes or business) to upgrade, although it is anticipated that some projects will not be that expensive.
- The ISPs and the Arkansas State Broadband Office do most of the work on the grant application process. The ISPs will submit applications which include technical and financial analysis of the proposal. The Arkansas State Broadband Office will have a team of technical reviewers analyze each ISP's proposal. A city's or town's role will be to "sponsor" one or more ISP by certifying to report on the project's status twice a year, notifying the Arkansas State Broadband Office about complaints about the ISP, and notifying the State when the ISP has completed the installation. Mayors will also be asked to provide a short explanation about any outreach with the community before deciding to participate.

## Department of Treasury, pass through to UAMS: Rural Broadband I.D. Expenses Trust Fund Grant to Execute Due Diligence Studies

**Deadline:** One-time funding distributed on a first come, first served basis.

- Neither previous award or current pursuit of such an award will disqualify cities applying for this grant.
- The grant is to cover expenses for broadband due-diligence business studies incurred by prospective federal broadband program grant applicants.
- No match required.
- Eligible costs include broadband due-diligence business studies, defined as analytical research designed to acquire the data necessary to support applications for federal grants or loans for broadband development programs. Without limitation, broadband due-diligence business studies include:
  - Full feasibility determinations, including economic business plans
  - Twenty-year financial break-even analysis
  - Competitive broadband analysis
  - Demographic analysis, with comparison to other projects
  - The ordering of construction plans to maximize return
  - Analysis of federal funding opportunities

For additional examples of eligible expenses, please review the full grant description on our website. 







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**Great Cities Make a Great State!**

# League welcomes Allen Green, loss control liaison

The League is pleased to introduce Allen Green, our new loss control liaison within the Municipal League Workers' Compensation Program.

Green will be the go-to person for all things loss control, providing accident prevention services for League members to help them reduce work-related injury claims. This can include onsite visits to conduct safety audits, hazard assessments, and safety and health program reviews. He can also conduct safety training and provide training materials on a variety of workplace safety topics.

Green comes to the League after serving as a senior safety specialist for DTE Energy in their Shreveport, Louisiana, natural gas division. He has also worked as a senior safety compliance officer for Southwestern Energy, serving in Pennsylvania, West Virginia and closer to home in Conway.

His interest in worker safety started early, he says. "After working at some places with very limited safety and environmental programs and resources during high school and college, protecting the health and safety of workers and the environment became my passion."

Green was born and raised in North Little Rock, where he graduated from Northeast High School (now part of the consolidated North Little Rock High School). "My parents still live in the same house I grew up in in the Indian Hills subdivision," Green says.



Green graduated from UA Little Rock with a degree in environmental health sciences and later obtained a post-graduate degree in occupational and environmental health from UAMS. It was there that he met his wife, Tina, and after graduation they moved to Cabot and raised two children, who are now grown. Allen and Tina now live on Lake Conway in Mayflower and enjoy spending time with their new grandchildren.

To learn more about how the League can help your city or town improve workplace safety, reach out to Green at 501-374-3484, ext. 122, or email [agreen@arml.org](mailto:agreen@arml.org).

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Otter Creek Planned Community in southwest Little Rock. Individuals pass but legacies linger.

## Building a legacy in our state

By Jim von Tungeln

In the mid-1960s, during the height of the Great Society era, there were six private urban planning firms operating out of the city of Little Rock. By the mid-1970s, due to competition from the newly established planning and development districts, there were two such firms. Although separate, they were intertwined and, together, left a lasting impact on the planning profession in our state.

The planning community remembered this in late July with the death of Tom Hodges, a key player in Arkansas' modern planning history. A brief review of his time in the world of planning may motivate the state's workers and elected officials to recall the lasting effect that good people can have on a profession. During these difficult times, it is good to remember the positive impacts made by dedicated individuals. It is "altogether fitting and proper" that we do so.

Prior to Hodges' time, planning in Arkansas depended on a group of dedicated planners working out of the Division of Community Affairs at the University of Arkansas. They travelled from Fayetteville to the far corners of the state forming planning commissions and preparing plans and supporting regulations.

Bill Bonner, known as the "Father of Planning in Arkansas," directed those professionals, who paid out of

pocket for meals or overnight lodging. Modern planners who find Zoom meetings tiresome perhaps can't imagine driving from Osceola to Fayetteville after a night meeting in the 1960s. These pioneers created a tough act, but a good example for young planners to follow.

Hodges' career started when he and classmates Jim Vines, Jack Castin and Richard Massey graduated from the University of Oklahoma with master's degrees in regional and urban planning. Tom graduated first and joined the consulting firm of Don Manes. He had a graduate degree from Harvard University and would also leave a lasting professional footprint on our state.

The field flourished with the demand for urban plans and the complicated requirements for urban renewal and related programs. Vines, son of legendary Little Rock radio farm reporter Marvin Vines, joined Hodges in 1970 to form a breakaway consulting firm located in downtown Little Rock.

From that beginning, a notable era in the history of planning in central Arkansas grew. A partial list of planners and other professionals who worked for or were associated with the firm reads like a who's who among planners and other professionals.

Castin, one of the most talented urban designers ever to grace our state, spent time with the firm. In



addition to designing the layout of the Otter Creek development (more on this later), he was the visionary who dreamed of the development of a vast area of vacant forestland west of what was then the far reaches of urban Little Rock. It also lay just beyond the western terminus of newly opened Interstate 630. That caught his attention.

As visionaries often do, Castin filled an office wall with dreams drawn on the thin, colored sketch paper old-timers called simply “yellow flimsy.” He would spell out what he had in mind to anyone within earshot. Few were willing to listen at the time. He continued drawing.

It turned out that one company, a subsidiary of Murphy Oil Company in El Dorado, owned most of the land. The company had purchased it years earlier on the cheap to hold for timber. Castin convinced the directors of both companies to “take a flyer” on a small subdivision. It became the seed that grew into what is known today simply as “Chenal Valley.”

That’s not a bad legacy for the son of a stonecutter from Okmulgee, Oklahoma.

Locally renowned architect Charles Witsell worked with the firm while on loan from his parent company and before becoming a legend in his own field. Engineers Joe Fox, Bill Dean, Pat McGetrick and others passed through after the firm expanded to include engineering services. With them came Bob Lowe, one of the early licensed professional surveyors in the state.

Chris McGetrick married Pat during her planning career with the firm. She would later become the first Arkansan to be named a fellow of the American Institute of Certified Planners after serving on its national board.

One of the most recognizable names to brighten the company’s roster was Jimmy Moses, son of a prominent Little Rock family with extensive ties to downtown. He began a planning career with the firm before leaving to become Little Rock’s master builder.

A host of other professionals, technicians and support staff associated with the firm went on to successful careers. The firm flourished, eventually moving into private development. That resulted in the creation of the Otter Creek community in the southwest part of Little Rock. It anticipated such modern trends in urban planning such as internal trail systems, mixed-use development, and a system of neighborhood parks connected by the trails. Today, it forms part of the region that houses the Bass Pro Shops, the lone outlet in the state.

The history of the firm did not always feature fair winds and following seas. Jim Vines contracted multiple sclerosis in the mid-1970s. Not long afterward, it ended his professional career and, eventually, his life. People came and went. Events at the national level, including

the syndrome known as “white flight,” bedeviled the best efforts of all involved.

Members of the firm left and became competitors by joining the firm of Don Manes and his brother-in-law Richard Massey. Federal programs that supported planning disappeared. Times were hard.

Saddest of all, progress of the Otter Creek development sagged despite its popularity with residents. One early inhabitant said, “For the first year we lived there, we felt like we were on a long vacation.” A love of home couldn’t overcome the national trend of population stagnation in many older cities. The remnants of the firm Hodges had founded disappeared. He would spend an interlude in Dallas working for childhood friend Jerry Jones, a name familiar to most Arkansans.

Hodges eventually returned to Little Rock. Through a series of events, he succeeded in resuscitating Otter Creek and bringing a surge of development to the entire area. Among other accomplishments was his selling the aforementioned Bass Pro Shops, along with others, on the area.

The original planned community has expanded and now serves as a popular living site. The group involved in its conception can be proud. The Hodges family can also be proud of what he accomplished and of the fact that many people lived richer lives because they knew him.

Eventually, members of the Manes firm drifted away as well. In the early 1980s, Arkansas cities were facing bankruptcy, and urban planning became a wasteland for consultants. In the latter part of the decade, however, the local option sales tax provided economic relief and many cities rushed to resume the function of planning, which had been ignored because of scarce resources. Demand for professional planning services still exists. Today, though, no firm in the state offers planning consulting to needy cities as its sole product. Perhaps some young folks are listening.

Maybe another Tom Hodges, with the ability to motivate young people in a worthwhile career, will appear. Our state is known, after all, for producing and attracting good people.

Oh, and a disclaimer: The urban planning firm started by Hodges and Vines was also the first professional home of a former U.S. Navy bosun’s mate, this piece’s humble narrator. He spent the first 10 years of his career there.



*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).*

# A new pandemic: Unemployment fraud

By Tracey Cline-Pew, League staff

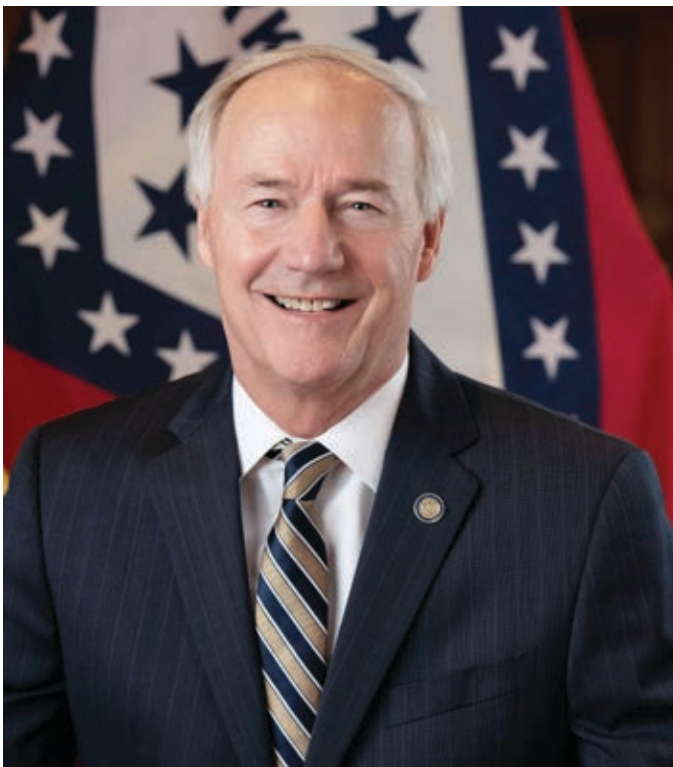
**T**he COVID-19 pandemic has created many challenges for cities and towns, including protecting employees, managing a remote workforce, employee leave, navigating the Families First Coronavirus Relief Act and more.

Just when we think we've risen to the challenge and conquered the beast (or at least gotten it under control), unemployment fraud lands on the doorstep! To date, the Arkansas Municipal League and eight employees have been targeted, including Executive Director Mark Hayes. Before you run screaming from the building, let me share what I have learned so far.

Police departments around the state are taking multiple calls every day from people reporting that their name and personal information has been used to make a fraudulent unemployment claim. It has become more widespread since the federal government made additional unemployment benefits available in response to the pandemic. Many people do not know they have been targeted until their employer receives a notice from

the Arkansas Division of Workforce Services (ADWS) or until they try to file a legitimate claim for unemployment benefits. The FBI National Press Office advises that people need to watch for communications regarding unemployment when they have not applied, unauthorized transactions on bank or credit card statements, any fees involved in filing or qualifying for unemployment insurance, unsolicited inquiries related to unemployment benefits, fictitious websites, and social media pages mimicking those of government agencies.

- Employers usually become aware of a fraudulent claim when they receive a Notice to Last Employer form from ADWS regarding an active employee. Once received, it is time for action in order to protect your employee from identity theft and your city or town's unemployment rates from skyrocketing. Here is a guide to get you started:
- Respond to the Notice to Last Employer and advise ADWS that it is a fraudulent claim and the person remains actively employed.
- Notify your employee that an unemployment claim has been filed using their name and personal information.
- Have the employee report the fraud to ADWS.
  - Via email at [adws.internalaudit@arkansas.gov](mailto:adws.internalaudit@arkansas.gov);
  - Via phone at 501-682-1058; or
  - Complete a secure fraud reporting form found at [www.dws.arkansas.gov](http://www.dws.arkansas.gov).
- Have your employee file a police report and provide a copy to you and ADWS. ADWS requires a copy of the police report in order to validate that the claim is fraudulent. In order to ensure that it is received, the employer should forward a copy of the police report in conjunction with their response to Notice to Last Employer.
- Provide your employee with information regarding protecting themselves from further identity theft. ADWS recommends:
  - Changing passwords on email, banking and other personal accounts;
  - Notifying credit card companies, banks and other financial institutions that you are a victim of identity theft and ask them to put a fraud alert on your account;
  - Obtain a copy of your credit report and dispute fraudulent transactions;



Not even Arkansas Governor Asa Hutchinson is immune. During a daily COVID-19 briefing in early August, the governor revealed that he, too, had received a fraudulent letter about an unemployment claim that he obviously did not apply for.



- Placing a credit freeze on each of the three major credit reporting agencies:  
Equifax: 800-349-9960;  
Experian: 888-397-3742;  
TransUnion: 888-909-8872;
- Placing a fraud alert on your credit file with the credit reporting agencies; and
- Having your employee visit the Arkansas Attorney General's website to learn more about how to protect their credit.

Because law enforcement entities have become overwhelmed by reports of unemployment fraud, the Arkansas Municipal League in collaboration with the Attorney General's office and ADWS developed an incident report that has been distributed to local police departments around the state. We are hopeful that this will simplify the process for everyone concerned.

ADWS is currently overwhelmed with both legitimate and fraudulent unemployment claims. Pay close attention to the Quarterly Listing of Reimbursable Benefits Paid that your city or town receives from ADWS. If you are being charged for a fraudulent claim, request a review of the charges by writing ADWS and including your reasons for the review and supporting

documentation. You have 30 days from the mailing date of the notice to make the request. Specific instructions are found on the Quarterly Listing of Reimbursable Benefits Paid. This is where the adage "document, document, document" really pays off. Provide all the documentation you have collected regarding the fraudulent charges, including a copy of the police/incident report, to support your request for a review.

For those of us who are tasked with the responsibility of human resources, COVID-19 has created tremendous challenges. However, it has also presented us with opportunities for growth, development and expansion of our professional knowledge. If the staff at the Arkansas Municipal League can assist you in any way, please do not hesitate to call. We also offer comprehensive COVID-19 resources for municipalities on our website at [www.arml.org](http://www.arml.org).



*Tracey Cline-Pew is the League's director of human resources. Email Tracey at [tpew@arml.org](mailto:tpew@arml.org), or call 501-374-3484 ext. 111.*



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# Youth and Millennial Leadership Program going virtual to reach future city leaders

By Mark Stodola

**W**ith the start of school this past month, the Arkansas Municipal League's Youth and Millennial Leadership Program, which is designed to educate students about careers in public service and the benefits and operations of municipal government, is having to creatively adapt to the virtual learning options the COVID-19 pandemic has caused. It appears much of the instruction in both high schools and colleges will be provided online via meeting apps like Zoom that have become ubiquitous this year.

Last fall the program got off to a good start with presentations to several hundred high school and college students in the classroom and through school-wide assemblies. This year we are adapting to the new normal by contacting high school social science teachers and college professors and offering to present the program to their students virtually. We will also be contacting mayors and local officials in cities that have youth councils.

We need your help to spread the word. Executive Director Mark Hayes and the leadership team at the League realize that young people are the future elected officials and employees of our cities and towns. With baby boomers exiting the public sector workplace at a rapid rate and with the growing number of job vacancies, the challenge we have as leaders is to bring motivated new workers into local government, while also creating a workforce that reflects the diversity of communities we serve. How do we market a career in public service and make it attractive? How do you

encourage students to think of local government service as a future career?

In order for cities to recruit and retain top talent, it is important that we educate them about careers in public service and the benefits and operations of municipal government. Many people of all ages, especially young people, do not realize how dependent their daily lives are on reliable, consistent services that are provided by local government—everything from the water we drink, to the water we flush, to the storm water we remove from our streets. As we all know, police protection, fire protection, the building of streets, parks and playgrounds are all services performed by local government. And in every instance, it requires skilled municipal employees to provide these services, which in turn provide people with a wealth of opportunities for a career in public service.

The importance of our Youth and Millennial Leadership Program is borne out by the comments of Ramiro Inguanzo, an assistant village manager of Bal Harbor, Florida, who teaches classes on local government. When he teaches he asks, "What do you want when you graduate?" For each career his students mention—whether in information technology, healthcare, education, creative arts or others—he tells them, "You can do that in government." The crime scene investigators may not have the same wardrobe as they do on TV, but those are all government jobs.

As local leaders we must be vigilant and creative in our approaches to attracting new young workers. The disruptions to the economy, including COVID-19, have

created challenges. A recent Zoby poll commissioned by the U.S. Conference of Mayors found that among those 18-29 years old there was a noticeable cynicism as to current job prospects and the future economic outlook. Only 19 percent feel that the worst of the financial crisis of a decade ago is behind them. The largest plurality, 30 percent, say they are still in the “headwinds” and that it is hard to plan their future. One-third of those polled do not believe they will be better off than their parents.

Local government jobs for young people are attractive if we can recruit and retain them. In a recent opinion research report conducted by the National Institute on Retirement Security, 84 percent of state and local employees surveyed who fit within the “millennial” age group are satisfied with their job. This high job satisfaction comes despite the sentiment of 80 percent of respondents who feel that they could earn a higher salary in the private sector. Some 78 percent say their health care benefits is one reason they chose a position in the public sector, and 77 percent say they would be more likely to leave their job if their benefits were cut. Also, a high number of millennials—84 percent—say that a person’s benefits is the reason they stay in a state and local government job. Of these millennials, 71 percent say that cutting their pension benefits would make them more likely to leave their state or local government job.

The Bureau of Labor Statistics indicates that as of December 2019, there were about 14.6 million local government employees. About one-third of those employees were millennials, according to the report. By 2030, 20 percent of the United States will be over the age of 65. This is the reason why the League’s Youth and Millennial Leadership Program is so important. With this League program and those you initiate in your local communities, we can educate and recruit young top talent for jobs in the public sector.

Help us by reaching out to your local high schools and college teachers to help set up a presentation from the Arkansas Municipal League so we can educate the leaders of the cities of tomorrow. If possible, and you are willing, we will include you in the presentation!

Contact me as indicated below, or contact my assistant, Pipere Brettell, at [pbrettell@barberlawfirm.com](mailto:pbrettell@barberlawfirm.com), or at 501-541-7302 to schedule a presentation. Looking forward to seeing you virtually!



*Mark Stodola is an attorney and League consultant. He served as mayor of Little Rock from 2007–2018 and was the 2017-2018 president of the National League of Cities. He can be reached at 501-454-7070 or email at [mstodola@barberlawfirm.com](mailto:mstodola@barberlawfirm.com).*

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A mural in downtown Beebe celebrates the city's history. An assessment of the city's strengths and opportunities, conducted in August by the UCA Community Development Institute's Advanced Year students, will help Beebe plan for its future.

## First Impressions Tour gets to know Arkansas town from a unique perspective

By Shelby Fiegel

The University of Central Arkansas Community Development Institute (CDI), a three-year community and economic development training program with one week of training per year, is held the first week of August by the Center for Community and Economic Development (CCED). Like many other large events across the state, due to rising COVID-19 cases, the CCED staff decided to cancel CDI 2020 for the Year 1, Year 2 and Year 3 classes. Fortunately, the CDI 2020 Advanced Year class, an optional, additional year of training for a small group of CDI graduates, was able to move forward.

During the week of August 3-6, nine CDI graduates and community and economic development experts from Arkansas, Texas and Oklahoma traveled to Beebe to conduct a high-level assessment of the community based on online research, a driving tour, interviews with community leaders, on-the-street interviews and a virtual focus group with citizens. Through their work, they shared a community presentation streamed via Facebook Live on the city's Facebook page that outlined strengths, weaknesses, opportunities, threats, "Badger Bites" (short-term goals) and "Vanguard Vision" (long-term goals).

While the CDI Advanced Year is a unique experience for both CDI participants and the Arkansas community they are working with, other communities

across the state can easily replicate the Advanced Year process to assess their own community.

The class completes what the CCED staff call a "First Impressions Tour" (FIT) of the community. The FIT entails the following:

### Online research

The community's online presence is assessed through the lens of different personas, such as a single, young professional looking to move to the community, or a family with children looking to relocate. Other personas could include a retiree, current citizen, tourist, small business owner and industrial prospect. A SWOT (strengths, weaknesses, opportunities and threats) analysis is completed for city and community websites, social media pages, Arkansas Site Select, online real estate databases and travel websites based on the personas.

### Driving tour

The driving tour assessment focuses on the community's physical infrastructure (highways, roads, sidewalks, public utilities, signage and beautification efforts), social infrastructure (schools, health care, arts and cultural amenities, parks/recreational amenities and housing) and economic development infrastructure (small businesses, large employers, site and commercial building availability and downtown development). These



amenities in the community are rated as very good, average, needs improvement or not available. During the driving tour, notes should be taken about why each amenity was given a particular rating.

## Interviews and focus groups with leaders and citizens

Interviews and focus groups with community leaders and citizens are a very important part of the FIT process. If possible, these conversations should include representatives from local government, economic development, health care, education and workforce, nonprofits, faith-based organizations and the business community.

These representatives are divided into groups to have open conversations centered on seven key topics:

1. Education and workforce,
2. Health and wellness,
3. Recreation and things to do,
4. Downtown development,
5. Business and industry,
6. Arts and culture, and
7. Physical environment (built environment, natural environment, infrastructure, utilities, etc.).

Participants in the interviews and/or focus groups are asked what is working well, what are the greatest challenges/opportunities and what should be prioritized moving forward for each topic area.

Based on the information gathered, a summary of findings is shared with the community and “next steps” (short- or long-term goals) are identified for the community to consider moving forward. The First Impressions Tour can be led by leaders within a community, but CCED staff recommends that a community interested in completing a FIT reach out to community and economic developers or leaders from a different community to assist with the assessment.

The CCED staff will continue to follow up with Beebe and a printed report of the CDI 2020 Advanced Year’s findings will be shared with city leaders.

If you are interested in developing a First Impressions Tour of your community, please email me at [sfiegel@uca.edu](mailto:sfiegel@uca.edu) or call 501-450-5269. If you are interested in learning more about the Community Development Institute, visit [www.uca.edu/cdi](http://www.uca.edu/cdi). CDI 2021 will be held August 2-6, 2021.



*Shelby Fiegel is director of the Center for Community and Economic Development at the University of Central Arkansas. Contact Shelby at [sfiegel@uca.edu](mailto:sfiegel@uca.edu) or 501-450-5269.*

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# Tips for masking in the age of COVID-19

By Keyur Vyas, M.D.

**M**asks are now part of our everyday realities. We see them at work, at school and while we're out and about. Scientists are constantly learning more about masks and their benefit as one of our key strategies for containing COVID-19. So let's revisit some of the basics about masks and learn what's new.

## Who should wear a mask?

The Centers for Disease Control and Prevention (CDC) recommends everyone age 2 and older wear a mask in public and when around people who don't live in their immediate household. This is particularly important when it's difficult to practice social distancing, defined as staying away from others by at least 6 feet. Masks are most likely to reduce the spread of COVID-19 when they are used widely.

## Who shouldn't wear a mask?

Very few people cannot tolerate wearing a mask. Persons with certain sensory disorders, such as some forms of autism, may not be able to tolerate masks. Children under age 2 or those unable to remove a mask without assistance in an emergency should not wear masks.

## Why wear a mask?

The CDC recommends simple cloth face masks to trap droplets you exhale close to your face that can contain COVID-19 virus if you're infected. Even if you have no symptoms, you could spread the virus to others. Masks help prevent this. Your mask helps protect others. Other people wearing masks helps protect you.

Social distancing is still important. While masks prevent you from spreading COVID-19 to other people, social distancing also helps protect you from being infected by someone who may have COVID-19. Masks and social distancing work hand in hand.

When you're wearing a mask, make sure it covers both your nose and mouth.

## What to look for in a mask

Whether bought or homemade, masks should have multiple layers of tightly woven cotton that forms a tight seal around your face, held in place by either straps around the ears or the back of the head, with no gaps or vents. It should cover both the mouth and nose. There are many different styles of masks that are appropriate, so everyone should be able to find one that fits comfortably.

N95 respiratory masks are designed for medical professionals and require special fit testing to function properly. They are for people in close, continuous contact with someone who is sick with the virus and undergoing certain specialized medical procedures.

## What not to wear

Masks with exhalation valves or vents should not be worn. These allow your breath and droplets to escape into the air around you, which defeats the purpose of wearing a mask.

Likewise, crocheted masks or others with holes without a filtering liner are not recommended. Research also indicates that bandanas and neck gaiters may not prevent respiratory droplets from spreading as well as multilayered cloth masks do.

## How to care for your mask

Cloth masks should be washed frequently to keep bacteria from building up. Washing after a day's use is a good rule of thumb. Keep a few in rotation so you have a clean mask handy. Store-bought "procedural" masks can be reused as long as they are intact, clean, dry and able to maintain their shape and fit.

## If you're sick, stay home

All that said, if you're sick or think you might have COVID-19 or have been exposed to someone with COVID-19, please don't visit public spaces. You should stay home and also try to separate yourself from other people and animals within your household to help prevent spread. If you must be around others while sick, wear a mask, keep interactions brief and maintain physical distance.

Wearing a mask, physical distancing and regular hand hygiene will help us slow the spread of this virus. We should all become comfortable taking these measures as it is likely they will be necessary for the foreseeable future until an effective vaccine is available. The more we adhere to these measures, the better off we will be.



*Keyur Vyas, M.D., is an associate professor in the Internal Medicine Division of Infectious Disease in the College of Medicine and medical director for infection prevention at the University of Arkansas for Medical Sciences.*



# GOVERNOR'S LONG TERM HIGHWAY FUNDING PLAN

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PHOTO BY KRISSEY KIMBRO THOMASON

Members of Winslow's tree board—responsibly masking and socially distancing—proudly display their Tree City USA flag.

## Tree City USA recognitions promote and protect community forests

By Krissy Kimbro Thomason

**T**he next time you enter a town in Arkansas, pay attention to the signage welcoming you at the city limits. If you are entering Eureka Springs, you may notice a recognition sign listing them as a “Tree City USA community.” They are the longest-running active Tree City USA community Arkansas. Delight, with a population of 295, also has signs on the highway recognizing them as a Tree City USA community. They are the smallest Tree City USA community in the state. What does the Tree City USA logo posted at the edge of a community portray to residents and tourists, and why are cities so proud to be recognized as such?

The Tree City USA program and affiliated programs discussed below are administered and overseen by the Arbor Day Foundation. Started in 1976, Tree City USA is a nationwide movement that provides the framework for communities to manage and expand their public trees. The Arbor Day Foundation has since expanded the number and scope of programs they offer to help people nationwide celebrate the importance of trees. Utility companies can be recognized for promoting

sound management of the urban tree canopy as they work to keep natural gas, electric and other rights of way operational for utilities. Programs are also now available to medical facilities and schools ranging from the pre-K level up to university campuses. Each of the programs helps fulfill the goal of protecting and promoting trees in the urban landscape.

### Becoming a Tree City USA community

Tree City USA is likely the Arbor Day Foundation program most familiar to Arkansas residents. Almost 30 percent of the state's residents live in a Tree City USA community. In 2019, 40 communities in Arkansas received Tree City USA recognition. As stated on the Tree City USA website, the program is “a great opportunity to celebrate the importance of an urban tree canopy and improve care of these vital city trees.” Communities that qualify for Tree City USA awards are incorporated municipalities and military bases. Little Rock Air Force Base, for example, has been a Tree City USA community for 27 years.



To qualify as a Tree City USA community, the Arbor Day Foundation and the National Association of State Foresters established four standards to ensure that every community that qualifies would have a viable tree management program and that no community would be excluded because of size.

1. A professional forester, arborist, city department, citizen-led tree board or some combination of these must be designated to care for all trees on city property.
2. City ordinances should give this responsibility for tree care to the appropriate individual(s) and codify the city's urban forestry policy.
3. The annual budget should reflect a minimum \$2 per capita investment in the planting, care and removal of city trees. Most communities are already spending at least that amount on tree care by investing in irrigation, mulching and the personnel costs associated with tree care. For instance, the city of Prescott, a Tree City USA community, utilizes city linemen for much of their tree trimming, so the cost of those employees can be allocated to this.
4. Finally, the city must pass an Arbor Day proclamation to be recited at an Arbor Day ceremony, which is wonderful opportunity for the community's officials and citizens to gather in celebration of the benefits of community trees and the work accomplished to plant and care for them.

## Tree Line USA: Utility companies and co-ops

The Tree Line USA program is geared toward utility companies. As an example, Carroll Electric Cooperative Corporation, based out of Berryville, has earned this recognition for seven years. In order to qualify for recognition, utility companies and co-ops must comply with the program's core standards: quality tree care, annual worker training, tree planting and public education programs, establishment of a formal tree-based energy conservation program, and establishment of an annual Arbor Day ceremony.

## Growth Award: Sustaining sound management of community forests

The Growth Award program was implemented as a way to recognize communities that go above and beyond in showing growth of their urban forestry programs. Just this year, a nationwide committee composed of Arbor Day Foundation leadership and state urban forestry coordinators from Oregon, Illinois and Arkansas updated the activity options and points available to communities applying for the Growth Award. The city of Fayetteville, which has earned the Growth Award for seven years, could be a wonderful resource for the 39 other Arkansas communities that are now eligible to apply for the Growth Award in 2020.



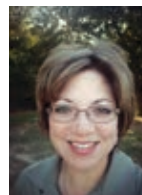
PHOTO BY LYNN MCCARTHY

Cotter Mayor Mac Cardine, left, accepts the Tree City USA Growth Award, presented by the Department of Agriculture Forestry Division's Kenny Smothers, right.

## Resources for applicants

Detailed descriptions of the requirements and process for applying for all of the Tree City USA programs can be found on Arbor Day Foundation's website at [www.arbor-day.org/programs](http://www.arbor-day.org/programs). The Urban and Community Forestry staff of the Arkansas Department of Agriculture's Forestry Division is also available to provide technical assistance and advice. Harold Fisher, urban forestry partnership coordinator, oversees the applications for and distribution of awards for Arbor Day Foundation programs in Arkansas, and he is an excellent resource for applicants.

For 2019, Arkansas gained three new Tree City USA communities, had one new Growth Award recipient and attained a recertification rate greater than 90 percent. What steps can you take today in your community to help Arkansas grow those numbers for 2020?



*Krissy Kimbro Thomason is the Urban Forestry Coordinator for Arkansas Department of Agriculture-Forestry Division. Contact Krissy at 479-228-7929 or email [kristine.thomason@agriculture.arkansas.gov](mailto:kristine.thomason@agriculture.arkansas.gov).*



PHOTOS COURTESY MCCLELLAND CONSULTING ENGINEERS

Native, drought-resistant trees planted in a gravel drainage swale make for easy maintenance of the median.

## Landscape design with maintenance in mind

By Anthony Vanderploeg, PLA, ASLA

**A**s a landscape architect, one never really knows what type of design project may be coming next. The beginning of the process can include obtaining funding, gathering ideas, connecting with the community, observing the existing landscape and site conditions and their relationship to neighboring properties, establishing access to and from the site, and various other factors that determine whether or not a design will be successful upon completion.

One item that is easily overlooked while in the design phase is the maintenance of the site once the design and construction phases are complete. Clients are often handed a set of plans that look great on paper, and hopefully look even better upon installation. What many landscape architects can easily overlook is what the project will look like in five, 10 or 20 years, and what it took to get the project there over that span of time. Proper site design should always take maintenance into

account, from the initial design concepts all the way to final details. What it will take to keep the site in line with the design intent is just as important as what's delivered on paper.

As my professional career has progressed, I have had the opportunity to work both in a professional office designing large-scale developments, parks, urban renewals and countless other projects, as well as out in the field focusing on installation and maintenance. Working both ends of the spectrum has allowed me to use what I have learned both in the office and in the field on a daily basis.

The most important factor will be to consider the client's expectations, including aesthetic sense and landscape needs. No two projects are ever identical, whether you are designing a new bank on 1.5-acre site or a new sports complex in an existing park, every job is going to have a specific set of needs depending on the desired outcomes.



One outcome consistent with every project is going to be the maintenance once the installation is complete and the site is being used as intended. Maintenance can be wide ranging. Using the examples above, the maintenance needs for a bank are going to be very different from those of a sports complex.

The use of native vegetation is one of the best ways to accomplish this. Regardless of whether the project is in northern Wisconsin or southern Arkansas, the region in which you are working will have a native plant pallet that should be utilized as much as possible when putting together a planting plan. Native plants are adapted to fit into that specific environment and will almost always require less water once established. Native plants will also generally have a benefit to local wildlife habitats, providing shelter and food to birds and pollinators. Additionally, they are generally readily available at local nurseries and ready to plant.

Often overlooked when it comes to plant selection is how fast each particular plant grows, and how often it should be trimmed. Crepe myrtles are a favorite shrub throughout Arkansas for a variety of reasons. Once established they are hardy, they send out plumes of flowers for several months in the middle of the summer and they provide seasonal interest even in the winter. One of the most common mistakes people will make with crepe myrtles is to “crepe murder” them in late winter or early spring. That is, cut them back almost to the ground before they begin budding in the spring. Crepe myrtles are multi-trunked and will send out suckers as they age. Most will have three to five main trunks, and by properly maintaining them when young, a good trunk base can be set, with minimal pruning of smaller branches and suckers as they age. Whether you are using crepe myrtles or an oak species, it is always imperative to research proper maintenance for the plant prior to specifying it on a plan or putting it in the ground. The last thing anyone wants to do is to have to dig up a plant after five years because species selection and maintenance were not taken into account.

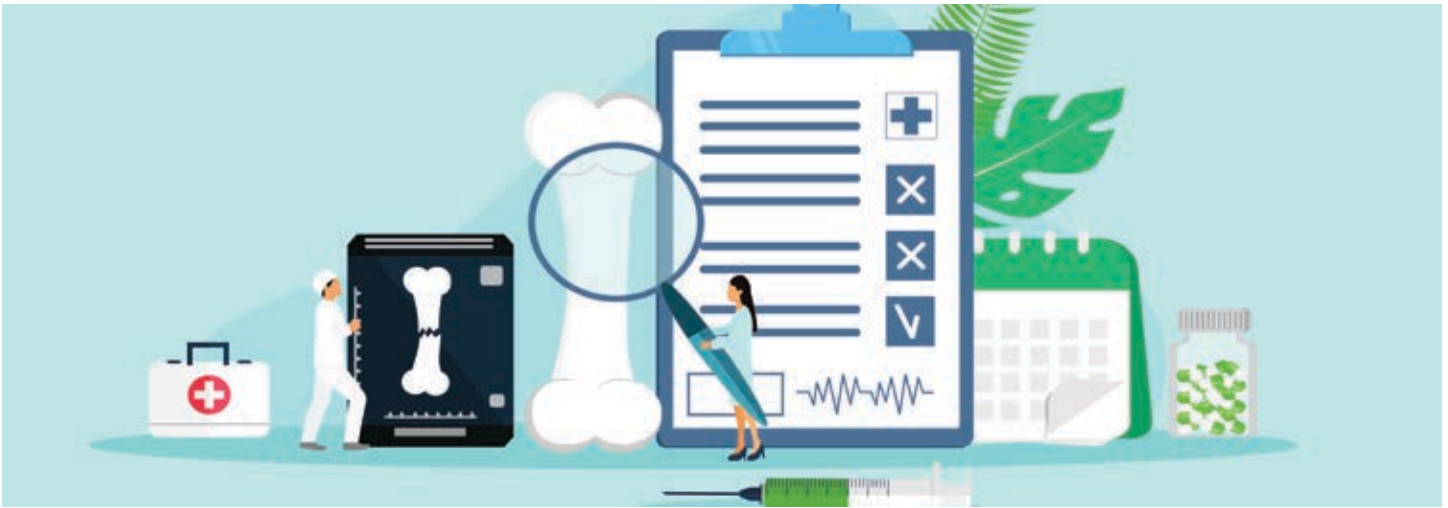


This newly planted oak tree is planted too close to the retaining wall and will eventually cause the wall to fail as the tree grows to maturity.

The main things to remember when designing a site are the current and future maintenance needs of the site. With a little bit of planning during the design phase of a project, a landscape architect can not only design a landscape that will be around for years to come, but also help control cost and labor simply by keeping future maintenance needs in mind.



*Anthony Vanderploeg, PLA, ASLA, is a professional landscape architect in MCE's Land Development Department in our Fayetteville office. Contact Tony by phone at 479 443-2377 or email [tvanderploeg@mce.us.com](mailto:tvanderploeg@mce.us.com).*



# Understanding the risks, causes and complications of osteoporosis

By Dr. Anita Bennett

**O**steoporosis is a medical condition in which the bones become brittle and fragile as a result of tissue loss. This is typically a result of hormonal changes, or deficiency of calcium or vitamin D. The complications of osteoporosis, including hip fractures and spinal fractures, can cause significant disability. We'll talk today about this condition, and whether you might be at risk.

## What causes osteoporosis?

Your bones are living tissues that are constantly being broken down and rebuilt by specialized cells. Osteoporosis is the result of the rebuilding process not being able to keep up with the breakdown of bone. The rebuilding process relies heavily on calcium and vitamin D. When you are very young, your body makes new bone faster than it breaks it down. As you get older, this gradually shifts to a steady state, then shifts to the breakdown outpacing the rebuilding.

Most people reach their peak bone mass by age 30. Think of this as a "bone bank account." You can only deposit into it until you are about 30 years old, but you have to rely on that bank account for the rest of your life. It is important to try to get to the highest peak bone bank balance that you can, so you can withdraw from your bone bank account as you age, without that balance dropping too low.

## What are the risk factors for osteoporosis?

Risk factors include things that decrease your bone bank deposits or increase your bone bank

withdrawals. Some risk factors are out of your control, but some you can control.

Risk factors include:

- Age—Risk increases as you get older.
- Sex—Women are at much higher risk for osteoporosis than men.
- Race—The risk is highest in people who are white or of Asian descent.
- Bone frame size—Smaller body frame size increases your risk.
- Family history—Having a close relative with osteoporosis increases your risk.
- Hormone levels, including:
  - Reduced estrogen levels at menopause is one of the greatest risk factors for women developing osteoporosis.
  - Reduced testosterone levels as men age also increases the risk.
  - Too much thyroid hormone can cause bone loss, either due to your thyroid being overactive, or taking too much thyroid hormone to treat an underactive thyroid.
  - Abnormal function of the parathyroid or adrenal glands.
- Dietary factors:
  - Low calcium intake—If you don't get enough calcium when you're young, you end up with a lower peak bone bank account. As you age, lower calcium intake doesn't allow you to keep up your balance.



- Eating disorders—Severely restricting your intake of food, or being significantly underweight, contributes to lower bone mass.
- Soft drinks—We are not sure why, but people who drink a lot of carbonated soft drinks do have a higher risk of osteoporosis, especially if this intake starts at a young age.
- Lifestyle factors:
  - Sedentary lifestyle—Weight-bearing exercise and activities that promote balance and good posture are beneficial for your bones, including walking, running, dancing, weightlifting and many others.
  - Smoking—Tobacco use has been shown to contribute to weak bones.
  - Alcohol—Regular consumption of more than two alcoholic drinks a day increases your risk.

### What are the complications of osteoporosis?

- Hip fractures—These are often caused by a fall. Hip fractures can result in significant disability and even increase the risk of death within the first year after injury.
- Spinal fractures—These fractures can occur from an injury, such as a fall. Sometimes the bones in

your spine become weak enough that they just crumple without any injury (like crushing an aluminum can). This can cause significant pain and can cause you to lose height or become unable to stand fully upright.

- Other fractures—Any bone in your body will be more likely to break from an injury.

Osteoporosis is a serious health concern in the United States. Over 1.5 million fractures per year are attributed to osteoporosis. Estimates indicate that medical costs in the U.S. for osteoporosis range from \$10 to \$22 billion yearly, which does not include the indirect costs of reductions in survival, quality of life and productivity.

In the next quarterly Wellness column, we will talk about how you can help prevent osteoporosis, as well as available treatments. If you have any questions about osteoporosis and are a member of the League's Municipal Health Benefit Program, please log into your eDocAmerica account and send us your question. We are here to help.

*Dr. Anita Bennett is health tip content editor for eDocAmerica, a free service offered through the Arkansas Municipal League's Municipal Health Benefit Program. For more information visit [www.edocamerica.com](http://www.edocamerica.com). This article is reprinted with permission.*

## MHBP offering expanded coverage through COVID-19 crisis


The Municipal Health Benefit Program (MHBP) has expanded its benefits to include important COVID-19 coverage while the public emergency persists. Members may now access expanded telemedicine benefits, enabling them to consult with their provider without going into an office.

We encourage you to take advantage of the services offered by eDocAmerica ([edocamerica.com](http://edocamerica.com)), which is provided at no charge to MHBP members. If you choose to see a different telemedicine provider, that claim will be paid according to your benefit (likely a copay attributed to the office visit).

Members may also refill their maintenance medications early to ensure an uninterrupted supply of medication during the COVID-19 threat.

MHBP will also cover medically necessary diagnostic and antibody testing related to COVID-19 at no cost share to the member and as ordered by a treating provider. Keep in mind that this benefit is limited to testing related to COVID-19, and that testing for other

diseases or conditions may be subject to the member's deductible and co-insurance. If you need assistance identifying a provider or laboratory that is able to test for COVID-19, please do not hesitate to get in touch with MHBP's Customer Service Department at 501-978-6137, Option 6, and MHBP will connect you to a testing facility in your area.

To that end, some cities and towns have inquired into mass testing of their workforce, whether on site or at a clinic. We encourage you to contact MHBP prior to directing employees to a specific location or scheduling such an on-site event so that MHBP can coordinate the testing and confirm that the testing is medically necessary and eligible for the no cost-share benefit. We are working with providers and laboratories across the state to serve the needs of our membership. If you would like to request such a benefit on behalf of your city or town, please reach out to your enrollment and eligibility clerk, Christy Cody at [ccody@arml.org](mailto:ccody@arml.org) or Meredith Shilling at [mshilling@arml.org](mailto:mshilling@arml.org). 

# Positivity rates highest in 16 years, industry analysis reveals

Quest Diagnostics has released its annual Drug Testing Index analysis report revealing that positivity rates for workplace drug testing has dramatically increased over a 16-year period. Based upon over 9 million urine drug tests, the 2019 positivity rate is the highest since 2003 (4.5 percent).

Marijuana was the most frequently discovered drug in workplace drug testing, with positivity rising by nearly 11 percent over 2018 and 29 percent in the past five-year period. The Midwest and the West surpassed the national average by increasing 14 percent and 24 percent respectively over the 2018 rates. This increase suggests that the legalization of marijuana, whether for medical or recreational use, has impacted the workplace.

On a favorable note reflecting the strong national effort to reduce overdoses and related deaths, the positivity rates for opiates (primarily codeine and morphine) has declined significantly by 49 percent over the past five years. Positivity rates for opioids such as hydrocodone/hydromorphone declined more than 45 percent over five years, while oxycodone/oxymorphone positivity dropped almost 55 percent in the past five years.

In a combined analysis of U.S. workforce drug testing between 2015 and 2019, increases in positivity rates were observed in 15 of 19 industry sectors. The Retail Trade group had the highest positivity rate increase (4.7 percent in 2015 and 5.5 percent in 2019). The Accommodations and Food Service industry had the highest level of positivity for marijuana with a 65 percent increase over the five-year period (2.9 percent in 2015 and 4.8 percent in 2019, respectively).

Whether more employees have tested positive for drugs amid the stresses of working through coronavirus shutdowns this year is not clear. Initial data suggest that both substance abuse and drug-related deaths are on the rise across the overall U.S. population.

“There is concern about the potential impact that Covid-19 is having on depression and people’s substance use patterns,” said Barry Sample, Quest’s senior director for science and technology, who pointed out that the rate of positive drug tests was already trending in the wrong direction before the pandemic.

Organizations need to consider the effects of the pandemic both on workplace safety and employee health “for some time to come,” he said.

To see the full report online, visit [www.questdiagnostics.com/home/physicians/health-trends/drug-testing](http://www.questdiagnostics.com/home/physicians/health-trends/drug-testing).



*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.*



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- ◆ Optional Life & AD&D Coverage
- ◆ No Lifetime Dollar Maximums
- ◆ Preventative Care
- ◆ Coverage for Adult Dependents age 19 to 26 years
- ◆ Special Bariatric Surgery & Chemical Dependency Programs



The Municipal Health Benefit Program provides quality health protection for your officials and employees at a reasonable rate.

For further information, please call 501-978-6126.



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# 2019/2020 State Turnback Funds

Actual Totals Per Capita						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2019	2020	2019	2020	2019	2020
January	\$5.662	\$6.789	\$0.246	\$0.083	\$2.145	\$2.145
February	\$5.675	\$6.340	\$0.096	\$0.118	\$1.087	\$1.087
March	\$5.085	\$5.758	\$0.438	\$0.101	\$1.087	\$1.087
April	\$5.401	\$6.088	\$0.338	\$0.064	\$1.085	\$0.924
May	\$5.811	\$5.943	\$0.227	\$0.034	\$1.086	\$0.924
June	\$6.017	\$5.605	\$0.209	\$0.030	\$1.088	\$0.924
July	\$5.801	\$6.094	\$0.182	\$0.022	\$2.959	\$2.795
August	\$5.990	\$6.478	\$0.114		\$0.924	\$1.542
September	\$5.899		\$0.155		\$1.087	
October	\$5.654		\$0.124		\$1.087	
November	\$5.652		\$0.064		\$1.087	
December	\$5.775		\$0.069		\$1.087	
<b>Total Year</b>	<b>\$68.422</b>	<b>\$49.095</b>	<b>\$2.261</b>	<b>\$0.452</b>	<b>\$15.810</b>	<b>\$11.430</b>

Actual Totals Per Month						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2019	2020	2019	2020	2019	2020
January	\$10,702,464.91	\$12,833,880.33	\$464,101.95	\$156,199.64	*\$4,054,867.57	* \$4,054,970.57
February	\$10,728,532.32	\$11,984,924.80	\$181,468.75	\$223,221.26	\$2,055,501.82	\$2,055,049.55
March	\$9,611,591.51	\$10,883,990.67	\$828,851.20	\$191,150.53	\$2,055,055.19	\$2,055,396.67
April	\$10,209,400.74	\$11,509,342.85	\$638,095.99	\$120,647.65	\$2,051,915.02	\$1,747,446.98
May	\$10,985,547.22	\$11,233,895.61	\$428,651.27	\$63,817.15	\$2,052,767.40	\$1,747,094.76
June	\$11,374,227.00	\$10,595,347.60	\$395,730.25	\$57,224.47	\$2,056,915.45	\$1,747,446.98
July	\$10,966,523.76	\$11,520,392.64	\$343,609.83	\$41,735.92	** \$5,592,768.93	*** \$5,284,317.00
August	\$11,322,293.50	\$12,263,537.56	\$214,617.36		\$1,746,588.81	\$2,919,346.12
September	\$11,150,912.22		\$292,391.02		\$2,055,099.92	
October	\$10,687,834.00		\$235,240.93		\$2,055,035.24	
November	\$10,684,885.09		\$121,344.58		\$2,055,035.24	
December	\$10,916,904.58		\$130,060.08		\$2,054,709.31	
<b>Total Year</b>	<b>\$129,341,116.85</b>	<b>\$92,825,312.06</b>	<b>\$4,274,163.21</b>	<b>\$853,996.62</b>	<b>\$29,886,259.90</b>	<b>\$21,611,068.63</b>

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

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

\*\*\* Includes \$3,513,475.64 supplemental for July 2020



# 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 2020 with 2019 Comparison (shaded gray)								
Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$62,951,910	\$59,187,540	\$54,023,046	\$49,660,885	\$116,974,957	\$108,848,426	\$137,620	\$188,294
February	\$73,128,305	\$66,363,635	\$61,276,755	\$55,082,773	\$134,405,060	\$121,446,409	\$151,340	\$265,350
March	\$57,761,974	\$55,016,953	\$49,863,364	\$49,926,480	\$107,625,338	\$104,943,433	\$140,860	\$241,046
April	\$58,720,966	\$53,915,385	\$50,676,002	\$45,679,915	\$109,396,969	\$99,595,300	\$173,069	\$239,875
May	\$61,816,632	\$61,136,496	\$54,700,218	\$51,962,167	\$116,516,851	\$113,098,664	\$37,445	\$233,250
June	\$66,569,122	\$63,455,242	\$58,404,198	\$53,477,656	\$124,973,319	\$116,932,898	\$27,240	\$199,380
July	\$69,810,263	\$62,196,778	\$61,352,447	\$52,242,794	\$131,162,711	\$114,439,573	\$22,963	\$239,855
August		\$63,103,397		\$53,989,906		\$117,093,303		\$229,107
September		\$63,071,625		\$54,693,037		\$117,764,662		\$213,728
October		\$64,934,499		\$55,729,333		\$120,663,833		\$214,922
November		\$62,765,968		\$54,501,529		\$117,267,498		\$182,403
December		\$62,102,384		\$54,327,357		\$116,429,741		\$184,380
<b>Total</b>	<b>\$450,759,174</b>	<b>\$737,249,904</b>	<b>\$390,296,030</b>	<b>\$631,273,834</b>	<b>\$841,055,204</b>	<b>\$1,368,523,738</b>	<b>\$690,537</b>	<b>\$2,631,590</b>
Averages	\$64,394,168	\$61,437,492	\$55,756,576	\$52,606,153	\$120,150,743	\$114,043,645	\$98,648	\$219,299

**August 2020 Municipal Levy Receipts and August 2020 Municipal/County Levy Receipts with 2019 Comparison (shaded gray)**

CITY SALES AND USE . . . . .	AMOUNT	LAST YEAR	Garfield	13,823.51	Mountain Home	696,237.26	606,501.68	COUNTY SALES AND USE . . . . .	AMOUNT	LAST YEAR
Alexander	161,851.10	103,728.98	Garland	2,262.71	Mountain View	206,341.88	185,179.76	Arkansas County	292,976.18	252,862.08
Alma	265,929.73	237,124.51	Gassville	24,219.49	Mountainburg	16,013.12	13,498.67	Ashley County	257,411.20	233,890.05
Almyra	2,934.35	2,994.45	Gentry	129,921.90	Mulberry	33,569.71	27,992.14	Crossett	62,642.28	56,918.29
Alpena	7,478.21	5,950.36	Gilbert	2,940.12	Murfreesboro	40,002.09	38,103.67	Fountain Hill	1,990.63	1,808.73
Altheimer	4,118.68	1,958.55	Gillett	12,388.25	Nashville	126,442.04	120,759.96	Hamburg	32,498.46	29,528.88
Altus	10,554.28	7,099.60	Gillham	5,951.35	Newport	222,065.53	190,898.09	Montrose	4,026.76	3,658.81
Amity	15,557.59	12,073.50	Gilmore	424.45	Norfolk	7,148.89	6,245.93	Parkdale	2,862.97	2,862.97
Anthonyville	1,609.36	988.85	Glenwood	95,703.84	Norman	4,820.64	3,757.94	Portland	4,891.26	4,444.32
Arkadelphia	410,568.98	179,372.98	Goshen	15,131.15	North Little Rock	3,167,383.94	3,070,086.18	Wilmot	6,256.27	5,684.61
Ash Flat	129,394.09	101,255.85	Gosnell	22,781.94	Oak Grove	1,216.36	1,087.72	Baxter County	623,212.86	529,605.91
Ashdown	166,065.61	149,773.96	Gould	15,486.56	Oak Grove Heights	12,045.28	6,942.06	Big Flat	1,886.70	1,603.31
Atkins	71,282.38	59,641.88	Grady	6,052.52	Ola	19,655.60	17,295.72	Briarcliff	4,281.35	3,638.29
Augusta	29,098.60	23,700.53	Gravette	100,519.90	Oppeola	3,902.60	3,540.74	Cotter	17,597.07	14,953.98
Austin	48,008.32	34,391.38	Green Forest	120,772.07	Osceola	111,155.95	86,948.75	Gassville	37,697.64	32,035.43
Avoca	11,153.05	8,700.30	Greenbrier	298,197.88	Oxford	4,431.75	1,692.41	Lakeview	13,442.71	11,423.61
Bald Knob	61,428.41	51,820.88	Greenland	39,197.41	Ozark	185,144.03	181,251.17	Mountain Home	225,822.99	191,904.24
Barling	78,155.94	65,826.76	Greenwood	278,131.10	Palestine	29,537.82	33,143.95	Norfolk	9,270.21	7,877.82
Batesville	750,217.83	669,237.23	Greers Ferry	30,881.02	Pangburn	8,453.55	8,222.04	Salesville	8,163.58	6,937.40
Bauxite	20,518.29	14,152.59	Guion	NA	Paragould	371,948.07	325,418.07	Benton County	1,000,403.49	937,495.04
Bay	10,889.84	6,348.24	Gum Springs	441.17	Paris	80,098.26	73,166.90	Avoca	11,491.58	10,768.96
Bearden	11,712.49	9,466.57	Gurdon	32,154.78	Patmos	781.58	624.63	Bella Vista	624,642.87	585,363.40
Beebe	157,102.40	126,965.60	Guy	8,141.14	Patterson	1,581.13	1,539.03	Bentonville	831,279.42	779,006.01
Beehive	150.46	201.36	Hackett	8,253.31	Pea Ridge	93,040.14	65,406.73	Bethel Heights	55,856.63	52,344.19
Bella Vista	253,096.95	186,011.51	Hamburg	101,493.74	Perla	1,990.53	2,662.52	Cave Springs	45,471.82	42,612.41
Bellefonte	3,372.69	2,296.72	Hampton	8,829.23	Perryville	28,626.00	25,790.56	Centerton	224,062.31	209,972.58
Benton	1,896,151.65	1,644,894.34	Hardy	26,959.19	Piggott	78,103.96	64,017.41	Decatur	40,008.60	37,492.74
Bentonville	2,751,610.97	3,074,092.41	Harrisburg	61,684.50	Pine Bluff	1,810,959.16	1,357,588.95	Elm Springs	3,226.12	3,023.25
Berryville	314,437.65	274,190.23	Harrison	570,955.45	Pineville	2,667.36	1,646.62	Garfield	11,821.26	11,077.90
Bethel Heights	114,985.23	28,558.46	Hartford	4,849.12	Plainview	5,460.76	3,809.91	Gateway	9,537.07	8,937.35
Big Flat	426.74	332.74	Haskell	48,097.12	Pleasant Plains	12,051.17	10,664.88	Gentry	80,653.01	75,581.30
Black Rock	8,064.04	8,064.83	Hatfield	5,028.21	Pleasantville	12,365.13	11,147.84	Gravette	73,305.94	68,696.23
Blevins	4,524.53	4,023.80	Havana	3,980.30	Pocahontas	310,660.08	272,302.28	Highfill	13,728.67	12,865.37
Blue Mountain	250.68	158.11	Hazen	78,428.95	Portia	4,210.99	3,807.05	Little Flock	60,872.42	57,044.57
Blytheville	433,291.74	405,260.91	Heber Springs	194,189.48	Portland	10,683.91	7,435.42	Lowell	172,538.58	161,888.82
Bonanza	3,065.70	2,757.10	Hector	6,051.99	Pottsville	38,454.36	28,582.51	Pea Ridge	112,890.67	105,791.76
Bono	28,459.53	16,906.11	Helena-West Helena	279,906.61	Prairie Grove	182,891.84	133,748.43	Rogers	1,317,858.46	1,234,987.46
Booneville	140,876.49	115,436.16	Hermitage	7,770.38	Prairie Springs	57,332.59	68,498.92	Siloam Springs	354,143.26	331,873.64
Bradford	18,900.32	15,099.55	Higginson	1,753.91	Pyatt	1,356.75	762.54	Springdale	154,288.62	144,586.48
Bradley	2,684.32	4,575.40	Highfill	17,346.12	Quitman	29,504.07	26,094.86	Springtown	2,048.70	1,919.88
Branch	2,648.95	1,881.83	Highland	36,086.44	Ravenden	3,208.48	2,204.38	Sulphur Springs	12,033.19	11,276.53
Briarcliff	1,702.82	1,168.34	Holly Grove	8,727.01	Rector	30,859.70	25,061.75	Boone County	507,377.55	444,877.29
Brinkley	210,107.76	170,508.11	Hope	198,366.99	Redfield	46,722.91	39,990.71	Alpena	5,353.93	4,694.42
Brookland	97,121.70	66,179.96	Horatio	7,659.28	Rison	15,908.70	13,410.24	Bellefonte	7,619.71	6,681.09
Bryant	1,434,833.95	1,257,196.64	Horseshoe Bend	34,054.45	Rockport	18,800.43	18,039.53	Bergerman	7,367.95	6,460.35
Bull Shoals	42,375.50	35,971.98	Hot Springs	1,979,515.05	Roe	695.01	644.73	Diamond City	13,124.69	11,507.95
Cabot	976,332.76	862,534.92	Hoxie	19,693.34	Rogers	3,647,583.14	3,603,775.74	Everton	2,232.20	1,957.23
Caddo Valley	73,550.73	58,678.92	Hughes	7,175.60	Rose Bud	20,382.07	19,568.00	Harrison	217,228.74	190,469.86
Calico Rock	49,688.76	42,413.40	Humphrey	1,974.68	Rudy	12,213.44	7,818.10	Lad Hill	4,548.33	3,988.05
Camden	359,476.18	326,256.40	Huntington	4,675.49	Russellville	1,190,551.05	1,083,755.49	Omaha	2,836.41	2,487.01
Caraway	5,462.74	5,462.74	Huntsville	153,894.99	Salem	26,752.40	18,280.98	South Lead Hill	1,711.92	1,501.04
Carlisle	63,204.21	56,072.05	Imboden	15,700.26	Salesville	6,798.34	4,770.47	Valley Springs	3,071.38	2,693.04
Cash	3,065.39	2,480.28	Jacksonville	819,108.22	Scranton	4,569.82	4,035.21	Zinc	1,728.69	1,515.76
Cave City	26,560.89	19,983.95	Jasper	49,782.63	Searcy	936,294.99	729,980.49	Bradley County	152,768.37	138,576.52
Cave Springs	123,983.90	34,753.31	Jennette	237.97	Shannon Hills	13,624.52	10,896.66	Banks	1,179.61	1,070.02
Cedarville	10,652.35	7,550.30	Johnson	71,935.42	Sheridan	239,459.48	214,028.96	Hermitage	7,895.74	7,162.25
Centerton	346,829.86	269,480.29	Joiner	4,307.43	Sherrill	970.47	716.31	Warren	57,106.20	51,801.16
Charleston	41,199.38	32,010.57	Jonesboro	1,748,457.94	Sherwood	1,145,071.96	808,778.36	Calhoun County	121,520.76	98,375.60
Cherokee Village	25,348.61	21,531.76	Judsonia	14,990.35	Shirley	3,907.16	2,919.95	Hampton	34,445.20	27,884.67
Cherry Valley	NA	4,581.64	Junction City	7,530.94	Siloam Springs	837,458.18	693,904.63	Harrell	6,608.06	5,349.48
Chidester	3,518.14	4,123.47	Keiser	5,482.79	Sparkman	5,044.37	4,211.60	Thornton	10,588.52	8,571.80
Clarendon	46,130.38	48,226.88	Keo	1,155.84	Springdale	3,089,665.79	2,651,775.19	Tinsman	1,404.86	1,137.29
Clarksville	422,913.12	387,777.34	Kibler	4,286.26	Springtown	410.24	162.43	Carroll County	225,482.18	193,147.63
Clinton	105,245.63	104,733.06	Kingsland	2,366.34	St. Charles	2,009.17	2,177.53	Beaver	825.46	707.09
Coal Hill	5,134.16	5,134.16	Lake City	15,579.01	Stamps	14,622.80	13,125.11	Blue Eye	247.64	212.13
Conway	3,044,991.93	2,804,657.80	Lake Village	82,110.31	Star City	86,195.93	71,776.32	Chicot County	168,531.35	126,944.64
Corning	72,297.89	95,250.24	Lakeview	4,633.89	Stephens	5,723.70	5,617.47	Dermott	30,685.52	23,113.57
Cotter	19,460.52	13,556.21	Lamar	23,137.16	Strong	12,062.14	8,921.31	Eudora	24,100.19	18,153.24
Cotton Plant	2,690.92	2,725.63	Lead Hill	6,552.36	Stuttgart	561,056.77	492,885.80	Lake Village	27,350.36	20,601.40
Cove	14,329.17	13,468.69	Lepanto	36,173.87	Sulphur Springs	2,294.30	2,009.34	Clark County	491,987.94	424,418.52
Crawfordsville	10,280.06	6,804.35	Leslie	7,023.25	Summit	6,101.58	7,737.56	Clay County	100,118.38	98,650.81
Crossett	179,966.12	171,261.65	Lewisville	10,545.70	Sunset	10,198.72	3,365.34	Corning	27,024.20	26,628.07
Damascus	9,891.60	11,824.93	Lincoln	53,022.99	Swifton	5,995.97	4,111.99	Datto	1,200.36	1,182.77
Danville	49,313.95	40,091.60	Little Flock	17,292.25	Taylor	12,585.31	7,971.84	Greenway	2,508.76	2,471.99
Dardanelle	175,268.23	154,465.77	Little Rock	6,706,585.28	Texarkana	499,300.81	488,318.11	Knobel	3,445.05	3,394.55
Decatur	20,897.81	23,731.01	Lockesburg	6,493.72	Texarkana Special	222,435.00	211,025.16	McDougal	2,232.68	2,199.95
Delight	5,489.14	5,143.87	Lonoke	260,777.30	Thornton	1,367.98	1,203.20	Nimmons	828.25	816.11
DeQueen	136,203.86	123,278.64	Lowell	632,226.00	Tontitown	315,687.36	241,766.33	Peach Orchard	1,620.49	1,596.74
Dermott	38,428.64	22,834.42	Luxora	9,141.57	Trumann	194,458.07	166,370.30	Piggott	30,801.35	30,349.85
Des Arc	71,012.30	64,522.56	Madison	1,617.67	Tuckerman	14,651.80	14,458.88	Pollard	2,664.81	2,625.75
DeValls Bluff	15,124.51	10,711.42	Magazine	15,477.55	Turrell	5,475.01	3,956.90	Rector	15,820.80	15,588.89
DeWitt	176,802.58	178,761.21	Magnolia	626,925.16	Tyronza	4,013.96	4,082.67	St. Francis	3,000.91	2,956.92
Diamond City	3,352.30	3,011.62	Malvern	372,379.87	Van Buren	619,970.99	703,469.30	Success	1,788.54	1,762.31
Diaz	4,048.66	5,220.48	Mammoth Spring	9,987.57	Vandervoort	682.91	385.00	Cleburne County	507,105.58	421,620.06
Dierks	21,119.20	12,482.10	Manila	45,210.79	Vilonia	132,669.35	96,159.63	Concord	3,764.77	3,130.14
Dover	29,801.16	24,046.92	Mansfield	40,133.34	Viola</					



Caraway	26,340.01	23,505.75	Cave City	2,626.96	2,207.24	Birdsong	571.41	556.92	Waldron	33,993.22	28,390.60
Cash	7,043.22	6,285.35	Cushman	7,329.55	6,158.48	Blytheville	217,693.26	212,174.38	Searcy County	95,204.94	80,772.03
Egypt	2,306.55	2,058.36	Magness	3,275.59	2,752.24	Burdette	2,661.93	2,594.45	Big Flat	9.31	7.90
Jonesboro	1,385,229.35	1,236,174.54	Moorefield	2,221.57	1,866.62	Dell	3,107.91	3,029.12	Gilbert	260.75	221.22
Lake City	42,877.18	38,263.46	Newark	19,069.80	16,022.94	Dyess	5,714.10	5,569.24	Leslie	4,106.75	3,484.17
Monette	30,911.94	27,585.73	Oil Trough	4,216.11	3,422.49	Etowah	4,891.83	4,767.81	Marshall	12,618.25	10,705.34
Crawford County	904,431.17	751,746.00	Pleasant Plains	5,659.32	4,755.11	Gosnell	49,447.87	48,194.28	Pindall	1,042.98	884.87
Alma	65,820.32	54,708.60	Southside	63,257.88	53,150.93	Joiner	8,027.61	7,824.10	St. Joe	1,229.24	1,042.89
Cedarville	16,931.82	14,073.41	Sulphur Rock	7,394.41	6,212.97	Keiser	10,578.05	10,309.88	Sebastian County	960,814.01	861,223.80
Chester	1,931.25	1,605.22	Izard County	55,755.89	44,875.59	Leachville	27,776.10	27,071.93	Barling	87,813.80	78,711.73
Dyer	10,640.08	8,843.83	Jackson County	316,369.77	272,915.47	Luxora	16,417.58	16,001.37	Bonanza	10,861.03	9,735.26
Kibler	11,672.51	9,701.97	Amagon	1,134.72	978.86	Manila	46,576.88	45,396.08	Central City	9,482.15	8,499.31
Mountainburg	7,664.26	6,370.39	Beedeville	1,238.93	1,068.76	Marie	1,170.69	1,141.01	Fort Smith	1,628,380.20	1,459,595.49
Mulberry	20,101.98	16,708.38	Campbell Station	2,952.59	2,547.04	Osceola	108,107.98	105,367.27	Greenwood	169,092.09	151,565.37
Rudy	740.92	615.84	Diaz	15,260.83	13,164.71	Victoria	515.66	502.59	Hackett	15,337.66	13,747.89
Van Buren	276,824.29	230,091.08	Grubbs	4,469.41	3,855.52	Wilson	12,584.98	12,265.92	Hartford	12,126.58	10,869.63
Crittenden County	1,584,978.35	1,366,277.54	Jacksonport	2,454.70	2,117.54	Monroe County	NA	NA	Huntington	11,994.36	10,751.12
Anthonyville	1,286.73	1,109.19	Newport	91,229.17	78,698.58	Montgomery County	281,791.51	228,291.33	Lavaca	43,236.35	38,754.82
Clarkedale	2,965.08	2,555.95	Swifton	9,239.86	7,970.74	Black Springs	1,047.43	848.57	Mansfield	13,656.57	12,241.04
Crawfordsville	3,828.24	3,300.00	Tuckerman	21,559.68	18,598.40	Glenwood	444.37	360.00	Midland	6,138.84	5,202.54
Earle	19,293.03	16,630.91	Tupelo	2,084.18	1,797.91	Mount Ida	11,384.23	9,222.85	Sevier County	494,268.51	283,041.55
Edmondson	3,412.64	2,941.76	Weldon	868.40	749.13	Norman	3,999.29	3,240.00	Ben Lomond	1,606.05	1,488.81
Gilmore	1,891.74	1,630.71	Jefferson County	548,891.32	422,364.32	Oden	2,454.60	1,988.57	De Queen	73,036.67	67,705.11
Horseshoe Lake	2,333.71	2,011.69	Alzheimer	13,758.37	10,568.88	Nevada County	117,489.93	129,969.93	Gilham	1,772.20	1,642.83
Jennette	827.19	713.05	Humphrey	4,306.48	3,313.78	Bluff City	1,081.65	1,196.55	Horatio	11,563.59	10,719.46
Jericho	951.06	819.83	Pine Bluff	686,282.80	528,085.19	Bodcaw	1,203.77	1,331.64	Lockesburg	8,185.33	7,587.82
Marion	98,662.99	85,049.13	Redfield	18,134.77	13,954.45	Cale	689.12	762.32	Sharp County	275,845.41	222,996.82
Sunset	1,424.20	1,227.68	Sherrill	1,174.50	903.76	Emmet	4,143.42	4,583.54	Ash Flat	12,786.93	10,337.11
Turrell	4,423.65	3,813.26	Wabbaseka	3,565.43	2,743.55	Prescott	28,750.97	31,804.95	Cave City	22,729.42	18,374.74
West Memphis	209,753.77	180,811.21	White Hall	77,265.01	59,454.37	Rosston	2,276.70	2,518.54	Cherokee Village	50,599.71	40,905.43
Cross County	563,123.94	287,896.48	Johnson County	139,242.78	125,902.49	Willisville	1,325.89	1,466.72	Evening Shade	5,636.69	4,556.77
Cherry Valley	8,483.02	7,394.78	Clarksville	102,278.53	92,479.64	Newton County	57,602.02	44,076.59	Hardy	2,745.95	7,700.09
Hickory Ridge	3,544.36	3,089.68	Coal Hill	11,277.61	10,197.14	Jasper	3,588.57	2,745.95	Highland	13,635.04	11,022.74
Parkin	14,398.98	12,551.81	Hartman	5,783.67	5,229.56	Western Grove	2,957.11	2,262.75	Horseshoe Bend	104.38	84.38
Wynne	109,028.31	95,041.62	Knoxville	8,146.18	7,365.72	Ouachita County	722,664.00	629,065.46	Sidney	2,361.67	1,909.20
Dallas County	163,003.29	137,197.21	Lamar	17,885.92	16,172.36	Bearden	11,091.59	9,655.02	Williford	978.60	791.11
Desha County	119,116.44	103,978.26	Lafayette County	83,150.37	87,619.74	Camden	139,884.90	121,767.18	St. Francis County	430,106.96	145,583.46
Arkansas City	4,609.98	4,024.11	Bradley	3,918.76	4,129.39	Chidester	3,318.29	2,888.51	Caldwell	10,579.22	9,579.00
Dumas	59,274.82	51,741.75	Buckner	1,716.02	1,808.25	East Camden	10,689.72	9,305.20	Colt	6,205.30	6,524.08
McGehee	53,140.77	46,387.26	Lewisville	7,987.28	8,416.60	Louann	1,883.04	1,639.15	Forrest City	292,996.56	265,295.00
Mitchellville	4,534.41	3,958.14	Stamps	10,564.42	11,132.27	Stephens	10,230.44	8,905.41	Hughes	27,467.84	24,870.86
Reed	2,166.44	1,891.11	Lawrence County	354,915.42	290,454.59	Perry County	132,679.62	109,141.60	Madison	14,658.40	13,272.52
Tillar	264.51	230.89	Alicia	957.64	783.71	Adona	1,330.54	1,094.49	Palestine	12,980.98	11,753.68
Watson	2,657.66	2,319.93	Black Rock	5,112.59	4,184.02	Bigelow	2,005.35	1,649.59	Wheatley	6,766.88	6,127.10
Drew County	180,911.72	390,677.77	Hoxie	21,469.77	17,570.37	Casa	1,088.62	895.49	Widener	5,203.82	4,711.82
Jerome	553.45	487.45	Imboden	5,228.43	4,278.83	Fourche	394.70	324.68	Stone County	114,410.74	92,694.97
Monticello	134,347.16	118,324.59	Lynn	2,224.21	1,820.24	Houston	1,101.35	905.97	Fifty Six	2,089.42	1,692.84
Tillar	2,894.98	2,549.72	Minturn	841.80	688.91	Perry	1,718.87	1,413.94	Mountain View	33,189.14	26,889.66
Wilmar	7,251.65	6,386.80	Portia	3,374.92	2,761.96	Perryville	9,294.67	7,645.75	Union County	584,107.98	559,478.11
Winchester	2,369.93	2,087.27	Powhatan	556.05	455.06	Phillips County	133,818.28	113,203.97	Calion	17,028.64	16,310.59
Faulkner County	928,053.77	818,249.18	Ravenden	3,629.78	2,970.53	Elaine	14,979.86	12,672.26	El Dorado	725,059.31	694,485.97
Enola	2,825.91	2,491.56	Sedgwick	1,173.89	960.68	Helena-West Helena	237,370.93	200,804.60	Felsenthal	4,172.57	3,996.63
Holland	4,656.91	4,105.92	Smithville	602.39	492.98	Lake View	10,434.10	8,826.75	Huttig	23,339.67	22,355.51
Mount Vernon	1,212.30	1,068.86	Strawberry	2,332.33	1,908.72	Lexa	6,736.23	5,698.53	Junction City	20,819.13	19,941.26
Twin Groves	2,800.83	2,469.45	Walnut Ridge	41,225.06	33,737.64	Marvell	27,934.16	23,630.97	Norphlet	26,268.10	25,160.46
Woolster	7,190.20	6,339.47	Lee County	37,050.90	36,531.58	Pike County	225,776.13	181,296.72	Smackover	69,108.25	66,194.19
Franklin County	288,920.31	237,947.40	Aubrey	1,148.13	1,132.04	Antoine	1,447.92	1,162.67	Strong	19,662.95	18,833.83
Altus	8,975.60	7,392.07	Haynes	1,013.06	998.86	Daisy	1,423.17	1,142.79	Van Buren County	346,278.62	362,695.80
Branch	4,345.71	3,579.01	LaGrange	601.08	592.66	Delight	3,452.73	2,772.52	Clinton	30,759.83	32,218.16
Charleston	29,863.40	24,594.74	Marianna	27,791.55	27,402.01	Greenwood	27,052.55	21,723.01	Damascus	2,995.40	3,095.52
Denning	5,370.62	4,423.11	Moro	1,458.80	1,438.36	Murfreesboro	20,307.97	16,307.17	Fairfield Bay	25,475.57	26,683.38
Ozark	43,622.82	35,925.65	Rondo	1,337.24	1,318.48	Poinsett County	275,886.07	129,339.92	Shirley	3,440.09	3,603.18
Wiederkehr Village	449.96	370.58	Lincoln County	153,608.14	132,018.83	Fisher	2,261.76	1,934.49	Washington County	1,792,406.07	1,578,383.16
Fulton County	241,999.56	171,340.51	Gould	5,203.58	4,472.23	Harrisburg	23,347.81	19,969.52	Elkins	53,863.97	47,432.33
Ash Flat	607.62	430.20	Grady	2,791.41	2,399.08	Lepanto	19,199.57	16,421.50	Elm Springs	35,719.46	31,454.37
Cherokee Village	4,723.92	3,344.63	Star City	14,137.31	12,150.35	Marked Tree	26,025.41	22,259.68	Farlington	121,519.40	107,009.33
Hardy	250.19	177.14	Little River County	319,085.46	229,510.48	Trumann	73,998.98	63,291.74	Fayetteville	1,496,718.70	1,318,002.45
Horseshoe Bend	101.27	71.70	Ashdown	48,015.38	46,814.50	Tyrnosa	7,728.51	6,610.24	Goshen	21,785.62	19,184.30
Mammoth Spring	5,820.01	4,120.68	Foreman	10,278.12	10,021.06	Waldenburg	618.69	529.17	Greenland	26,321.74	23,178.79
Salem	9,739.73	6,895.92	Ogden	1,829.93	1,784.16	Weiner	7,261.96	6,211.18	Johnson	68,224.99	60,078.56
Viola	2,007.51	1,421.37	Wilton	3,802.19	3,707.10	Poik County	306,712.44	264,049.08	Lincoln	45,747.76	40,285.23
Garland County	2,580,675.39	2,430,638.23	Winthrop	1,951.93	1,903.11	Cove	9,200.16	7,920.40	Prairie Grove	90,030.95	79,280.77
Fountain Lake	8,831.11	8,317.68	Logan County	338,871.34	288,001.38	Grannis	13,342.66	11,486.70	Springdale	1,305,814.85	1,149,893.55
Hot Springs	285,407.11	268,813.90	Blue Mountain	1,202.70	1,022.16	Hatfield	9,946.78	8,563.20	Tiptonville	50,039.79	44,064.77
Lonsdale	1,650.35	1,554.40	Booneville	38,699.92	32,890.42	Mena	138,171.12	118,951.68	West Fork	47,130.98	41,503.28
Mountain Pine	13,518.79	12,732.83	Caulksville	2,065.94	1,765.94	Vandervoort	2,095.32	1,803.86	Winslow	7,953.48	7,003.78
Grant County	241,323.85	203,599.29	Magazine	8,215.25	6,982.00	Wickes	18,159.52	15,633.53	White County	1,311,848.07	1,057,884.09
Greene County	634,047.85	551,717.27	Morrison Bluff	620.75	527.57	Pope County	414,300.37	371,873.21	Bald Knob	40,554.29	32,703.28
Delaplaine	1,635.51	1,423.14	Paris	34,257.68	29,115.03	Atkins	49,756.30	44,660.92	Beebe	102,400.64	82,576.64
Lafe	6,457.43	5,618.94	Ratcliff	1,959.24	1,665.13	Dover	22,733.48	20,405.42	Bradford	10,625.03	8,568.10
Marmaduke	15,664.21	13,630.22	Scranton	2,172.63	1,846.48	Hector	7,423.85	6,663.60	Garner	3,975.64	3,205.98
Oak Grove Heights	12,534.18	10,906.63	Subiaco	5,547.96	4,715.12	London	17,140.85	15,385.51	Georgetown	1,735.84	1,399.80
Paragould	368,172.28	320,365.41	Lonoke County	352,125.45	301,646.49	Pottsville	46,819.75	42,025.09	Griffithville	3,149.71	2,539.95
Hempstead County	423,119.72	384,437.09	Allport	1,423.85	1,219.74	Russellville	460,608.70	413,439.26	Higginson	8,693.21	7,010.27
Blevins	3,950.76	3,589.57	Austin	25,233.18	21,615.88	Prairie County	81,101.75	71,205.24	Judsonia	28,263.42	22,791.83
Emmet	539.31	490.00	Cabot	294,378.86	252,178.16	Biscoe	3,370.15	2,958.90	Kensett	23,069.89	18,603.73
Fulton	2,520.96	2,290.49	Carlisle	27,412.30	23,482.61	Des Arc	15,940.90	13,995.69	Letona	3,569.67	2,878.61

# 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.

**CITY PLANNER AND/OR CITY ENGINEER**—The city of Tontitown is seeking resumes/applications for the position of city planner and/or city engineer. Please submit qualifications along with salary requirements to Attn: Mayor, P.O. Box 305, Tontitown, AR 72770.

**FINANCE DIRECTOR**—WEST MEMPHIS is seeking applicants for the position of finance director. This is a full-time position with benefits. The finance director is responsible for overseeing the financial activities of the city of West Memphis, including strategic and tactical matters as they relate to budget management, cost/benefit analysis, forecasting needs and securing new funding, as well as optimizing the fiscal arrangement of the city. Minimum qualifications and requirements: bachelor's degree from an accredited college or university with major course work in finance, accounting, business or public administration or related field; five years of increasingly responsible experience in a financial management role; valid driver's license; three years of supervisory experience; prior experience with auditing process and handling public funds preferred; knowledge of operations, services and activities of a comprehensive financial management and investment planning program; knowledge of principles and practices of accounting, financial planning, investment planning, internal auditing, and budgeting systems. Salary commensurate with experience. For a complete job description and to submit an application, visit the Employment Opportunities page at [www.westmemphisar.gov](http://www.westmemphisar.gov). Applications accepted until position is filled. The city of West Memphis is an Equal Opportunity Employer.

**FIRE MARSHALL**—The city of Monticello is accepting applications for the position of full-time fire marshal classified within the Monticello Fire Department. The objective of the fire marshal is to direct the operations of building inspections for all residential and commercial construction, enforce adherence to ADEQ storm water requirements, complete commercial and residential plan reviews, and direct enforcement of city codes. Individual will be expected to be available during regular business hours, 8 a.m. to 5 p.m., Monday through Friday, and will be expected to be available for other needs that the fire chief deems necessary. Essential duties and responsibilities: complete commercial and residential plan reviews; knowledge of city codes and directing enforcement procedures; interpret and communicate building, electrical, plumbing, HVAC, and structural codes; train other employees in code enforcement and building inspections; public speaking as requested; direct ADEQ storm water enforcement procedures/flood plain management and city compliance; all other duties as required or assigned. Education and experience: Qualifications include five years of related experience and/or training or equivalent combination of education and experience, and prefer at least four years of managerial experience. Must be licensed/certified with the following credentials: Arkansas Plumbing Inspectors License, Arkansas Mechanical Inspectors License, Arkansas Electrical Inspectors License, Erosion Prevention and Sediment Control Certification, Flood Plain Management Certification, FF1 and FF2 certifications, Inspection 1 certification. Must be familiar with International Fire Code and International Building Code. Resumes may be sent to Patty Burchett, HR Director, City of Monticello, P.O. Box 505, Monticello, AR 71655; or faxed to 870-367-4405. Full benefit package included and salary DOE. For more information, please call 870-367-4400, ext. 2. Position is open until filled.

**HUMAN RESOURCES DIRECTOR**—The city of Sherwood is currently accepting applications for the position of human resources director. All candidates for this position should be able to develop policy, direct and coordinate human resources activities such as employment, compensation, labor relations, benefits, training, and employee services by performing duties personally or through subordinate supervisors. Applicants must possess the ability to effectively communicate on a one-to-one basis with the public; ability to maintain effective working relationships with employees, officials and the public. Must possess working knowledge of the principles of modern human resources management and a background in the fundamental principles and practices of public personnel administration; knowledge of the practices, terminology and requirements of a wide variety of occupations and an understanding of municipal government functions; knowledge of office practices with ability to identify and assign personnel as required. Broad knowledge of labor and employment law requirements is a must. Completion of a bachelor's degree in Personnel Administration, Industrial/Organizational Psychology or Sociology, Public Administration or a related area; preference for Human Resources Professional Certification (SHRM-CP or SHRM-SCP), Master's Degree or equivalent; recent experience in Human Resources or Personnel Administration or any equivalent combination of education and experience is required. Starting salary range is \$64,163 to \$80,204 DOE.

**PLANNER I**—The city of Jonesboro seeks applicants for the position of planner I. This entry level position is responsible for helping assist, regulate, and approve planning and development activities for the city. This position will assist the director of

planning in the development and review process; reviews rezoning requests, prepares reports and makes recommendations; proposes and revises ordinances, policies and regulations related to planning; and performs various other duties. Minimum qualifications and skills: broad knowledge of such fields as accounting, marketing, business administration, finance, etc.; equivalent to a four-year college degree, plus two years related experience and/or training, or equivalent combination of education and experience; valid driver's license. American Institute of Certified Planners certification required (or attainable within two years). A successful background check. Minimum salary: Pay Grade 109—Minimum \$29,852 (\$14.35 per hour). Applications will be accepted at the Human Resources Department, 300 S Church St, Jonesboro, Arkansas, or on our website [www.jonesboro.org](http://www.jonesboro.org) (870-933-4640). Position will remain open until filled. EOE.

**POLICE CHIEF**—The city of Gillett is accepting applications for a police chief. Resumes can be mailed to P.O. Box 367, Gillett, AR 72055; faxed to 870-548-3121; or emailed to [gillett003@centurytel.net](mailto:gillett003@centurytel.net). For more information, call city hall at 870-548-2541.

**PUBLIC WORKS LABORERS**—The city of Monticello is currently taking applications for full-time public works laborers. Applicants must possess the ability to work independently, be trainable, have good listening skills, knowledge of public works and have a minimum of a high school diploma. Must be able to pass a pre-employment background check, motor vehicle check and drug screen. Applicants should have an interest in obtaining either water and/or wastewater licensing to the level that is required for the city. Some job responsibilities include assisting daily with the upkeep of all city streets including asphalt repair, replacement and repair of all culverts, assist with water leak repairs, maintenance of sewer ponds, tree limb removal, general maintenance of city grounds and buildings, lawn care around wells, sewer ponds and City of Monticello Lake and communicating with the public works superintendent and assistant public works superintendent on daily issues that may arise. On-the-job training will be provided. Hours may vary depending on daily assigned tasks. Salary DOE. Full benefits package included for full-time employees. To apply please contact Patty Burchett at 870-367-4400 for an application. You will need to provide either an email or a fax number to receive an application at this time due to CoVid-19 guidelines.

**PUBLIC WORKS OPERATOR**—The city of Monticello is currently taking applications for a full-time public works operator. Applicant must possess an Arkansas CDL, at least two years of verifiable experience of operating heavy equipment, general knowledge of public works and have a minimum of a high school diploma. Must be 18 years of age and be able to pass a pre-employment background check, motor vehicle check and drug screen. Applicant should have an interest in obtaining either water and/or wastewater licensing to the level that is required for the city. Some job responsibilities include assisting daily with the upkeep of all city streets including asphalt repair, replacement and repair of all culverts, assist with water leak repairs, maintenance of sewer ponds, tree limb removal, general maintenance of city grounds and buildings, lawn care around wells, sewer ponds and City of Monticello Lake, operation of heavy equipment as needed, assist with driving the solid waste disposal trucks as needed and communicating with the public works superintendent and assistant public works superintendent on daily issues that may arise. On-the-job training will be provided. Hours may vary depending on daily assigned tasks. Salary DOE. Full benefits package included. To apply please contact Patty Burchett at 870-367-4400 for an application. You will need to provide either an email or a fax number to receive an application at this time due to CoVid-19 guidelines.

**WASTEWATER MANAGER**—The city of De Queen is accepting applications for the position of Wastewater Manager. Job duties will include overseeing plant operations with a daily flow of 3 million gallons and overseeing the collections system. The Wastewater Manager will be responsible for managing six employees on a daily basis. A Class 4 wastewater license is preferred but a Class 3 license will be considered. Salary commensurate to experience. An excellent benefit package and retirement plan will be provided. This position will start on October 5. Send resumes to [mayor@cityofdequeen.com](mailto:mayor@cityofdequeen.com) or call 870-584-3445 for additional information. The city of De Queen is an Equal Opportunity Employer and Provider.

**WATER/WASTEWATER OPERATORS**—The city of Glenwood is seeking licensed personnel for two positions: water plant operator and wastewater operator. A single operator with all credentials is preferred. The facilities require: water T-3 and D-2, wastewater Class 3. Applicants with T-2 and Class 2 will be considered if willing to advance their licensure. Salary commensurate with licensing and experience. Excellent benefit package includes vacation, sick leave, holidays, insurance paid, retirement co-match. Email resumes to Mayor B.T. Smith at [bt@glenwoodar.com](mailto:bt@glenwoodar.com) or call 870-356-3613 Ext. 3. Applications will be accepted through September 15.





# STABILITY MATTERS.

This has been a season of challenge and change. Our team is here to help communities move forward with new projects, refinancings, debt restructurings and more. If you need financial solutions – for roads, parks, pools or other improvements – contact Crews today.

**Serving Arkansas for 40 Years**





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

# CELEBRATING 87 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 current expansion of the Arkansas Arts Center, 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.

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