

City & Town

FEBRUARY 2021 VOL. 77, NO. 02

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



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Cover photo by Andrew Morgan.



ON THE COVER—Lights, camera, action! Much like for the annual convention in September last year, the League again met online for the 2021 Virtual Winter Conference, and participation was strong for the three-day event that covered a variety of issues important to cities and towns. Read about the conference inside beginning on page 22. Read also about Pine Bluff Mayor and League 2020-2021 District 4 Vice President Shirley Washington, the January 19 observance of the National Day of Racial Healing and the latest updates and guidance for cities and towns on the COVID-19 pandemic.—atm

Features

18 Community spirit guides League District 4 VP
A lifelong commitment to building community bonds drives Pine Bluff Mayor Shirley Washington, the League’s 2020-2021 District 4 vice president, as she utilizes public-private partnerships to lead a resurgence in the once-thriving Delta hub city.

22 Winter conference preps city and town leaders for year ahead
City and town officials, department heads and other key personnel gathered together online January 13-15 for the Arkansas Municipal League’s 2021 Virtual Winter Conference, which covered the League’s legislative priorities for the 93rd General Assembly, law enforcement reform recommendations, updates on the COVID-19 pandemic and other essential local government issues.

32 League, community leaders observe National Day of Racial Healing
On January 19 the League joined the Arkansas Peace and Justice Memorial Movement and a group of community leaders to promote the National Day of Racial Healing, which advances the difficult work of both recognizing and healing the wounds of systemic racism in our cities and towns, the state and the nation.

36 COVID-19 resources for cities and towns: Vaccines and return-to-work strategies
Can municipalities mandate vaccinations for employees returning to work? The League’s general counsel walks through the considerations employers should take.

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February greetings to my fellow municipal officials,

The Arkansas Municipal League is blessed beyond measure to have the outstanding leadership of Mark Hayes as our executive director. Mark and his team are ensuring that our League is at the forefront of advancing the interests and welfare of the people residing in the cities and towns of Arkansas. The tremendously successful 2021 Virtual Winter Conference in January is just one example of how the League team is fulfilling this mission.



Several of Mark's team had direct visible roles in carrying out the organization and execution of the conference. A huge "Thank You" and "Job Well Done" to all of the League staff, but especially to: Whitnee Bullerwell, deputy director; Sheila Boyd, operations and programs officer; Jamie Adams, executive assistant to the executive director and the operations and programs officer; Jane Barnett, assistant to deputy director; John Wilkerson, general counsel; Jack Critcher, legislative liaison; Lanny Richmond, legal counsel; Blake Gary, associate legal counsel; Jeff Melton, senior network administrator; Katie Bodenhamer, general manager, Municipal Health Benefit Program; Katy Busby, general manager, Municipal League Workers' Compensation Program; John Wells, general manager, Municipal Property Program and Municipal Vehicle Program; Tracey Cline-Pew, director of human resources; Tricia Zello, certification and administrative assistant; Andrew Morgan, editor, *City & Town* magazine; and Cindy Frizzell, director of finance and program rates. Many others had behind-the-scenes roles, and we greatly appreciate their contributions also. The 2021 Virtual Winter Conference provided municipal officials and personnel with information on current issues, duties, responsibilities and sources of aid that will be helpful throughout 2021.

Kay and I received our first shot of the COVID-19 vaccination on January 19 after Phase 1-B began. Our arms were only slightly sore for a couple of days. We received the Moderna vaccine, and we will get the second shot on February 19. The Phase 1-B includes Arkansans aged 70 years or older and education workers, including K-12, childcare and higher ed. Phase 1-C is estimated to begin in April. We highly encourage our citizens to get the vaccination as soon as it becomes available for them.

The Municipal League Workers' Compensation Program was established in 1985 to help cities and towns meet their statutory responsibilities for on-the-job employee injuries and loss-of-time claims. Premiums are billed annually at very reasonable rates. Call their direct line, 501-978-6127, and learn how your city or town can benefit from this valuable program.

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

The First Month of 2021: Pain. Promise. Hope.

Our country needs healing. It needs kindness. It needs a people that listen more and talk less. It needs independent common sense and not politically and violently charged rhetoric. It needs calmness and intellect, not screaming and assault. It needs transparency, not clouds of tear gas. It needs statesmanship, not verbal and physical attacks. It needs faith and trust. It needs the Golden Rule.¹

Yes, all those things are necessary now more than ever, yet the first month of 2021 was anything but those. At times it was the exact opposite of our needs and it was soul crushing. Somehow, mid-month it began to turn towards hope. Admittedly a slow turn akin to an aircraft carrier trying to reverse course. Those ships are massive² and as the saying goes: They don't turn on a dime³. But they do turn...eventually. America is that aircraft carrier and we must begin to change course now.

How did January start and when did we feel the heeling⁴ of the carrier America turning? January 6 brought darkness, chaos and violence to our nation's capital.⁵ To the People's House to be precise. Never in my lifetime did I think such a thing would or could happen. I, like you, watched the news coverage in stunned silence. I was horrified by the images of rioting, vandalism, assault, battery, trespassing and, worst of all, murder...death. Writing this four weeks later my visions of the angry mob are as clear as they were on that very day. In some ways even clearer. I have, after all, had a chance to think about it...repeatedly. I'd be lying if I said I hadn't had a few sleepless nights worrying about our country, our state, and our cities and towns. I feel certain I'm not alone.

The words "insurrection" and "sedition" are not used often, or at least I don't hear them a great deal. That is until now. There is no place for violence such as what we witnessed on the Sixth of January 2021. The very fiber of our country was shredded on that terrible day. I cannot find words better suited to those who rioted than insurrection and sedition. There is no other way to describe what happened and those who participated. While those words describe criminality, these words teach peace:

"Violence never really deals with the basic evil of the situation. Violence may murder the murderer, but it doesn't murder murder. Violence may murder the liar, but it doesn't murder lies; it doesn't establish truth. Violence may even murder the dishonest man, but it doesn't murder dishonesty. Violence may go to the point of murdering the hater, but it doesn't murder hate. It may increase hate. It is always a descending spiral leading nowhere. This is the ultimate weakness of violence: It multiplies evil and violence in the universe. It doesn't solve any problems."—Rev. Dr. Martin Luther King Jr.⁶

¹ We all learned the Golden Rule early in life from our parents, Sunday school teachers amongst others. It means of course to treat folks like you want to be treated. Some historians believe the idea dates at least to the early Confucian times (551–479 BCE), according to Rushworth Kidder, who identifies the concept appearing prominently in Buddhism, Islam, Christianity, Hinduism, Judaism, Taoism, Zoroastrianism and "the rest of the world's major religions." en.wikipedia.org/wiki/Golden_Rule

² The USS Gerald R. Ford is the newest and largest aircraft carrier in service with the United States Navy. It was commissioned in 2017 and cost an estimated \$17.1 billion, with a B, including research and design. The ship is 1,092 feet long and nearly 250 feet tall. It can carry over 75 aircraft, has a service life of approximately 50 years and approximately 2,600 crew members. en.wikipedia.org/wiki/Gerald_R._Ford-class_aircraft_carrier

³ I'm going to go out on a limb and say the USS Gerald Ford cannot turn around very quickly.

⁴ Heeling is a nautical term meaning the angle of list (lean or tilt) on a ship. So, as the saying goes, I hope you see what I did there.

⁵ We may as well have the capitol versus capital discussion now. When capital is used as a noun referring to a city that is the seat of government the "a" version is correct. Capitol, however, refers to the building where the legislature operates. www.grammarly.com/blog/capital-vs-capitol

⁶ www.goodreads.com/quotes/697638-violence-never-really-deals-with-the-basic-evil-of-the



The fire of hate surrounding the People's House on the Sixth of January began to clear only as we neared Martin Luther King Jr. Day⁷ on the 18th, the National Day of Racial Healing⁸ on the 19th and the Presidential Inauguration on the 20th. I make no political statement here. I'm not "picking sides." I am, however, pointing out that, in the aftermath of the bloodshed and chaos of the 6th, there is a path forward. Those three events, on successive days, provide a path of hope. MLK Day is actually designated as a day of service to volunteer in your community to make it a better place. That sounds like hope to me. The Day of Racial Healing brought hope as well. It asks that we take a moment and place ourselves in another's shoes. To acknowledge the pain that person suffered. To see those circumstances and change the future. In healing, there is hope.

President Joe Biden's⁹ inauguration was historic both for himself and Vice President Kamala Harris.¹⁰ She became the first female Vice President of the United States and she is also the first African American and Asian American to hold the office. Regardless of political affiliation, I think we can all agree we witnessed an event that will be remembered long after we're gone. While the day's activities were somewhat sterile given the abundance of security, the lack of crowds and the dearth of time-honored galas and parties, it was still beautiful and powerful.¹¹ President Biden's speech centered on unity. Uniting our nation and our people in order to bring America together. Again, a sound of hope. And again, regardless of political affiliation, unity is a laudable goal.

So, how do we turn this aircraft carrier? How do we unite? How do we send a message of hope? Let's start with the old saying: "All politics is local."¹² Let's set aside the complexities and furor of Washington, D.C., and the current legislative session in Arkansas. Now is the time to focus on what can be controlled and where leadership may be seen day in and day out. I'm sure you've figured out where I'm going with this but bear with me. I speak of your role as a city official, employee or volunteer. Your "people's house" is the city hall in your downtown. Your "people" are those folks you see every day at your children's school, at church, in the grocery store or while you're on a walk or a leisurely drive. Here are the key words from that sentence: Every. Day. Not on Saturday when your state representative and senator may be home from Little Rock. Not on those occasions during the year when you see your congressional delegation for an hour at a "town hall" meeting or hold a coffee meet and greet for 30 minutes. Everyday folks. As in, you see your citizens every day.

Couple the concept that all politics *are* local with the actuality of seeing your constituents daily and you have a ready-made solution for turning the aircraft carrier around. It's simple. Well, not really but it sounds simple! Ready? LEAD BY EXAMPLE. I can hear it now: "*Come on Mark, I just read almost two pages of text and footnotes and that's all you got? Really?!*" Yes, that's all I've got. Lead by example. It sounds so easy doesn't it?! Sorta like grabbing a cup of coffee or moving your car. In theory it's not complicated at all. In practice, well that's a whole new ball game. Let's take a deeper dive. Since all politics are local, consider for a moment your daily interaction with your citizens. Some are angry due to national politics and assume city hall is equally dysfunctional. I know that's not true. You know that's not true. Convincing the naysayer¹³ however, not an easy thing to do. Some are angry because their garbage was toppled over and tossed about by roving dogs or racoons. Others are thrilled you were able to arrange for their kid's nasty college furniture to be picked up from the curb. One night you get

⁷ This holiday is considered a national day of service, meaning that we are encouraged to volunteer and help those less fortunate. en.wikipedia.org/wiki/Martin_Luther_King_Jr._Day

⁸ healourcommunities.org/watch/

⁹ en.wikipedia.org/wiki/Joe_Biden

¹⁰ en.wikipedia.org/wiki/Kamala_Harris

¹¹ Mother Hayes is an enormous fan of Lady Gaga and she raved about "Gaga's" National Anthem performance. I wonder how I could get Gaga's autograph for Mother Hayes? Let me know if you've got any ideas.

¹² While the saying has not been fully vetted it is widely believed and variously attributed to the Associated Press Washington bureau chief Byron Price as first to use it in 1932 along with Chicago writer Finley Peter Dunn. en.wiktionary.org/wiki/all_politics_is_local

¹³ The first known use of the word "naysayer" is from 1721. Wow. www.merriam-webster.com/dictionary/naysayer#h1

a call at midnight awakening you from your sound slumber. The caller is holding you accountable for the hound dog next door baying at the moon until the wee small hours of the morning.¹⁴ The next day however a wonderful person calls to say how fortunate they were that your police and fire personnel responded ever so quickly to their 911 call and because of that their spouse or child is alive. Washington-level complicated? Thankfully, no. Simple? Not really.

Herein lies the opportunity, the chance to lead by example. By remaining calm and being civil with those you work with, your constituents and those who disagree with you, you set the table for trust. All relationships are built on trust.¹⁵ Ask yourself what you do and don't trust about government and public service. Obviously, I don't know your thoughts on the matter. I do, however, know for certain that examining the happenings in your city hall versus an examination of the federal government is much easier to do. Why? All politics are local. You KNOW what's going on in your operation. You can answer hard questions about plans and policies. You can point to the evidence that shows money well spent and services well rendered. When you perform and communicate with kindness, transparency and an open ear you are leading by example and building trust. That example is seen by coworkers, other city officials, constituents and neighbors. In doing so, the aircraft carrier begins to turn toward the sunshine of hope.

Regardless of the impending impeachment trial, COVID-19, troubles with vaccine distribution, an act of insurrection against our republic and a current attempt to make all municipal elections in Arkansas partisan rather than independent¹⁶, please lead by example. Please be the voice of logic and positivity. Let's leave the pain behind and move toward positivity. Please build trust and with it, you'll create hope.

Until next month, Peace.



Mark R. Hayes
Executive Director
Arkansas Municipal League

¹⁴ Mother Hayes loves the song with this same title. I may have mentioned it in another column. The song was composed by David Mann in 1955 with lyrics by Bob Hilliard. en.wikipedia.org/wiki/In_the_Wee_Small_Hours_of_the_Morning Her favorite version is the one done by Frank Sinatra. www.youtube.com/watch?v=MIPUv4kXzvw

¹⁵ strategicpsychology.com.au/importance-of-trust-in-a-relationship/


¹⁶ House Bill 1252 sponsored by Representatives Penzo and Dotson as well as Senator Hester if passed would require all cities and towns in Arkansas with a mayor council form of government to hold partisan elections for municipal officials. The League adamantly opposes the bill as it is unnecessary and costly. Arkansas' municipalities have a long history of independent nonpartisan elections and it has proven to be effective and efficient.



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AHPP Sandwiching in History tours go virtual

Each year the Arkansas Historic Preservation Program (AHPP) takes participants on lunchtime tours of some of Arkansas' most historic and unique spots through its Sandwiching in History tour series. For 2021 the tours will go on, virtually. The tours will premiere on AHPP's Facebook page on the first Friday of each month, and all tours will be archived on the agency's YouTube channel.

Upcoming virtual tours for 2021 include:

- March 5—Foster-Robinson House, Little Rock
- April 2—Pinnacle Mountain State Park, Little Rock
- May 7—Historic Downtown Conway
- June 4—Titan Ranch Silo, Vilonia
- July 9—Green Book Sites, Hot Springs
- August 6—Reed's Bridge Battlefield Historic Park, Jacksonville
- September 3—Historic Downtown Searcy
- October 1—Mount Holly Cemetery, Little Rock
- November 5—Historic Argenta, North Little Rock
- December 3—Gibb-Alzheimer House, Little Rock

To participate in the monthly tours, tune in on AHPP's Facebook page at www.facebook.com/ARHistoricPreservation. To view archived tours, visit their YouTube channel at www.youtube.com/user/ARPreservation. For more information, visit www.arkansaspreservation.com.

21 A&Ps, CVBs receive \$3.5 million in grants

The Arkansas Department of Parks, Heritage and Tourism announced in a December 30, 2020, media release that 21 advertising and promotion commissions and convention and visitor bureaus received more than \$3.5 million in grants supported by funding from the federal CARES Act.

"The people and agencies that promote our state parks and other tourist attractions to the rest of the world are essential to a robust state economy," Governor Asa Hutchinson said. "Their campaigns to spread the word about our museums, bike trails, hunting and fishing, and all the other family friendly opportunities in Arkansas entice tourists by the tens of thousands, which supports jobs and brings in millions of dollars to support our state. The CARES

Act funds are a bridge to normalcy after the harm to our tourism industry from COVID-19."

The grant provided reimbursement to advertising and promotion commissions and convention and visitor bureaus and other quasi-governmental entities for eligible expenditures related to the public health emergency incurred between March 1 and November 15, 2020.

"Our A&Ps and CVBs have been among those hardest hit by this pandemic," said Stacy Hurst, secretary of the Arkansas Department of Parks, Heritage and Tourism. "These entities are central to the success of our tourism industry, which is the second-largest sector of our economy in Arkansas. I want to thank Governor Hutchinson for his leadership in finding a way to get this crucial support to these organizations."

Entities received funds December 30, 2020.

"We have worked diligently as a department to find ways to support these partners," said Travis Napper, director of Arkansas Tourism. "These grants will go a long way to benefit tourism in Arkansas and although 2020 has presented significant setbacks, we're on the right track to come back stronger than before."

The Arkansas CARES Act Steering Committee in November approved funding the grants using the remaining portion of the funds set aside for municipalities and counties through the program administered by the Department of Finance and Administration.

Grant recipients are:

- City of Batesville Advertising and Promotion Commission, \$3,118.80
- Benton Advertising & Promotion Commission, \$1,339.30
- Bentonville Advertising & Promotion Commission, \$97,947.87
- City of Brinkley Advertising & Promotion, \$13,424.57
- Conway A&P Commission, \$12,677.82
- El Dorado A&P Commission, \$17,596.09
- City of Eureka Springs, \$73,707.45
- Fayetteville Advertising & Promotion Commission, \$146,683.52
- City of Fort Smith/Fort Smith A&P, \$53,612.90
- City of Greenwood A&P Commission, \$2,000.00
- Harrison Convention and Visitors Bureau, \$23,756.18

- Hot Springs Advertising & Promotion Commission/Hot Springs Convention Center, \$736,824.92
- Little Rock A&P Commission (Little Rock CVB), \$1,197,155.86
- Multi-Purpose Civic Center Facilities Board for Pulaski County (Simmons Bank Arena), \$938,482.27
- North Little Rock Advertising and Promotion, \$18,329.78
- Ozark Area Chamber of Commerce, \$370.08
- Pine Bluff Advertising and Promotion Commission, \$16,949.61
- Rogers A&P Commission, \$100,434.42
- City of Texarkana, AR A&P Commission, \$16,244.66
- Van Buren Advertising & Promotion Commission, \$41,459.69
- West Memphis Advertising & Promotion Commission, \$7,064.08

2020 Act 833 deadline for Arkansas fire departments

The 2020 Act 833 application period will open January 1, 2021, and will close June 30, 2021. Act 833 of 1992, "Funding for Fire Departments," is administered by the Arkansas Fire Protection Services Board and requires all Arkansas fire departments to become certified in order to be eligible for funding. Certification requirements include possession of a NFPA 1901-compliant fire suppression apparatus, a minimum of six active members with 16 hours of certified training and personal protective equipment for all active members.

An online application is available on the Arkansas Fire Portal at arfire.arkansas.gov. To request log-in credentials contact your County LEMC/Fire Coordinator or State Fire Coordinator Louis Eckelhoff at 501-683-6781 or email louis.eckelhoff@adem.arkansas.gov.

Meeting Calendar

March 7-10, 2021, National League of Cities Congressional City Conference 2021


June 16-18, 2021, Arkansas Municipal League's 87th Annual Convention

Certain municipal officials in first class cities may opt out of APERS

The Arkansas Public Employees Retirement System (APERS) provides cities with the opportunity to cover its employees and officials (Ark. Code Ann. § 24-4-303). The law states generally that the mayor and clerk "shall become participating employees upon taking office." On the other hand, the statute permits mayors and clerks of first class cities to opt out of APERS in order to participate in the local retirement plans provided for in Ark. Code Ann. §§ 24-12-121 and 24-12-123.

In order to make this election, the mayor or clerk must provide written notice to APERS within 90 calendar days of the date the official assumed office. Once made, this choice is irrevocable. Any employer contributions previously made on behalf of an official who elects not to participate will be refunded to the city and the official will forfeit service credit in the system.

Newly elected city attorneys or city treasurers in cities of the first class who are otherwise covered by a local pension fund may also take advantage of these provisions.

To contact APERS, call 501-682-7800 or visit www.apers.org. 

Obituaries

TED BELLERS, 70, who served as city manager for the city of Piggott for 35 years, city manager for nearby Malden, Missouri, for 12 years, and returned to Piggott to serve as city controller, died December 29, 2020.

GARY KELLEY, 63, who served as chief of police for the city of Marion for the last 13 years of a 38-year career with the city, died December 29, 2020.

ANDREW M. "ANDY" LUNSFORD, 49, who served on the White Hall City Council for the last 13 years, died December 31, 2020.

JAMES ALLEN MILLER, 86, former treasurer for the city of Augusta, died November 4, 2020.

MARGUERITE TOMLIN, 88, who served 28 years as a Bluff City council member, died January 23.

Annual Statements

The suggested **FORM A** is for use by cities of the first class, second class, and incorporated towns to comply with 14-59-116.

Form A		
City or Town of _____		
(Cities of the first class, second class, and incorporated towns)		
Financial Statement January 1, 2020—Dec. 31, 2020		
GENERAL FUND		
Balance January 1, 2020	\$ _____	
Cash Receipts		
State Revenues	\$ _____	
Property Taxes	\$ _____	
Sales Taxes	\$ _____	
Fines, Forfeitures, and Costs	\$ _____	
Franchise Fees	\$ _____	
Transfers In	\$ _____	
Other	\$ _____	
Total Receipts	\$ _____	
Total General Fund Available	\$ _____	
Expenditures		
*Administrative Department:		
Personal Services	\$ _____	
Supplies	\$ _____	
Other services and charges	\$ _____	
Capital Outlay	\$ _____	
Debt Service	\$ _____	
Transfers Out	\$ _____	
Total Expenditures	\$ _____	
Balance General Fund Dec. 31, 2020	\$ _____	
STREET FUND		
Balance January 1, 2020	\$ _____	
Cash Receipts		
State Revenues	\$ _____	
Property Taxes	\$ _____	
Sales Taxes	\$ _____	
Franchise Fees	\$ _____	
Transfers In	\$ _____	
Other	\$ _____	
Total Street Receipts	\$ _____	
Total Street Fund Available	\$ _____	
Expenditures		
Personal Services	\$ _____	
Supplies	\$ _____	
Other services and charges	\$ _____	
Capital Outlay	\$ _____	
Debt service	\$ _____	
Transfers out	\$ _____	
Total Expenditures	\$ _____	
Balance Street Fund Dec. 31, 2020	\$ _____	
The classification of expenditures shall be by department, i.e., administrative, police department, fire department, parks department, etc.		
INDEBTEDNESS		
Type of Debt	Amount	Date Last Payment Due
Property Tax Bonds	\$ _____	_____
Short term financing obligations	\$ _____	
Sales & Use Tax Bonds	\$ _____	
Revenue Bonds	\$ _____	
Lease Purchase Agreements	\$ _____	
		Date Free of Debt

Total	\$ _____	
All financial records for the City of _____ are public records and are open for public inspection during regular business hours of ___ A.M. to ___ P.M., Monday through Friday, at City Hall in _____, Arkansas.		
If the record is in active use or in storage and, therefore, not available at the time a citizen asks to examine it, the custodian shall certify this fact in writing to the applicant and set a date and hour within three (3) days at which time the record will be available for inspection and copying.		

Municipalities must publish annual financial statement


The time is rapidly arriving for the annual reporting of each city and town's financial statement. Refer to the *Handbook for Arkansas Municipal Officials*, 2019-2020 ed., section 14-59-116 and section 14-237-113.

Ark. Code Ann. § 14-59-116 provides that the governing body of each municipality shall publish annually in a newspaper published in the municipality a FINANCIAL STATEMENT OF THE MUNICIPALITY by April 1 covering the previous calendar year (January through the end of December).

The financial statement should include the receipts and expenditures for the year. In addition, it should contain "a statement of the indebtedness and financial condition of the municipality."

Section 14-237-113 provides similar publication requirements for the operating authority of the WATER and SEWER DEPARTMENTS. Water and sewer departments administered by one or two commissions must comply with the law. If the water and sewer departments are administered by the city council, then it is the responsibility of the city council to comply with the statute.

What if no newspaper is published in the city or town? In that case, the statements may be posted in two public places in the municipality.

Suggested Forms A and B appear on these facing pages. For additional information, call the League at 501-374-3484. You can buy a copy of the *Handbook for Arkansas Municipal Officials* at www.arml.org/store. 

The suggested FORM B is for use by water and sewer departments to comply with 14-237-113.

Form B

City or Town of _____
Financial Statement January 1, 2020—Dec. 31, 2020

WATER AND SEWER DEPARTMENTS

Balance January 1, 2020	\$ _____
Cash Receipts	
Water Payments	\$ _____
Sewer Payments	\$ _____
Sanitation Funds	\$ _____
Other	\$ _____
Total Receipts	\$ _____
Total Funds Available	\$ _____
Expenditures	
Personal Services	\$ _____
Supplies	\$ _____
Other services and charges	\$ _____
Capital Outlay	\$ _____
Debt Service	\$ _____
Transfers Out	\$ _____
Total Expenditures	\$ _____
Balance Water and Sewer Fund Dec. 31, 2020	\$ _____

INDEBTEDNESS

Type of Debt	Amount	Date Last Payment Due
Short term financing obligations	\$ _____	_____
Water Revenue Bonds	\$ _____	
Sewer Revenue Bonds	\$ _____	
		Date Free of Debt

Total	\$ _____	

All financial records of the Water and Sewer Department of (City or Town) of _____ are public records and are open for public inspection during regular business hours of ____ A.M. to ____ P.M., Monday through Friday, at the Water Department in _____, Arkansas.

If the record is in active use or in storage and, therefore, not available at the time a citizen asks to examine it, the custodian shall certify this fact in writing to the applicant and set a date and hour within three (3) days at which time the record will be available for inspection and copying.

ACCRTA scholarships available

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

A scholarship honoring the memory of Bill S. Bonner will be awarded to a first-year attendee in the certification program at the Municipal Clerks' Institute in September 2021. This scholarship covers the registration fee. Additional scholarships include: four local \$400 scholarships to attend the Municipal Clerks' Institute, Sept. 12-16, 2021, in Fayetteville; one \$400 scholarship for the Academy for Advanced Education, Sept. 13-14, 2021, in Fayetteville; and one \$400 scholarship to attend the International

Institute of Municipal Clerks (IIMC) annual conference, May 9-13, 2021, in Grand Rapids, Michigan. These scholarships are in addition to the 11 regional scholarships awarded by the IIMC. Completed scholarship application should be returned to the ACCRTA Scholarship Committee chair:

Andrea Williams, CMC, CAMC
City Clerk, City of Paragould
301 West Court Street
P.O. Box 1175
Paragould, AR 72450

Questions: **Andrea.Williams@Paragouldcity.org**
or (870)239-7500.

2021 APPLICATION FOR SCHOLARSHIP ASSISTANCE

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

Name _____ Title _____

Street Address or P.O. Box _____

City, State, Zip _____

Telephone _____ Date assumed present position _____

Other related experience: Title _____ Municipality _____ Years _____

Education: H.S. _____ Graduate College (years) _____ Degree _____

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

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

Travel/Transportation _____ Registration Fee/Tuition _____

Lodging and Meal _____ Total Amount _____

How much does your municipality budget your department yearly for education? _____

What is your reason(s) for applying for this scholarship _____

I understand that if a scholarship is awarded to me, it must be used between Jan. 1, 2021, and Dec. 31, 2021, and that I must attend all sessions.

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

Signature: _____ Date: _____

CHECK THE SCHOLARSHIP FOR WHICH YOU ARE APPLYING:

	IIMC Conference, Grand Rapids, Michigan	May 9-13, 2021	Deadline: April 17, 2021
	Municipal Clerks' Institute, Fayetteville	September 12-16, 2021	Deadline: May 31, 2021
	Academy for Advanced Education, Fayetteville	September 13-14, 2021	Deadline: May 31, 2021

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

ACCRTA seeks nominations for Clerk of the Year

The Municipal Clerk of the Year Award recognizes a member of the Arkansas City Clerks, Recorders, Treasurers Association (ACCRTA) who has made significant contributions to the objectives of the municipal clerks profession and to the improvement of municipal government in Arkansas and the clerks own community.

Qualities are length of service, good relationship with other clerks, interest in education, attendance at national and regional conferences, community volunteer, advancing and supporting the municipal clerks association.

Any municipal official or ACCRTA member may nominate a candidate for Municipal Clerk of the Year for 2021. The finalist will be honored at the 87th Annual Arkansas Municipal League Convention, June 16-18, 2021, in Little Rock.

The deadline for nominations is April 17, 2021.

Requirements for nominees:

- Has been an active ACCRTA member for at least five years
- Holds a city clerk/recorder/treasurer or deputy position
- Is a Certified Municipal Clerk or Certified Arkansas Municipal Clerk
- Provides service to other municipal clerks in the state as the opportunity exists
- Exhibits leadership

Complete the nomination information below and send to:

**Dena Malone, Recorder/Treasurer
City of Clinton
P.O. Box 970
Clinton, AR 72031
clintontreas@artelco.com**

Municipal Clerk of the Year 2021 Please Submit the Following Information

NOMINEE'S FULL NAME AND TITLE _____

ADDRESS, CITY, ZIP _____

BUSINESS PHONE _____

NAME OF THE CITY THE MUNICIPAL CLERK REPRESENTS _____

YEARS SERVED AS CLERK, RECORDER, TREASURER OR DEPUTY CLERK AND YEAR APPOINTED OR ELECTED _____

ARKANSAS CITY CLERKS, RECORDERS, TREASURERS ASSOCIATION (ACCRTA) MEMBER YEARS SERVED AND DATE OF MEMBERSHIP _____

ACCRTA OFFICES HELD _____

ACCRTA MEETINGS ATTENDED _____

ACCRTA, IIMC, OR ARKANSAS MUNICIPAL LEAGUE COMMITTEE SERVICE, COMMITTEES SERVED ON AND NUMBER OF YEARS SERVED _____

INTERNATIONAL INSTITUTE MUNICIPAL CLERK (IIMC) PARTICIPATION AT ANNUAL AND REGIONAL MEETINGS _____

IIMC WORKSHOPS (DISTRICT MEETINGS) ATTENDED _____

MUNICIPAL CLERKS INSTITUTE ATTENDANCE (NUMBER OF YEARS AND CLASSES ATTENDED) _____

CERTIFICATION RECEIVED:

IIMC CERTIFIED MUNICIPAL CLERK, IIMC MASTER MUNICIPAL CLERK OR CERTIFIED ARKANSAS MUNICIPAL CLERK

DATE OF CERTIFICATION _____

ARKANSAS MUNICIPAL LEAGUE CONFERENCES ATTENDED _____

EDUCATION PROGRAM PARTICIPATION (INSTRUCTOR, PANEL MEMBER, MODERATOR) _____

COMMUNITY INVOLVEMENT _____

LEADERSHIP ACTIVITIES _____

OTHER ACTIVITIES _____

NAME OF INDIVIDUAL SUBMITTING NOMINATION _____

ADDRESS _____

PHONE NUMBER _____

SIGNATURE _____

DATE _____

NOMINATOR: PLEASE BRIEFLY SUMMARIZE THE REASONS WHY YOU BELIEVE YOUR NOMINEE SHOULD BE SELECTED AS THE 2021 MUNICIPAL CLERK OF THE YEAR. _____

Community spirit powers progress for League District 4 VP

By Andrew Morgan, League staff

The concept of community is imbued in every aspect of Pine Bluff Mayor and League 2020-2021 District 4 Vice President Shirley Moorehead Washington's life, and it informs her vision of public service. It was a concept that began forming from the earliest days of her life. She was the second of seven children born to Willie and Blanchie Moorehead and raised in a house on 20 acres in the community of Gethsemane, which is about 35 miles northeast of downtown Pine Bluff on the other side of the Arkansas River.

Gethsemane was a small community of landowners and sharecroppers. The community seat featured two little stores—both were run by cousins of hers—and a church. The children attended the Gethsemane Elementary School through sixth grade before being bussed to nearby Wabbaseka for high school.

It was small, but it was a tight-knit community, Washington says. “The beauty of it is, everybody was connected. The community was like one big family. There was a lot of love and a lot of support. Some very successful people came out of that community.”

Memories of that community spirit have stayed with Washington over the years and influenced her own ideas of public service. She recalls that her dad had a brother who was deaf, and that a local man named Mr. Gandy was able to sign the sermon for her uncle every Sunday. This was the 1950s, and wasn't as common a practice as you see today, she says. “To have someone provide a service like that in this rural cotton-patch community was most unusual. We just thought we were truly blessed.”

Also in that spirit, her family set aside five acres for her uncle to farm and make a living. And he had been to school at the Arkansas School for the Deaf, where he trained to be a barber, and he used those skills for extra income as well.

These kinds of lessons, where a community comes together to take care of each other, stuck with Washington. When she began to think about choosing



PHOTO BY MARCUS GRAYDON, MG PHOTOGRAPHY

Pine Bluff Mayor Shirley Washington, League 2020-2021 District 4 vice president.

a career, she decided to pick something where she could serve her community in that same spirit. Her initial thought was to become a nurse. But something dissuaded her from that notion.

“One day one of my younger sisters was riding down a dirt road on the back of a bicycle as my brother was pedaling. He thought she was about to fall, and she drew her foot in. She had on flip-flops. Her foot was caught in the spokes of that bicycle. We were a distance from the house, and she was bleeding profusely by the time we got to the house,” Washington recalls. “My daddy thought kerosene was a cure-all. He kept a 50-gallon kerosene tank in the backyard. He filled a wash bin with kerosene and put her foot in it. And instantly, that kerosene

looked like total blood! I almost passed out. I had to go in the house, get away from it so I wouldn't see it anymore. And I was in the house thinking, how am I going to be a nurse? I can't tolerate this blood!"

Her next idea: Become a secretary.

"My mother bought us a typewriter. I would look at the television and watch these secretaries type and go into their bosses' office with a stenographer's pad and pen and their high-heeled shoes and sit down and cross their legs and take dictation. And I could just see myself doing that. That's all I wanted to be. A secretary. And then one day I thought, where would I work? These secretaries are in New York and Los Angeles, and I'm down here in Gethsemane. And when I go to Pine Bluff, I don't see many secretaries doing that who look like me."

Three of her family members were elementary teachers, and she loved spending time with them and listening to the ladies talk about their work. In about ninth or 10th grade, she decided to pursue teaching. It was also a priority for her to choose a career that would allow her to make a good living where she lived.

Washington went on to attend Arkansas Agricultural, Mechanical & Normal College—now the University of Arkansas at Pine Bluff—and she had no second thoughts about what she wanted to do, which was become an elementary school teacher. "As I walked across campus with my books from class to class, I could see myself one day being a leader in a classroom. You know, now I'm a leader in the city. But at that time, I could see myself being the person with the key. Because when you're a teacher, the kids are standing at the door wondering who's going to come to this door with the key, and unlock this door and let us in and unlock learning for us?"

That decision led to a long and fruitful career in education, and she and her husband, Frank Washington, Jr., raised three children, and they have three grandchildren. Washington retired—she can recite the actual date—June 10, 2010, after 38 years serving students in Jefferson County schools, with 22 years in the classroom and 16 years in administration.



The White Bluff Power Plant north of Pine Bluff is visible in the distance from the bend in Highway 31 where once stood the community of Gethsemane where Washington was raised.



Shifting from serving the students and families in her local school district to serving the whole community in public office was more of a long and winding path for Washington, and it was intimately tied to her Christian faith, she says. She first felt led to run for mayor of Pine Bluff back in the early 1990s. "I was like, I can't do this. I'm not a politician. I never wanted to become a politician."

But that voice didn't go away. And more than one friend would often tell her, "You need to be in politics—that's you" or "I don't know what it is about you, but I think you need to be a politician."

Washington had a conversation with her mother before her death in 1996. "She said, 'You know, Shirley, the Lord keeps dealing with you about going into politics and becoming a mayor, and if that's what God is calling you to do, you will have to do it one day.'"

Still, she wasn't ready to make that move.

When she retired in 2010, she rested. She did little things she'd put on hold for so many years, but she just relaxed. "Sometimes I'd sleep all day. I didn't know how tired I was until I retired." That rest was part of a larger plan, she believes, to help prepare her for the next chapter.



The Main Street Streetscape Project is a major component of the Go Forward Pine Bluff campaign, which seeks to revive the city's historic downtown.

A friend suggested she put her name in to serve on one of the mayor's committees, and she took her up on that. Washington served on the planning and development committee, which in 2011 began work on what is now the city's new aquatic center. She also worked with several other committees and organizations during this period, and she began attending city council meetings as well, which gave her a broad feel for how the city functioned and the challenges it faced.

The urges to run for mayor started coming back.

"It got to the point it was eating at me every single night." Unlike in the '90s, it didn't subside this time, and she couldn't push it back. "I couldn't sleep, I couldn't eat. I was in bad shape. I couldn't even tell my husband what was going on. Finally, one day I realized I had to embrace it if I was going to live. I had to embrace it and move forward. And from the day I rolled out my announcement that I was running for mayor, all that anxiety, all that sickness that was coming upon me, everything went away."

Washington launched her campaign for mayor in late 2015. On January 1, 2017, she became the first African American woman to hold the office of mayor in Pine Bluff.

Once a thriving hub of the Arkansas Delta, Pine Bluff has experienced decades of job and population losses, which have had a cascading negative effect on everything from infrastructure to health care. But the last several years have seen the city of about 43,000 take a brighter turn, thanks to strong leadership and



The streetscape project is increasing foot traffic at Main Street's few remaining established businesses, while several of the long-empty buildings have been renovated and have new tenants.

public-private partnerships. The historic downtown is experiencing a resurgence, with new businesses and nonprofits occupying long-empty buildings, and the Main Street Streetscape Project is providing a facelift to the entire corridor. New public amenities like a beautiful new main public library and the aquatic center—the city’s first public swimming facility in nearly 30 years—provide residents with educational and recreational opportunities. Manufacturing activity is expanding at the city’s industrial park. In 2020 CARTI announced that it will build an \$8 million cancer center in Pine Bluff, its largest outside of Little Rock.

Washington is especially pleased with the partnerships and progress made through the Go Forward Pine Bluff campaign, which she became involved in early on in its formation, before she ran for mayor. “I could see clearly, based on what they were presenting and the team that they had put together, that this was something that could move Pine Bluff forward. I embraced the vision that Go Forward had from day one.” As mayor she has continued to work on the “pillars” of that vision, which focus on areas like education and infrastructure. “The partnerships have brought a lot of unity throughout the community, and I think that’s where our strength comes from.”

Washington is now in the second month of her second term, which she won with 76 percent of the vote. “I’m glad that they have that level of confidence in me to reelect me. The first term you figure it out and create the vision. You learn where you are and where you’re going. The second term is when I think we’ll accomplish so much more.” 🏛️

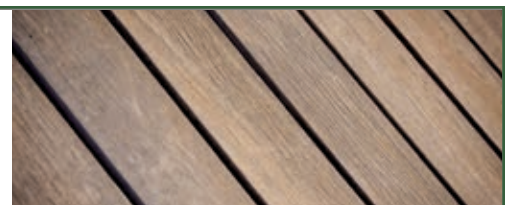


The streetscape project extends from the Jefferson County Courthouse down to 6th Avenue and the city’s new Main Library, which the mayor expects to be a hub of activity when the coronavirus pandemic comes to an end.



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The assembly hall at the League’s North Little Rock headquarters again doubled as a production studio for the 2021 Virtual Winter Conference.

League preps for 2021 at virtual winter conference

By Andrew Morgan, League staff

City and town leaders from across Arkansas gathered online January 13-15 for the Arkansas Municipal League’s 2021 Virtual Winter Conference. Although the ongoing COVID-19 pandemic may have limited our ability to meet in person, sharing essential information and discussing issues important to Arkansas’ municipalities remains a vital component of the League’s mission. Much like the delayed 86th Convention in August 2020, the assembly hall at the League’s North Little Rock headquarters was transformed into a television studio from which the interactive winter conference was broadcast.

Participation in the conference was strong, with a total of 925 registered delegates, including municipal officials and personnel and law enforcement officers from across the state. It also marked the first time the League was able to offer Commission on Law Enforcement Standards (CLEST) credit hours during a conference or convention.

The virtual winter conference was a great success, said League Deputy Director Whitnee V. Bullerwell. “I



Hayes

am amazed at how our hard-working members have embraced the League’s virtual meetings—both small and large,” she said. “We’ve got the best membership of any other state league in the country. Our members were engaged and asked great questions during the three-day event. We’ve received positive feedback and suggestions for ways to improve the experience. We are grateful for our members’ feedback as that allows us to produce the best conference, convention or WebEx meeting possible.



Villines

Meeting our members' expectations is one thing. But that's never been our goal. Our goal is to exceed our members' expectations every day."

During years in which the state legislature meets for its regular session, the League's winter conference traditionally coincides with its convening. The 93rd General Assembly got underway Monday, January 11, and the winter conference provided an opportunity to discuss the League's legislative priorities. Several sessions during the conference focused on legislation affecting municipalities expected to appear during the session and how city and town officials can get involved in the process.

Protecting local control remains at the heart of the League's legislative efforts, Executive Director Mark R. Hayes said, and many of the issues that are expected to arise, like local option alcohol measures, affect both city and county governments. The League over the past several years has strengthened its cooperative relationship with the Association of Arkansas Counties, whose director, Chris Villines, participated in the panel discussion. Those efforts are paying dividends during this legislative session, Hayes said. "Both our organizations recognize that there's a need for cooperation, because in reality 99 percent of the things that go on out at the capitol are of joint interest to both counties and cities. If you think in terms of revenue sources, retirement and the general concept of local control, we share that with our friends in the counties."

The leadership and the staffs at both the organizations have worked very hard to promote local control and to defend against its deterioration, Villines said. "We are constantly watching for those types of issues," he said. "I think the beauty in Arkansas is the culture we have, county to county, city to city, the differences that we have. And it's important for us to preserve your ability to make your city what your city wants to be."

League General Counsel John Wilkerson elaborated on the new local option legislation. "Cities and towns

in dry counties do not have the option to go wet even if they want to go wet, under the current law," he said. He thanked HB 1148's co-sponsor Rep. Frances Cavanaugh for her work on the new bill. "As Rep. Cavanaugh said to us, and we love this phrase, 'This is not about liquor, it's about local control.' This is about giving cities and towns the right, the option and the ability to go wet if they choose to go wet, or to go dry if they choose to go dry."



Wilkerson

Legislation loosely referred to as the "water bill" has cropped up over the past several sessions that would affect water providers, many of which are municipal water systems. While previous versions of the legislation have largely been good public policy, they've also included things detrimental to local control, League Legislative Liaison Jack Critcher explained. The last version of the water bill died at the end of the 2019 legislative session. Both Critcher and Hayes expressed optimism that the version of the bill appearing this session, thanks to working through the issue with the sponsor, Sen. Alan Clark, will keep the good policies and remove the bad. "I feel really good about the prospects of passing a great bill in the next couple of weeks," Critcher said.



Critcher



Sipes

Gary Sipes, executive director of the Arkansas Association of Chiefs of Police, also participated on the panel. Work on the 93rd General Assembly started about two months before the session began, Sipes said. The association held meetings with the judiciary committee and the Arkansas Legislative Black Caucus to discuss police reform. “We had very good meetings with them,” Sipes said. “We discussed our concerns and they discussed their concerns. We have worked out some things that are going to be good for law enforcement across the state.” Sipes gave credit to the governor for recognizing the need for police reform and creating a task force to explore the issue. Members of the task force addressed the winter conference in a separate session.

The session got off to a quick start, with legislators already discussing large bills, and that speed is expected to continue, Hayes said. Additionally, the coronavirus pandemic and the safety protocols in place at the capitol mean in-person attendance at committee meetings and other activities are more challenging this year. “It’s very important that all of you pay attention to the communications that we send out so that you can keep abreast of what’s going on,” he said.

Visit the League’s Legislative Action Center at www.arml.org/resources/legislative-action-center to view the Legislative Bulletin and keep up with bills of interest to cities and towns as they move through the process. To connect with your district’s legislators, download the League’s Legislative Directory App for your smartphone. Search for “ARML Leg” in your app store.

Report from the Governor’s Task Force to Advance the State of Law Enforcement in Arkansas

Several members of Governor Hutchinson’s Task Force to Advance the State of Law Enforcement in Arkansas participated in the 2021 Virtual Winter Conference, reporting on their research into best practices, transparency, bias, use of body cameras and other issues. The task force is made up of local government leaders, representatives from all levels of law enforcement in the state, and citizen and community advocates who met over the course of the fall of 2020 to discuss these critical issues surrounding policing, said Fred Weatherspoon, deputy director of the Arkansas Law Enforcement Training Academy and the task force’s chairperson. “As a result of those very productive conversations, we were able to identify and make 27-plus recommendations to the governor to be able to hopefully continue his forward vision of serving the citizens of Arkansas through enhanced relationships between law enforcement and the community as a whole,” Weatherspoon said.

The task force’s recommendations include increasing the ratio of full-time to part-time officers, increased accountability in excessive-force incidents, the need for a decertification database and strengthened oversight. Many of the recommendations would require legislative action, but some could be adopted by the governor without the need for legislation, Weatherspoon said.

Arkansas has a strong and clearly defined decertification process, Lake Village Police Chief Percy Wilburn said, and that information is public record. “After much discussion, it was found that the general public didn’t know that this process was already in place,” he said. Wilburn said that while he fully supports the public decertification database, he couldn’t support a recommendation that the database include any complaint against an officer. “I strongly believe in



Weatherspoon



Wilburn



Sanders

transparency, but I also believe that an officer should have due process,” he said.

Layla Holloway, a citizen activist from Van Buren who, at 19, was one of the youngest members of the governor’s task force, shared the findings of a statewide survey they conducted on the subject of bias and community policing. They received more than 2,000 responses to the survey, she said. “There were some racial disparities within feelings of safety, fear and trust, and so we had different communities feeling different ways about law enforcement,” Holloway said. The recommendations they made to the governor were based on the needs of those communities in those specific areas, she said. “We recommended that we increase the time spent on the dismantling of racial bias, increase time spent in communities, and we want to work to mend those relationships between minorities and law enforcement.”

Modern policing is a very complex and challenging profession, Blytheville Mayor James Sanders said. Prior to serving as mayor, Sanders had a 40-year career in law enforcement. Law enforcement is now experiencing another challenge, he said. “A new mistrust has developed

for the officers in the communities that they serve,” Sanders said. “The question of protecting and serving became who are we protecting, and who are we serving?” Studies going back to the 1990s showed what we still recognize as true, he said, that for better outcomes we need better relationships between law enforcement and the communities they serve. “The question interjected there was: What happened? The answer is: Not enough.” One important step would be to work to make law enforcement reflect



Washington



Holloway

the diversity of the communities they serve, he said.

Communities want strong, community-based policing, Pine Bluff Mayor Shirley Washington said. “They want police officers who they feel truly are connected, who care and are concerned about their needs as they serve them. And I think it’s going to be important as we move into the future that we have more officers who live in the communities in which they serve.” It’s important that off-duty officers and citizens meet in grocery stores and restaurants, she said. “They want to be able to connect to the citizens, so the citizens feel like they truly care for them, they truly are concerned about them and have their best interests at heart.”

Promoting the National Day of Racial Healing

In October 2020, League Deputy Director Whitnee Bullerwell attended the University of Central Arkansas' annual Racial Equity Summit at the invite of Shelby Fiegel, director of UCA's Center for Community and Economic Development (CCED). During the summit, Clarice and Kwame Abdul-Bey, co-conveners of the Arkansas Peace and Justice Memorial Movement (APJMM), shared information about the National Day of Racial Healing on January 19. Bullerwell was "bowed over" by their authenticity, she said, and both she and Fiegel, a longtime League partner, saw this important holiday as an opportunity to keep the conversation going. The League invited the Abdul-Beys and Fiegel to share their efforts during a Thursday, January 14, lunch-time session of the winter conference.



Bullerwell

"We find ourselves in unprecedented times," Bullerwell said. "We have a pandemic and an infodemic, as I like to call it, going on simultaneously. We've also witnessed during this time multiple displays of tremendous racial divisiveness. The National Day of Racial Healing is about just that—healing the wounds created by racial, ethnic and religious bias."

For the CCED, Fiegel recognized the need to "step up and be more intentional in designing content and moving the needle on racial equity and justice in Arkansas," she said. "We recognize that creating equity is an extremely important part of community and economic development."

The goals of the APJMM are twofold, Clarice Abdul-Bey said. "The primary goal is to memorialize the victims of historical racialized violence in the state of Arkansas through geographical and genealogical research, soil collections, historical marker placement, and descendent acknowledgement with conciliation. The second goal is to promote community-wide engagement



Fiegel

in this process through educational curriculum, artistic expression and performance-based healing, inter-generational and inter-racial dialogue, and long-term truth and reconciliation and racial justice activities."

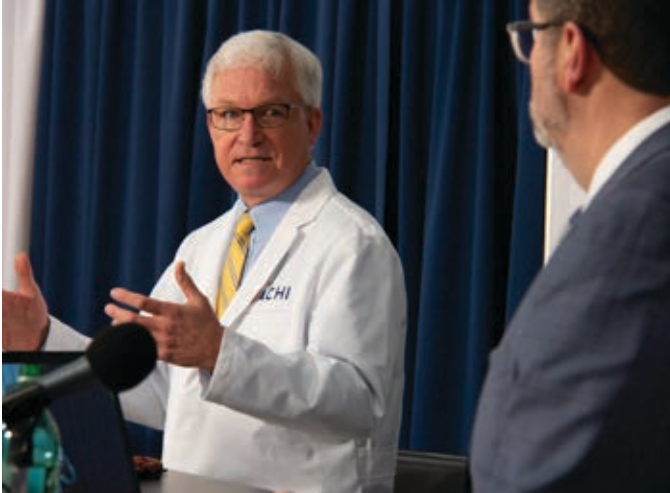
The National Day of Racial Healing was started five years ago by the W.K. Kellogg Foundation in an effort to redirect their funding toward social justice and racial equity, Kwame Abdul-Bey said. In 2019 Clarice and Kwame reached out to Governor Asa Hutchinson in an effort to make the observance of the day official in Arkansas. "He actually became the first governor in the United States to issue a proclamation making it an official, statewide observance," Kwame Abdul-Bey said. "When we met with Shelby and Whitnee, we decided well hey, if the governor can do it, we would like all the mayors to do it."

As a result of their efforts, many cities and towns in Arkansas issued proclamations to observe the National Day of Racial Healing on January 19 of this year. On that day, the League co-hosted a media event with the APJMM. Read more about the event in this issue on page 32.



Kwame and Clarice Abdul-Bey promote the National Day of Racial Healing.

Dr. Joe Thompson provides COVID-19 update



Dr. Joe Thompson, left, and League Executive Director Mark Hayes discuss the state of the coronavirus pandemic in Arkansas. Even with a vaccine, it remains essential to wear a mask, regularly wash hands and maintain social distance, Thompson said.

It's been a difficult year that we've worked through together, and we're entering the most difficult part now with the ongoing coronavirus pandemic in Arkansas, said Dr. Joe Thompson, president and CEO of the Arkansas Center for Health Improvement (ACHI). The League has partnered with ACHI over the past 10 months to provide weekly updates and guidance for cities and towns on the pandemic, and the League named Dr. Thompson its Person of the Year at the 86th Convention in August 2020. "We are in the most difficult, challenging part now," he said. "Just in the last 10 days we've had the highest number of new cases, the highest number of hospitalizations, the largest number of deaths. We are in the thralls of this, but I can hold out hope and promise that 2021 will be different than 2020."

One of the reasons for hope is the approval of two vaccines that are now in the early phases of mass distribution, he said. "We've been on defense now for almost eight months, and I'm excited that now we're going on offense," Thompson said. The vaccines are safe and they are largely effective, he said, and he encouraged city and town leaders to get the vaccine when available and to encourage their citizens to do the same. He also strongly encouraged local leaders to disregard and to combat the conspiracy theories and non-truths circulating about the vaccines, particularly on the internet. "The truth about this vaccine is it is our best offensive weapon, it provides 90-plus percent protection for a long period of time. We don't know yet how long. We're monitoring that to know if we need another booster, like the flu shot, periodically

into the future. But there are relatively few adverse reactions."

Despite the optimism gained from being on offense, we need to continue to keep our defenses up, even if we've received the vaccine, Thompson said. It remains a threat in Arkansas and across the globe, he said. "We have to safeguard each other, and we have to work together to extinguish it as a threat."

Arkansas: Looking back, moving forward

Moving animatedly across Arkansas' unique and sometimes tempestuous history—from the state's origins, the challenges it's faced over the years, the people who played outsized roles in these developments and up to today's political divisiveness—Rex Nelson, senior editor of the *Arkansas Democrat-Gazette*, took winter conference participants on a whirlwind tour of our state's past, present and potential future in his keynote address during the conference's opening general session, Thursday, January 14.

Amid the tumultuous political scene at the nation's capital, Nelson urged city and town leaders to focus on "what really matters, and that is the community in which you live. All politics really is local. The level where you are is where the rubber meets the road. It's where we will really make a difference in the lives of our citizens."

Nelson said he looks forward to the end of the coronavirus pandemic, when he can again visit all the communities in Arkansas that he loves. He thanked the city and town leaders across Arkansas, who have helped guide us through this pandemic. "None of us have ever experienced anything like this in our lifetimes, because none of us were around in 1918 when we had the last pandemic of this size," he said. "We did not have a map forward when this began 10 months ago. But all of you, working in your local communities, have drawn that map forward and have allowed us to move forward as a state."



Nelson

League honors individuals for service, recognizes Certified Municipal Officials

The winter conference each year gives the League an opportunity to recognize city and town leaders for extraordinary service to their hometowns and to the League. During an awards ceremony on the final day of the 2021 Virtual Winter Conference, the League bestowed a rare honor upon one of its longest serving members, recently retired Paragould Mayor Mike Gaskill, who was presented with the Don A. Zimmerman Dean's Chair.

Gaskill retired at the end of 2020 after 22 years of service to Paragould, and his service to the League was just as long. He served on numerous League boards and committees, including 22 years on the executive committee. He was also a League officer, serving as District 1 vice president and first vice president before serving as president in 2007-2008, after which he served on the past presidents advisory council.

The League also named five outgoing mayors as Honorary Life Members. The designation is presented to city and town officials who have shown their dedication by serving on League committees or boards for 10 years or more.

Honorary Life Members

- ◆ Mike Gaskill, former mayor of Paragould
- ◆ Harold Perrin, former mayor of Jonesboro
- ◆ Joe Smith, former mayor of North Little Rock
- ◆ John Mark Turner, former mayor of Siloam Springs
- ◆ Paul Wellenberger, former mayor of Fairfield Bay

The winter conference featured five core hours and three continuing education hours as part of the League's voluntary certification program for municipal officials and key personnel. During the awards presentation, the League recognized those who achieved or maintained their status as Certified Municipal Officials in 2020.

2020 Certified Municipal Officials

- ◆ Mayor Ken Kincade, Cabot
- ◆ Recorder/Treasurer Kimberly Hutcheson, Cave Springs
- ◆ Council Member Billie Fernandez, Luxora
- ◆ Council Member Finda Robertson, Luxora
- ◆ Recorder/Treasurer Mica Vance, Lynn

- ◆ Mayor Michael Marsh, Pangburn
- ◆ Clerk/Treasurer Mary Sullivan, Paris
- ◆ Mayor Shane Weber, Sulphur Springs

2020 Continuing Education

- ◆ Mayor Paul Mitchell, Alexander
- ◆ Mayor Zola Hudson, Altheimer
- ◆ Recorder/Treasurer Doris Hudson-Gaddy, Altheimer
- ◆ Mayor Veronica Post, Altus
- ◆ City Manager Gary Brinkley, Arkadelphia
- ◆ City Clerk Jessica Davis, Arkadelphia
- ◆ Mayor Bernadette Chamberlain, Austin
- ◆ Mayor Darrell Kirby, Bay
- ◆ Clerk/Treasurer Carol Westergren, Beebe
- ◆ Council Member Ron Burrow, Brinkley
- ◆ Mayor Kenneth Jones, Brookland
- ◆ Mayor Allen Scott, Bryant
- ◆ Council Member James Reid, Cabot
- ◆ Mayor Randy Noblett, Cave Springs
- ◆ Council Member Robin Reed, Centerton
- ◆ Mayor Bill Edwards, Centerton
- ◆ Council Member Wayne Low, Centerton
- ◆ Recorder/Treasurer Stacey Bennett, Cherry Valley
- ◆ Recorder/Treasurer Dena Malone, Clinton
- ◆ Council Member C.T. Foster, Crossett
- ◆ Council Member James Knight, Crossett
- ◆ Mayor Crystal Marshall, Crossett
- ◆ Mayor Danny Moody, Dell
- ◆ City Clerk Heather McVay, El Dorado
- ◆ Council Member Dianne Hammond, El Dorado
- ◆ Council Member Paul Choate, El Dorado
- ◆ Mayor Linda Duncan, Fairfield Bay
- ◆ Council Member Don Bailey, Fairfield Bay
- ◆ City Director Kevin Settle, Fort Smith
- ◆ City Clerk Sherri Gard, Fort Smith
- ◆ Mayor Jeff Braim, Gassville

- ◆ Council Member Anita Seaman, Gassville
- ◆ Recorder/Treasurer Jennifer Hill, Haskell
- ◆ Treasurer Derrick Turner, Helena-West Helena
- ◆ Recorder/Treasurer Mary Ruth Wiles, Highland
- ◆ Mayor Russell Truitt, Highland
- ◆ Mayor Pat McCabe, Hot Springs
- ◆ City Director Karen Garcia, Hot Springs
- ◆ Mayor Dennis Behling, Lakeview
- ◆ Council Member James Jefferson, Jr., Magnolia
- ◆ Mayor Seth Smith, Mena
- ◆ Clerk/Treasurer Peggy Lancaster, Mountain View
- ◆ Mayor Roger Gardner, Mountain View
- ◆ Mayor Gary Baxter, Mulberry
- ◆ Council Member Debi Ross, North Little Rock
- ◆ Clerk/Treasurer Diane Whitbey, North Little Rock
- ◆ Mayor Roxie Hall, Ozark
- ◆ Mayor Jackie Crabtree, Pea Ridge
- ◆ Mayor Sonny Hudson, Prairie Grove
- ◆ Council Member Doug Stumbaugh, Prairie Grove
- ◆ Council Member Tony Cunningham, Prairie Grove
- ◆ Council Member Howard Austin, Prescott
- ◆ Council Member Betty Cook, Sheridan
- ◆ Clerk/Treasurer Angela Nicholson, Sherwood
- ◆ Council Member Beverly Williams, Sherwood
- ◆ City Administrator Phillip Patterson, Siloam Springs
- ◆ City Director Reid Carroll, Siloam Springs
- ◆ Mayor Bobby Neal, Smackover
- ◆ Recorder/Treasurer Rick East, Smackover
- ◆ Recorder/Treasurer Rita Fite, Sparkman
- ◆ Mayor Harry Brown, Stephens
- ◆ Mayor Shane Weber, Sulphur Springs
- ◆ Council Member Matthew Miller, Trumann
- ◆ Clerk/Treasurer Sharon Henson, Walnut Ridge
- ◆ Mayor Charles Gastineau, Ward
- ◆ Mayor Jennifer Hobbs, Wynne



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2020 Community of the Year awards honor all Arkansas municipalities

The League’s winter conference has for many years been the venue for the annual Community of the Year awards presentation, where individual communities are honored for their volunteer efforts. The COVID-19 pandemic prompted Engage|AR, the governor’s advisory commission on national service and volunteerism, to approach the awards differently this year, said Amanda Richardson Nipper, the commission’s chair. “Existing challenges, from food insecurity to housing and access to health care, have been magnified by the coronavirus,” she said. “This year Engage|AR is proud to honor and recognize all municipalities in Arkansas as Communities of the Year.”

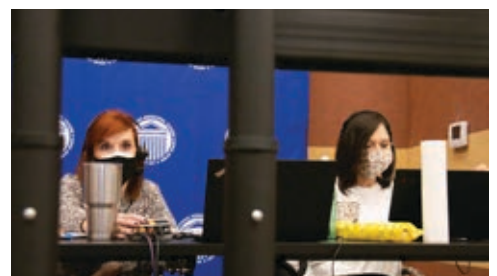


Hutchinson

Governor Asa Hutchinson recorded a message for the virtual presentation, thanking cities and towns, nonprofits and volunteers for stepping up during the past year to address the challenges the pandemic has thrust upon us. “The pandemic has put an enormous strain on city and nonprofit services,” he said. “States and municipalities have partnered with the private sector to address immediate and long-term needs while mobilizing volunteers. Our communities have come together to distribute food and to care for all Arkansans in this difficult time. The pandemic has inspired compassion and innovation. These partnerships demonstrate what is possible when we all work together.”



Richardson Nipper



ABPG honors Trendsetter Cities at League's winter conference

The Arkansas Business Publishing Group (ABPG) presented the 2020 Trendsetter City Awards during a ceremony on Thursday, January 14 during the League's 2021 Virtual Winter Conference. The awards, presented in partnership with the League, Crews & Associates, Crafton Tull and the Arkansas State Chamber AIA, honor cities and towns that have implemented creative and innovative solutions to challenges at the local government level.



Phillips

Each year, ABPG and its partners present the Don A. Zimmerman Pinnacle Award to a city that goes above and beyond to meet its challenges. Paul Phillips, senior managing director with Crews & Associates, presented the award, which is named in honor of the League's late executive director. "Don worked tirelessly to make sure that every city had the tools necessary to make a difference," Phillips said. "The Don A. Zimmerman Pinnacle Award represents everything we need in our

cities, including innovation, commitment and, most of all, great leadership." The 2020 Don A. Zimmerman Pinnacle Award was presented to Forrest City in recognition of its summer youth program focusing on career readiness.

The 2020 Trendsetter City Award winners in each category are:

Education/Workforce Development

- * Winner (Pop. Under 5,000): Eureka Springs
- * Winner (Pop. 5,000-20,000): Forrest City
- * Winner (Pop. 20,000+): Cabot
- Honorable Mention (Pop. Under 5,000): Gravette

Environmental/Green Management Practices

- * Winner (Pop. Under 5,000): Fairfield Bay

Infrastructure/Water

- * Winner (Pop. Under 5,000): Green Forest
- * Winner (Pop. 20,000+): Hot Springs


Tourism Development/Creative Culture

- * Winner (Pop. 20,000+): Searcy
- * Winner (Pop. 20,000+): Bella Vista
- Honorable Mention (Pop. Under 5,000): Mulberry
- Honorable Mention (Pop. 20,000+): Little Rock

Public Safety

- * Winner (Pop. Under 5,000): Pangburn
- * Winner (Pop. 5,000-20,000): Heber Springs
- * Winner (Pop. 20,000+): Bryant

Wellness & Fitness

- * Winner (Pop. Under 5,000): Greenbrier
- * Winner (Pop. 20,000+): Fort Smith
- * Winner (Pop. 20,000+): Pine Bluff
- Honorable Mention (Pop. 20,000+): Hot Springs
- Honorable Mention (Pop. 20,000+): Little Rock 



2021
VIRTUAL WINTER
CONFERENCE



Kwame Abdul-Bey, co-convenor of the Arkansas Peace and Justice Memorial Movement, and son Loren address attendees at the National Day of Racial Healing press conference.

National Day of Racial Healing observance kicks off with messages of hope and hard truths

By Mel Jones, League staff

The Arkansas Municipal League was honored to host the Arkansas Peace and Justice Memorial Movement (APJMM) as it opened the state's second annual observance of the National Day of Racial Healing (NDORH). Sara Tariq, M.D., co-chair of the Just Communities of Arkansas board of directors, and associate professor of medicine and assistant dean of undergraduate clinical education at the University of Arkansas for Medical Sciences, emceed the event, which included a reading of the more than 80 cities and towns, county judges, organizations, and school districts and universities that signed the NDORH proclamation.

A primary care physician in Little Rock, Tariq opened her remarks with a story about a recent conversation she had with an elderly patient about the COVID-19 vaccine that she couldn't stop thinking about. The patient, a Black woman, stopped Tariq before she could begin. "No ma'am. Do you know the history of this country and Black people? They don't want us, they've

never cared about us. You're not old enough to know, but I remember Tuskegee. And I'm not getting that vaccine."

The patient was referring to the Tuskegee Experiment, which began in 1932 as a collaboration between the United States Public Health Service and Tuskegee University in Alabama, to learn about the complications of syphilis. More than 600 Black sharecroppers were enrolled in the program and were told they would receive medical care in return for participation in the study. Although 400 of the men had latent syphilis, the government never informed them that they had the disease and never provided treatment. As a result, 128 participants died, 40 wives contracted the disease and 19 children were born with congenital syphilis. The study, which lasted until 1972, purposely misled the participants and withheld life-saving treatment.

"The field of medicine has learned a lot from the experimentation of black bodies, and I have benefited from that knowledge. So, the history of racism is sort of my history, too, and I can't separate myself from that,"

Tariq said. “My patient kept using the word ‘they.’ I don’t think she was referring to a group of racist people. I think she was referring to the racism inherent in the system in which we operate. It’s that silent racism—no insults are spoken; no bad words or hate is spewed. ‘They’ are the systems and structures that have disadvantaged our Black citizens up until today. And the fact that our Black brothers and sisters are dying at higher rates of COVID, in the hospital that I work, and in this country, is a consequence of systemic racism.”



Sara Tariq, M.D., emceed the event, and in her opening remarks discussed how decades of systemic racism in health care continue to cause distrust among Black patients, most recently in regards to the safety of the COVID-19 vaccine.

As a doctor, Tariq said that she has felt the power of when we share words and take actions that heal. “The power to heal though is not just the work of us in health care. We all have that power.”

Clarice Abdul-Bey, who along with her husband Kwame is a co-convenor of the APJMM, led attendees in a moment of silence and reflection. Clarice expressed her amazement at the number of mayors, county judges and others who signed the proclamation without hesitation. “I know reading those proclamations and what they stated and what they stood for and what they stand for in the state of Arkansas, will make you reflect on what it is that we want in our state. That is, we want transformation, we want truth, we want reconciliation, we want peace—we want all of these things for ourselves and most of all, for our children and our grandchildren,” she said.

Clarice asked attendees and viewers alike to reflect upon how the words of the proclamation can live off the page and permeate the entire state. “We don’t just want them to sit on the page. We don’t want to read them, sign off and say ok, we checked that box,” she said. “We want those words to become energy to make a difference in this state. And they can.”

Pastor Preston Clegg of Second Baptist Church in Little Rock, who is also a board co-chair with Just Communities of Arkansas, shared a statement of



Leading a moment of silence and reflection, Clarice Abdul-Bey, co-convenor of the Arkansas Peace and Justice Memorial Movement, asked attendees to reflect upon how the words of the NDORH proclamation can “live off the page.”

purpose. He recalled a story about tearing his ACL while playing intramural flag football in college. Following surgery, he began physical therapy at the hands of an unsympathetic therapist, who pushed him through exercises that, he said, made him begin “saying words that Christian ministers don’t usually say.” After asking the therapist to ease up just a little bit, Clegg was met with the reply: “Do you want to get better or don’t you?”

“Injuries hurt, but sometimes, healing hurts, too,” he said.

“This is the National Day of Racial Healing, and we need healing because of great human injury,” Clegg said. “For 400 years, white supremacy has shaped everything that it has touched in this country. It has shaped laws, even the highest of laws that say things like ‘We hold these truths to be self-evident that all men are created equal.’ And we’re left to square the fact that some of the men who wrote those very words owned slaves.” From separate and unequal education to health care, law



Preston Clegg, pastor of Second Baptist Church in Little Rock, laid bare the ugly truths of the wounds caused by centuries of white supremacy, noting that “we need healing because of great human injury.”

enforcement, voting and net worth, Clegg noted that “the wounds created by white supremacy’s influence are as old as they are ubiquitous, and the pain of injury is felt in us all to this very day.”

“When you begin to say that part of healing involves telling the truth about things that led us to this point in our history, the truth about our nation’s history, some people will accuse you of being unpatriotic and offer you an alternative curriculum,” he continued. “When you begin to talk about systemic racism in our day, people will say that you’re reinforcing the racism because you keep talking about it. You’re creating the wound instead of naming it. Yet when my doctor looked at me and told me I had torn my ACL, I did not ask him why he did that to me. Naming the wound and creating the wound are not the same thing, in fact they’re opposites.”

Clegg said he believes that because we’ve resisted the pain of healing our country, we’ve simply agreed to live with the injury. “But ever so often, that wound is touched in some fresh way, and the nation convulses in agony and we’re reminded of wounds we have too long neglected,” he said. “This is one of those moments. This is one of those days. So, let me applaud you, wholeheartedly for agreeing to say yes to the hard work of healing, and I hope that our yes today will lead to a million more yeses on our part, because it will take a million yeses because we for 400 years said a million nos.”

After reading the list of cities, towns, counties, educational institutions and other organizations that adopted the NDORH proclamation, League Deputy Director Whitnee V. Bullerwell said, “I am really pleased with that, and I hope you all are as well. This many proclamations make our hearts very full and very happy. Coming together as we have today and in the days to come, it will bring us together in our shared humanity. Together we will create a more just and equitable world.”

Arkansas Municipal League President and Mayor of Mulberry Gary Baxter welcomed the mayors and other officials invited to speak. “Our municipalities and counties are the eyes, ears and hearts of our state and throughout America. We are where the rubber meets the road. Mayors and county judges have their fingers on the pulse and have the power of influence with our citizens.”

Lioneld Jordan, mayor of Fayetteville, discussed his city’s efforts at unity, healing and understanding, in particular the African American advisory committee that was formed a few years ago. He said Black citizens wanted him to know what life was like for them in Fayetteville. “We got together and had some very serious, very raw conversations that were not particularly easy for me to hear,” he admitted. “But you know what? I suddenly realized that we had 400 years of damage that we needed to repair and things needed to be healed and things needed to be fixed. And I suddenly realized if we



League Deputy Director Whitnee V. Bullerwell read the list of more than 80 cities, towns, counties, educational institutions and other organizations that signed the NDORH proclamation.


don’t do it, who will? And if we don’t do it now, when will it ever be done?” Jordan said those conversations set him on a journey, and one of the first steps of that journey was for Fayetteville to pass an ordinance stating that racism is a public health crisis that must be addressed.

Blytheville Mayor James Sanders discussed the COVID-friendly way his city commemorated Martin Luther King Jr. Day. The theme for the day was “Together we can drive out hate,” and events included a car parade down Main Street. “Dr. King’s vision and legacy lives on, and it lives on in us when people see that we can all come together and act as one to drive hate, misunderstanding and mistrust out of our communities,” he said. That afternoon, residents came together to watch the movie *Selma*, which was shown at an outside theater the city created due to the pandemic. “This allowed people to drive up and commune together, to come together and to be able to watch a movie together not just as individuals but with their families,” said Sanders. “That’s how we celebrated Dr. Martin Luther King Jr. Day, by coming together. By bridging lines and by bridging gaps within our community, people can see the richness of our community.”

In his closing remarks, Kwame Abdul-Bey expressed his gratitude to everyone who signed the proclamation and reiterated that the words of those proclamations are only words if they stay on the paper. He said that there was much work to be done, and the APJMM is here to work with all of the mayors, county judges and other leaders and officials. “When you leave here, let’s begin the work. And let’s begin working together. Let’s begin the conversations and let’s begin talking to each other because we’re not here for ourselves, we’re here for our children, our grandchildren and all of the generations,” Kwame said. “Both Clarice and I are of Aboriginal ancestry, and we always talk about the seven generations. What are you doing today and how will it affect the next seven generations? Racial healing starts now.”

Cities and towns that issued the NDORH proclamation include: Altheimer, Altus, Arkadelphia, Arkansas City, Augusta, Austin, Batesville, Bay, Bentonville, Berryville, Black Oak, Blytheville, Bryant, Cabot, Caddo Valley, Cammack Village, Carlisle, Cave Springs, Coal Hill, Conway, Crossett, Dermott, Dumas, El Dorado, Eudora, Eureka Springs, Fairfield Bay, Fayetteville, Foreman, Forrest City, Fort Smith, Garfield, Gentry, Greenwood, Hamburg, Helena-West Helena, Highfill, Hope, Hot Springs, Jonesboro, Lake Village, Luxora, Marked Tree, Maumelle, McCrory, McGehee, Menifee, Monticello, Morrilton, Mountain View, Mulberry, Newport, North Little Rock, Ozark, Pine Bluff, Prairie Grove, Prescott, Rector, Rogers, Russell, Russellville,

Sherwood, Siloam Springs, Smackover, Springdale, Stamps, Stephens, Sulphur Springs, Tontitown, Ward and Wrightsville. Counties that adopted the proclamation include Benton, Logan and Pulaski. School districts and universities include the University of Arkansas, ASU-MidSouth, the University of Central Arkansas, the Clinton School of Public Service, UA Little Rock, and the Little Rock School District. The Arkansas Municipal League and the Association of Arkansas Counties, and the NAACP also issued the proclamation.

To watch the full press conference, visit our Facebook Page. And to learn more about the Arkansas Peace and Justice Memorial Movement and the National Day of Racial Healing, visit apjmm.org. 

NOTICE: Annexation Reports Due March 1

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

(a)(1) Beginning March 1, 2014, and each successive year thereafter, the mayor or city manager of a city or incorporated town shall file annually with the city clerk or recorder, town recorder, and County clerk a written notice describing any annexation elections that have become final in the previous eight (8) years.

(2) The written notice shall include:

(A) The schedule of services to be provided to the inhabitants of the annexed portion of the city; and

(B) A statement as to whether the scheduled services have been provided to the inhabitants of the annexed portions of the city.

(b) If the scheduled services have not been provided to the new inhabitants within three (3) years after the date the annexation becomes final, the written notice reporting the status of the extension of scheduled services shall include a statement of the rights of inhabitants to seek detachment.

(c) A city or incorporated town shall not proceed with annexation elections if there are pending scheduled services that have not been provided in three (3) years as prescribed by law.

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

(a) In all annexations under § 14-40-303 and in accordance with § 14-40-606, after the territory declared annexed is considered part of a city or incorporated town, the inhabitants residing in the annexed portion shall:

(1) Have all the rights and privileges of the inhabitants of the annexing city or incorporated town; and

(2) (A) Be extended the scheduled services within three (3) years after the date the annexation becomes final.

(B) The mayor of the municipality shall file a report with the city clerk or recorder, town recorder, and County clerk of the extension of scheduled services.

(b) If the scheduled services have not been extended to the area and property boundaries of the new inhabitants within three (3) years after the date annexation becomes final, the written notice reporting the status of the extension of scheduled services shall:

(1) Include a written plan for completing the extension of services and estimated date of completion; and

(2) Include a statement of the rights of inhabitants to seek detachment.

(c) A city or incorporated town shall not proceed with any additional annexation elections if there are pending scheduled services that have not been extended as required under this subchapter.

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

WHAT CITIES AND TOWNS SHOULD KNOW DURING THE COVID-19 PANDEMIC

Guidance on vaccination mandates for municipal employees

By John L. Wilkerson, League staff

As we have all heard, both the Pfizer-BioNTech and Moderna COVID-19 vaccines are currently being administered here in Arkansas. I know we are all excited about the return to normalcy and the comfort of knowing that the health and safety of our coworkers, friends and families will soon be protected. However, as the vaccine makes its way around the state, there are questions I know you all will face. The most common question I've heard is: "Can my city or town mandate our employees get the COVID-19 vaccine?" The short answer is: "Yes, but..." The guidance below will explain.

To begin this discussion, I must first note some federal laws we all need to keep in mind: the Americans with Disabilities Act (ADA), the religious protections found in Title VII of the Civil Rights act of 1964 (Title VII), and the Genetic Information Non-Discrimination Act (GINA). I mention these laws first because there will be employees who cannot receive the vaccine because of a medical condition (ADA protected) that would negatively impact their health if they received the vaccine. Or, an employee may have a sincerely held religious objection to receiving the vaccine (Title VII protected). This must be kept in mind when deciding whether to mandate a vaccine for those particular employees. Further, the decision whether to facilitate the administration of the vaccine or simply require proof of vaccination must be weighed carefully, as pre-vaccination questions about family history or genetic information are restricted by GINA.

"Yes, but..."

Generally speaking, yes an employer can require employees be vaccinated as a prerequisite to returning to the workplace, but certain exemptions are allowed

for employees with medical conditions or sincerely held religious beliefs that prevent them from taking the vaccine. In other words, if an employee has a medical condition or religious belief that prevents them from taking the vaccine, the city or town must provide a "reasonable accommodation" for that request; this reasonable accommodation would be not requiring the employee take the vaccine. This leads to two questions: 1) How do we know whether the person has a medical condition and/or religious belief, and 2) is not taking the vaccine a reasonable accommodation considering the risks of spreading COVID-19? I'll discuss those questions below.

What constitutes a medical condition(s) that would prevent an employee from taking the vaccine?

This is a very difficult question to answer, and because this is new to everyone, no one knows for sure. However, as an employer you are allowed to ask for documentation of that medical condition from the employee's physician if the employer believes that by not taking the vaccine the employee would pose a direct threat. I spoke with League Human Resources Director Tracey Cline-Pew about this issue, and we are concerned about how difficult it will be for an employer to disprove that an employee has such a medical condition—namely because the list of reasons will likely be expansive, and there is no definitive way to challenge the employee's physician on whether the medical condition, in fact, prevents the employee from taking the vaccine. (As always, keep in mind that any medical information you receive concerning an employee's health condition must be kept strictly confidential.)

What constitutes a sincerely held religious belief that would prevent an employee from taking the vaccine?

This is even more difficult to determine. And, unlike a documented medical condition, evidence to establish that an employee holds such a belief will not only be very difficult to find, it will also be virtually impossible to find evidence to disprove that an employee holds such a belief. To make matters more challenging, any inquiry into an employee's religious belief runs the risk of violating that employee's First Amendment rights. After reviewing case law on this issue, I believe it best to presume the employee is telling the truth that their religious belief prohibits them from taking the vaccine.

What if it is simply too risky for other city employees or the public for a non-vaccinated city employee to continue working?

Simply because the employee has a medical condition or sincerely held religious belief that prevents them from taking that vaccine does not necessarily mean they are allowed to return to the workplace unvaccinated. If the unvaccinated employee's presence would create a direct and significant risk of substantial harm to the health or safety of themselves or others, the employer may legally exclude them from returning to the workplace. However, to determine whether denying the unvaccinated employee the right to return is a very fact-specific inquiry.

The Equal Employment Opportunity Commission (EEOC) has set out four factors to consider when determining that a "direct and significant risk" exists: 1) the duration of the risk, 2) the nature and severity of the potential harm, 3) the likelihood that the potential harm will in fact occur, and 4) the imminence of the potential harm. As you can see, there is a lot to consider; unfortunately, there is no simple answer. I've provided some additional thoughts below.

For instance, you might consider that having an unvaccinated employee work alongside other employees would be an undue hardship for your city or town because it could allow the spread of COVID-19. However, the EEOC notes that: "The prevalence in the workplace of employees who already have received a COVID-19 vaccination and the amount of contact with others, whose vaccination status could be unknown, may impact the undue hardship consideration." In other words, if 99 percent of your employees have received the vaccine it may be difficult to establish that there is

a direct and significant risk of the virus spreading. This is just one of the examples of issues to consider when making this determination.

If there is a direct and significant risk of the unvaccinated employee returning to the workplace, does that mean I have to terminate the employee?

No, not necessarily. Just because a direct and significant threat of having an unvaccinated employee return to the workplace exists does not mean that person's employment can or should be terminated. If possible, the city or town must provide a reasonable accommodation so long as the city or town will not suffer an undue hardship by implementing such an accommodation.

An undue hardship exists where the accommodation would create an extreme financial burden on the city or town. While there are no concrete answers on what those alternatives might be, employers are required to engage in a flexible, interactive process to identify reasonable alternatives to minimize or eliminate this undue hardship. The most common alternative would likely be to allow the employee who cannot take a vaccine to work remotely.

Of course, that may not be possible. For example, remote work likely isn't an option for employees who must interact face-to-face with the public. But, before determining that it would be an undue hardship to allow that unvaccinated employee to return to work, the EEOC asks that employers keep in mind that masks, protective glass and/or ensuring social distancing may be reasonable alternatives to allow that employee to continue working without allowing the easy spread with the public.

As for what constitutes an undue hardship in the context for employees who have a "sincerely held religious belief," the standard is less stringent for employers. The employer must only show that an accommodation would impose "more than a *de minimis* cost or burden." While this is a less stringent standard, I would advise keeping in mind the need to engage in an interactive process to determine whether a reasonable accommodation exists to reduce or minimize any undue hardship. In every situation, no matter what legal protections are implicated, employers should consider reasonable accommodations on a case-by-case basis, giving a thoughtful and measured response to the individualized facts presented to them.

What else should I consider before requiring a vaccine?

If your city or town decides that a vaccine mandate is necessary for the safety and health of your employees, the next question is whether to administer the vaccine in-house, contract with a third party to do so, or simply require proof of vaccination from employees with no ADA or religious exemptions. This is an issue because employers must be very careful in making what is referred to as a “medical inquiry.”

However, to make this easier, the legal guidance establishes that requiring proof of vaccination does not constitute a medical inquiry within the meaning of the ADA or GINA, because doing so is not likely to prompt an employee to disclose any medical information. However, should an employee state that he or she has not and will not be vaccinated, it is imperative that the employer not ask “why?” unless the employer believes that by not taking the vaccine the employee would pose a direct threat. Otherwise, there is the potential for the employer to violate the ADA or GINA.

If your city or town chooses to administer the vaccine, or contracts with a third party to do so, the EEOC has made clear that the administration of the vaccine does not constitute a medical examination within the meaning of the ADA or GINA. Like asking for proof of vaccination, simply administering a shot is not seeking out medical information.

However, pre-screening questions may meet the definition of a medical examination and thus trigger ADA and GINA protections. Employers are not allowed to require a medical examination unless the employer believes that by not taking the vaccine the employee would pose a direct threat. Because there have been rare cases of adverse reactions to the COVID-19 vaccine, the Centers for Disease Control and Prevention (CDC) has encouraged health care providers to ask pre-screening questions regarding the individual’s personal and family medical history.

This creates a catch-22 for employers who choose to administer the vaccine—even those who contract with a third party—as the employer may still be able to access the information. While an inquiry into an employee’s potential allergies may seem prudent to preventing an allergic reaction, doing so may also violate the employee’s legal rights under the ADA and GINA. As you can likely see, employers may find that requiring proof of vaccination, rather than administering the vaccine itself, is much less of a legal quagmire.

A quick thought on boosters and return-to-work dates.

If your city or town is considering mandating vaccines, you will need to keep in mind that, so far, each

COVID-19 vaccination requires two shots: the initial dose and the follow-up booster that must be administered between 21-28 days, depending on the brand of vaccine administered. Cities and towns that plan to oversee their own vaccinations will need to account for and schedule these boosters.

Whether your city or town is handling the vaccination itself or requiring employees to require proof of vaccination, you will have to decide at what point you will allow the employee to return to the workplace. Some employers may allow workers to return to in-person work after the initial dosage, while others may want full vaccination prior to a complete return.

The CDC has encouraged employers to continue to promote social distancing in the workplace and the wearing of masks or other forms of personal protective equipment. It will be especially important for employers to continue these measures if they choose to let workers come back to the office prior to receiving the booster shot.

What happens if an employee does have an adverse reaction to the vaccination?

There are several questions about liability that arise from mandating vaccinations. Are employees entitled to compensation for lost time and medical expenses for injuries that stem from the vaccination? Can a municipal government require employees to waive claims to workers’ compensation benefits?

We’ll tackle that last question first, because the answer is easy: “no.” In Arkansas, an employer cannot require an employee to waive workers’ compensation benefits and any attempt to do so is void per ACA §11-9-108. In other words, an employee cannot waive their rights for compensation from damages suffered as a result of a work-related injury.

As for the second question, after speaking with Katy Busby, general manager of the Municipal League Workers’ Compensation Program, I am confident that any adverse reaction that results from an employer-mandated vaccination will be considered a compensable work-related injury because it was “caused by a specific incident which benefitted the employer.”

God bless and good luck.

Unfortunately, this is all uncharted territory for everyone in the country. While guidance is available to navigate these waters, there are very few definitive answers I can provide. Of course, that does not mean we are not here to help you any way we can every step of the way. Like I often say, the more questions I get, the better I know what our cities and towns are facing and the better I can help. So, please reach out to me to discuss your ideas on this or any other topic. 🙏

IMPORTANT REMINDER: Highway Revenues and Severance Turnback Reporting Due

Act 747 of the 2019 Regular Session of the Arkansas Legislature requires municipalities receiving \$2 million or more in total highway revenues and highway severance turnback to submit reporting for 2020 projects to the House Committee on Public Transportation and the Senate Committee on Public Transportation, Technology, and Legislative Affairs. The reporting deadline is March 15, 2021. You can access Act 747 and the required reporting document online at: www.arkleg.state.ar.us/assembly/2019/2019R/Acts/Act747.pdf.

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

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

(1) *The use of the funds;*

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

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

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

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

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

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

The report shall be submitted annually no later than March 15 for the previous year's projects. Please ensure this message is forwarded to the appropriate personnel. Direct all questions regarding this reporting requirement to:

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

Seven components of an effective safety program

By Allen Green, League staff

The beginning of a new year is traditionally a time to reflect on the past and plan for the future, so what better time to assess the effectiveness of your safety program? If you have not adopted a formal, written safety plan, now is the perfect time to develop one to protect your greatest asset—your employees.

Let's take a cursory look at the seven critical components of an effective safety program. In future articles, we will look deeper into each of these components.

1. Management commitment

The safety program policy statement should set the tone for your program and convey management's commitment to protecting the safety and health of all employees. This section should also include management's commitment to provide adequate resources for safety and list by name or job title the persons responsible for implementing and enforcing safety. Finally, this section should leave no doubt that safety is a condition of employment.

2. Accident/injury analysis

Analyzing incident, injury and claims data on a periodic basis is important for identifying trends and determining where to direct resources. This section should clarify which data will be analyzed and how, who will do it, and how often it will be done. The objective here is to break the data down into applicable categories so that trends can be identified.

3. Training and education

Make a commitment to provide safety and health training for all employees. This should be based on a training needs analysis and knowledge of the operations, applicable to the type of work being done and potential hazards encountered. At a minimum, training should

include an orientation for new employees covering rules, regulations, procedures and potential hazards. Employees transferring or reassigned to different departments or job responsibilities should also receive an orientation covering new hazards they may be exposed to in the new work environment. Periodic (typically annual) refresher training is also important, to review rules and procedures. In addition to formal classroom-style training, employees must be given on-the-job instruction regarding safe operating practices and procedures for each task they perform.

4. Audits and inspections

Audits and inspections should be conducted on a regular basis to identify and document hazardous conditions and unsafe work practices. Develop an audit schedule listing all areas/departments to be audited and the frequency for each. Utilize checklists or guides to help identify items and issues to look for. Be sure to document and share findings with employees. Get employees involved in the audit process.

5. Accident/incident investigation

When personal injury, property or equipment damage, or near miss/close calls occur, an investigation should be conducted. The goal is to prevent reoccurrence. The first step here is to encourage employees to report all incidents, regardless of how minor they may seem. There are lessons to be learned from every incident if you look hard enough. The objective of the investigation is to determine the root cause of the incident, as well as other contributing factors. Avoid placing blame on individuals and approach the issue as a process error and opportunity for improvement. When evaluating and assigning corrective actions, be sure that the root cause is being addressed. Otherwise, the same incident is likely to occur again.

6. Record keeping

It is important to document what you do. No doubt you've heard the expression, "If it's not documented it never happened" or something similar. Good documentation will allow you to better measure progress and assess the effectiveness of your safety program. At a minimum, documentation should be maintained for training conducted, investigations completed, corrective actions implemented and audits/inspections conducted.

7. Program review

Last, but certainly not least, is a program review. Like any other business program or policy, your safety plan should be reviewed periodically and updated/revised as necessary. Your commitment statement should define when and by whom the safety plan will be reviewed. Generally, this is an annual event and best conducted by a team consisting of both management and hourly employees. If documentation has been properly maintained throughout the year, the review process will be much easier. Review strengths and weaknesses in the program and shore up weak areas with applicable policy revisions. Update any outdated practices, procedures, timelines or persons with safety responsibilities no longer in that capacity.

Start the year off on a positive note by making a renewed commitment to protecting your employees from injury and illness in the workplace. Develop and implement a safety plan or update your existing program. It will pay big dividends for years to come.



Allen Green is the League's loss control liaison. Contact Allen at 501-374-3484, ext. 122, or email him at agreen@arml.org.

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Opioid litigation update

By John L. Wilkerson, League staff

The evils of the opioid epidemic are most profoundly felt locally. Because the burdens of opioid addiction and deaths weigh heaviest upon the counties and cities, the solutions must be local. As a result, counties and cities banded together in March 2018 and launched the united Arkansas litigation.

The Arkansas opioid lawsuits are brought on behalf of all 75 counties and nearly all of the 500 cities and towns. The litigation stands alone—nowhere else in the country are counties and cities united like they are in Arkansas. The unity has provided Arkansas local governments a powerful voice in national settlement negotiations, which have been underway with some defendants for months. Moreover, Arkansas' uncommon unity uniquely positions the local governments of Arkansas to do the hard work of restoring communities with the money that comes after settlements are reached.

The settlements that are currently being finalized are national settlements—settlements generating payments to every state, county, city and town in the country. These settlements will be very detailed, but at the same time leave many open questions and details that remain unresolved. Mindful that these open issues must be resolved before healing can begin, the counties and cities began working in early 2020 to negotiate a memorandum of understanding, commonly referred to as an MOU, among the cities, counties and state governments of Arkansas, to determine how money that comes to Arkansas will be used in Arkansas.

Although an MOU has not been signed by the principals—Governor Asa Hutchinson, Attorney General Leslie Rutledge, Arkansas Municipal League Executive Director Mark Hayes and Association of Arkansas

Counties (AAC) Director Chris Villines—we are pleased to report we are continuing the process to finalize the important provisions of an Arkansas MOU.

The MOU will contain three fundamental elements. First, there must be an even split among the cities, counties and state reflective of the common, shared burden. The League and the AAC have agreed to this even split of the settlement proceeds, and we are waiting on the governor's and attorney general's formal agreement so that we can finalize this MOU. Second, there must be a commitment that the settlement funds be used solely for the purpose of restoring our communities and ending the evils of the opioid epidemic using proven strategies that we know work. Finally, we believe the MOU should reflect the agreement that most, if not all, of the settlement funds should be pooled together to effectively target regional and local programs, projects and strategies.

Cities and counties united in the opioid litigation because we all recognized that we are in this together. It is even more important that we remain united in efforts to restore our communities. Hopefully very soon we will have the honor of announcing that the State of Arkansas has officially agreed to an MOU with the cities and counties—an MOU that we can all celebrate, and an MOU that will guide our path to recovery from the Arkansas opioid epidemic.

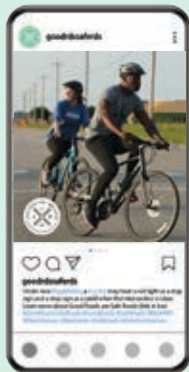


John L. Wilkerson is general counsel for the Arkansas Municipal League. Contact John at 501-374-3484, ext. 128, or email jwilkerson@arml.org.

GOOD ROADS ARE SAFE ROADS COMMUNITY RESOURCES

The Arkansas Good Roads Foundation has created tools to help you remind your community why bicycle safety matters, and why bicycling is great for any local economy. There is no cost to use the materials. We also have a team that can join county judges or mayors on a conference call to get you started.

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- Audio & Video Files
- Social Media Content Packages




Check out the website where the materials are waiting to help your community and then feel free to give us a call.

GoodRoadsSafeRoads.org



For faster access, open your phone's camera and hover over this code





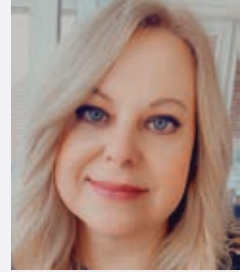
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Designed to Serve

Meet Tricia Zello, certification and administrative assistant for the communications department.

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



Tricia Zello: My duties consist of creating our registration and virtual platforms for our municipal officials and municipal personnel and keeping up with their voluntary certification credit hours. I also help set up and get ready for our in-person seminars, workshops, conferences and conventions. I also create our advertisers' contracts, handle invoicing and collect their ads for *City & Town* magazine. I am in charge of sending our directory information forms to our cities and towns and collecting them to update their information in our system. I also do accounts receivable, accounts payable and check deposits for our advertising and communications department.

How long have you been working at the League?

How did you get started? I started at the League in August of 2006 and I am going on 15 years. I have worked in our legal department and the Municipal Vehicle Program. I have been working in our communications department since 2009.

How has the League changed since you started?

What has stayed the same? Our membership has increased with more cities and towns joining the League, and we also offer our members more benefits, programs and training opportunities. The League's commitment and dedication to our cities and towns have stayed the same.

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

The biggest lesson that I have learned is that our cities and towns really enjoy attending our voluntary certification workshops, and I enjoy seeing our municipal officials and municipal personnel get excited when they have completed their certification hours and receive their certificate.

What advice would you have for someone just getting into public service?

My advice for someone just getting into public service would be to take advantage of the services, benefits and training that the League offers.

Where did you grow up? How has it changed?

Stayed the same? I was born in Peru, Indiana. My father was a newspaper publisher, and he would get transferred to different newspapers that were going under to bring them back up on their feet. Therefore, we moved around 25 times as I was growing up. I have lived in several southeastern states. I graduated from Mandeville, Louisiana, and after graduation my father was transferred to Jacksonville, Arkansas, in 1989.

What is your favorite spot in your hometown? Why?

I love going to all the different restaurants in Little Rock and trying unique foods.

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

My favorite part about working for the Arkansas Municipal League is that I get to interact with and form relationships with our wonderful city officials and watch our cities and towns grow. 🏛️



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Meet Marlene Fulkroad, recorder/treasurer for the city of Stephens.

City & Town: What are your duties and responsibilities in Stephens?

Marlene Fulkroad: I am the person everyone looks to for assistance with just about anything to do with the city. I am the keeper of all records and all the finances of the city of Stephens. I keep and maintain all ordinances and resolutions. I take the minutes of all the city's meetings. And most importantly, I do my level best to assist any and everyone who walks into city hall.



Why did you choose your profession? Did it choose you?

I did not choose this profession. God chose it for me. I moved to Stephens because my church came here, and I started looking for a house to buy here as well. My pastor told me about the position of an assistant to the recorder/treasurer. I prayed about it and felt like that was what God wanted me to do. And I have never regretted not one single day.

What's your favorite aspect of your job? What's the biggest challenge? I took this position to be of help to the kingdom of God, and I can think of no other way to be of service than to work with our leaders in the city and state. I love this town and the people in it. And I want to help make this town better than it was when I came.

What's your favorite spot in Stephens? Why? My most favorite place in Stephens is and will always be the Church of ACTS and all its people. I love everyone in this town, young and old, big or small, rich or poor, good or bad—they all have a place in my heart.

What is the public perception of your job versus the reality of your job? Most people do not understand all that this position entails. I had no idea what this job consisted of until I got neck deep in it. To do this job correctly takes diligence, persistence and patience.

In what season does Stephens shine the most?

Why? I would say that Stephens shines the brightest in the spring and early summer. There is nothing like sitting out on the porch with a good cup of coffee and watching the children playing and listening to nature when it is waking from a long winter's sleep.

What's the biggest lesson you've learned working for a city government? The biggest lesson I've learned is that no one is perfect, and that's okay because we're all just flesh. And people will generally help you if you just ask.

What advice do you have for someone who would like to follow your footsteps into this job? You must be a people person and be quick to accept responsibility for your mistakes, because you will make them. Learn from them and always strive to be the best you can be. And go to the training offered by the League and ACCRTA.

What are three "can't miss" things that someone can do if they visit Stephens? Check out the Veteran's Memorial on First Street. Then you have got to check out the old bridge. There were only a few of this type of bridge built in the country. 🏰

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Picture this: Illustrations, tables and diagrams in planning regulations

By Jim von Tungeln

An old bit of humor once challenged listeners to describe a spiral staircase without using their hands. Anyone who has worked on planning documents well understands the humor. For example, try describing, without visual aids, a roundabout to a friend playing the role of an alien from another planet.

That is why diagrams and illustrations have always appeared in planning texts and regulatory documents, along with charts and tables. In today's increasingly complex environment, they assume a more active role. They not only prevent eyestrain but also save thousands of trees and billions of computer bytes a year. Another primary purpose is to clarify zoning terms and provisions. Because zoning regulations limit private property rights, they require a high degree of comprehensibility in today's world of legal minefields.

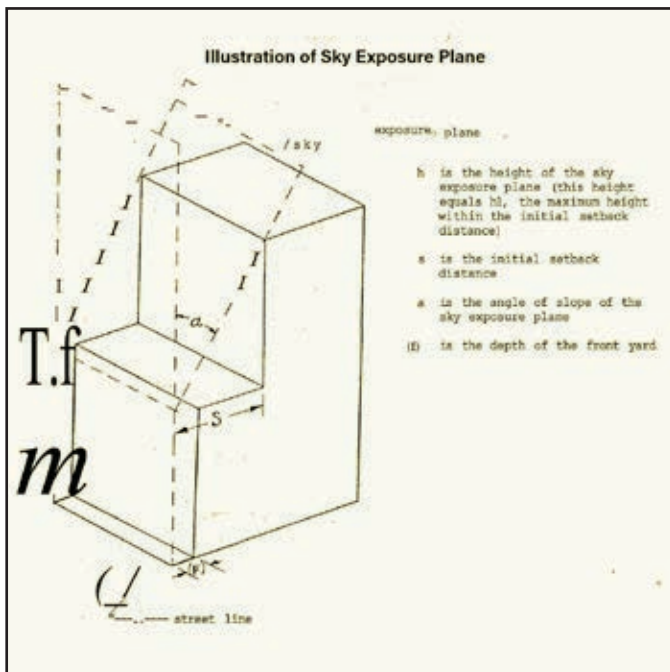
Our planning statutes recognize the importance of clear zoning regulations. They allow a board of zoning adjustment to settle disputes regarding interpretation of terms. Appeals of a board decision go directly to the court of record. This further indicates the value of illustrations in creating clear provisions. If clarifying diagrams prevent such a lengthy resolution, this alone would prove their value.

Illustrations and graphics appear in regulatory codes for other reasons. For example, they serve to increase understanding. The idea behind the old saying, "a picture is worth a thousand words," is particularly important in the production of plans and supporting regulations. Conceptualizations such as proposed land use and site visibility requirements at intersections (see diagram) convey meanings that would require extended and complex narratives to explain.

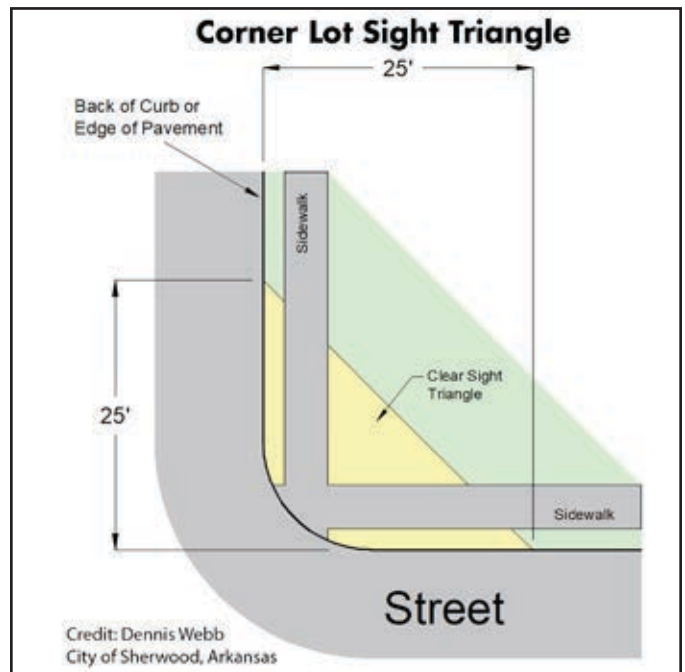
Visual aids reduce the amount of text within the document. This is increasingly helpful since planning and zoning concepts grow more complex each year. Graphics can help prevent a related growth in the size of regulatory codes.

A major reason for illustration is to clarify definitions. Some, but not all, definitions are well served by accompanying graphics. For example, arguments might occur over a simple concept such as "ground mounted sign." Aren't most signs mounted to the ground, some on posts and some not? A simple diagram can clarify and eliminate arguments.

They also help identify certain features of development regulations. Although terms such as "front yard setback" may be familiar to planners, some confusion may develop concerning where the boundary starts



From the old days, a drawing from 1962.



With today's modern graphics technology.

and ends. Experienced planners can recall lengthy discussions as to whether porches, eaves or underground footings figure into the definitions of setbacks. Diagrams help.

They also may serve as a legal defense in challenges to city codes. It is much easier to defend a regulation if an illustration exists to explain it.

In modern planning practice, drawings help to nudge developers toward preferred urban design. Such use may guide development toward plan objectives without the need for stringent or inflexible regulations. Further, they may help mandate acceptable urban design. This is a necessity in the transition to form-based codes.

As a last resort, drawings can be used to illustrate prohibited development practices. This is perhaps not the best example of their use. Planning may best follow the wisdom of author Alex Marshall. In his popular book, *How Cities Work*, he counsels that developers do not come into city hall to find out what they can't do. They come into city hall to find out what they can do.

In summary, as stated in a Planning Advisory Service production from 1962, "Diagrams serve to illuminate the important relationships between the physical objects discussed in the zoning ordinance, such as distances between structures and streets, between principal and accessory buildings, and between signs and buildings."

With the benefits of graphics thus listed, why don't they appear more often in development regulations? The first answer is cost. Most cities lack the staff or resources to prepare graphics that are useful and clear. Even cities with larger staffs may not have individuals trained or talented enough for the job. Unfortunately, no readily apparent source exists for obtaining free graphics.

Even if such a source did exist, it is unlikely that it would offer graphics that fit a particular city's specific code provisions. Introducing inaccurate drawings might create more problems than having no graphics at all. The same holds true for the standard solution of simply "cutting and pasting" diagrams from another city.

Some potential legal pitfalls do exist in relying on diagrams. In the old days, some mentors recommended inserting warnings that diagrams were examples only and not part of the zoning ordinance. This was a particularly common practice for cities that had prepared a separate, illustrative booklet to accompany the zoning ordinance.

Then there are the periodic revisions to development regulations. Given the rapidly changing emphases on

various components of urban planning, revisions come fast and furious at times. Getting these through an equitable participation process with approval by both the planning commission and elected body is difficult and time consuming. Reconciling multiple, expensively prepared graphics can add further delays.

The PAS report mentioned earlier points out another issue. It "stems from the traditional failure of [planners] to understand that their comprehension of technical concepts is much greater than that of the layman." The report suggests using graphic material freely to clarify planning terminology.

The graphics included herein present the old and the new capabilities in the preparation of planning and zoning graphics. We have made progress.

It would be a mistake to assume that planning graphics, as described herein, only imply drawings. They also include flowcharts, graphic charts and tables. Unlike illustrations, some of these can be done easily with most word processing software in the hands of skilled technicians of the type employed by most cities. When these are used, even the administrative sections of development regulations can benefit from the clarifying potential of visual aids.

Some planning concepts defy clarification by verbal and pictorial descriptions. Consider the following description from the PAS report of something more pertinent in older days, called a "sky exposure plane." One of the depicted graphic attempts to clarify the following verbal description: "An imaginary plane beginning at a lot line or directly above a street line at a height set forth in the district regulations and rising over a slope determined by an acute angle measured down from the vertical as set forth in the district regulations."

It may have dealt with building setbacks. At any rate, it demonstrates that if we thought describing a round-about was tough, we haven't seen anything.

The Planning Advisory Service report mentioned in this column exists on the website of the American Planning Association at www.planning.org/pas/reports/report165.htm. Cities may enroll staff and planning commissioners as chapter members of that association for a small annual fee.



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.



PHOTO COURTESY CLARKSVILLE CONNECTED UTILITIES

Clarksville is home to the state's largest municipal solar power plant, which now powers all city-owned buildings, saving Clarksville an estimated \$500,000 a year.

Sustainable communities: Best practices from the Natural State

By Dylan Edgell

Since 1995, the official nickname of Arkansas has been the Natural State, which appropriately describes its natural beauty from the Delta to the Ozark Mountains. Protecting this natural beauty and our environment has become an increased focus for local governments, and communities across the state have made a commitment to keep Arkansas natural. Going green not only serves the purpose of protecting our environment but often proves to be economically beneficial. Clarksville and Fayetteville are two cities of many in Arkansas that are taking action to save money and the planet.

Solar powered cities

When thinking about sustainable communities, you might first look at how your city gets its power. Last year, Clarksville became the first Arkansas city to fully power its city buildings via solar energy. According to the International Energy Agency, solar power became the cheapest form of energy production in 2020, so for Clarksville the move made economic sense.

Clarksville partnered with Scenic Hill Solar and opened its first 6.5-megawatt solar plant in 2018. In 2020, the city completed its second solar plant that provided enough additional energy to close the gap,

allowing Clarksville city buildings to run on 100-percent solar power.

According to Clarksville Connected Utilities, the estimated cost savings from switching to solar energy will be \$500,000 annually, and the money freed up in the city budget could be devoted to other projects such as infrastructure improvements and fiber-optic expansion. This move also offers an estimated \$5 million in future economic development opportunities to the city of Clarksville and provides a clean-energy option to businesses looking to meet their sustainability goals.

The city of Clarksville's economic developer, Steve Houserman, sees this move as a proud achievement for his community that can be replicated by others. "Clarksville is a city that always punches above its weight," Houserman said. "In order to remain competitive in the 21st century, we seized on opportunities that lead to economic growth and prosperity within our community. Securing our energy independence with a municipally-owned solar plant is not only a down payment toward our future selves, but a shining example for the rest of 'Small Town America' to follow."

Not only are the solar plants economically beneficial to Clarksville, but they are also expected to reduce carbon emissions from energy consumption by over

300,000 metric tons over the next 30 years. As seen with many sustainability projects, environmental and economic benefits are not mutually exclusive.

Sustainability goals

In Fayetteville, city leadership has taken steps to consider the environmental footprint of all city activities. Since 2016, Fayetteville has provided an annual sustainability report card to share their progress on goals in seven categories, including the built environment, natural systems, climate and energy, economy and jobs, equity and empowerment, health and safety, and education, arts and community. In 2017, the city council passed a resolution to support an energy action plan that created additional sustainability goals. The following year, the city partnered with Ozarks Electric Cooperative and Today's Power, Inc. to construct solar arrays to move their clean energy usage from 16 percent to 72 percent.

These efforts resulted in Fayetteville being recognized as an "A-List City" for leading on environmental performance by the Carbon Disclosure Project. Fayetteville Mayor Lioneld Jordan was also selected as one of 12 mayors across the county to receive the Climate Protection Award from the U.S. Conference of Mayors.

Solving a complex issue like climate change presents opportunities for growth, Jordan said. "Climate change poses a very serious threat but also a significant economic opportunity for our city and our nation. Fayetteville is committed to working with leaders of other cities, states, universities and businesses to combat climate change by supporting a low-carbon economy and creating good jobs in energy efficiency and renewable energy."

Sustaining your community

Going green can make your community sustainable in more ways than one. Protecting the natural beauty of Arkansas allows future generations to enjoy the outdoors, and the cost savings of these sustainability measures help to ensure that these communities will remain financially secure. Keeping the Natural State natural requires an intentional effort by community leaders, and the positive outcomes will be felt for years to come.



Dylan Edgell is the assistant director for the University of Central Arkansas Center for Community and Economic Development (CCED). Learn more about CCED at www.uca.edu/cced.



New tools in the fight against COVID-19

By Robert Hopkins, Jr., M.D.

As with washing your hands frequently, wearing a mask and keeping your distance from others, taking the COVID-19 vaccine will be an individual action that contributes to the health of everyone by preventing the spread of disease. Anyone with questions about the vaccine should speak with their personal doctor. However, I hope providing this brief review about the two vaccines currently available for use in the United States (as of early January) will help in guiding those conversations.

What are the vaccines?

Two COVID-19 vaccines have been developed based on an incredible international investment undertaken to stop the pandemic. Both work using the same principle, but they come from different manufacturers: Pfizer-BioNTech and Moderna. Each requires a series of two injections over approximately three (Pfizer) or four (Moderna) weeks.

Guidelines from the Centers for Disease Control and Prevention (CDC) advise against mixing the two vaccines, because there is no scientific study to assess whether or not this will be effective. Both doses should come from the same manufacturer.

The Pfizer vaccine is approved for anyone over the age of 16; the Moderna vaccine is approved for adults 18 or older. We do not have sufficient evidence to demonstrate the benefits and safety of the vaccine in children under 16 at this time.

COVID-19 vaccination is recommended for those who have not contracted COVID as well as those who have had the disease previously. Patients recently exposed to the disease or fighting an active infection are advised to wait up to three months after COVID infection to be vaccinated.

While both vaccines appear to be highly effective, no vaccine or medication is perfect. It takes at least two weeks after the second dose for a person to develop high-level protection. Vaccination with one of these vaccines will not affect testing for COVID-19 and does not limit treatment options for those who do develop disease.

How do the vaccines work?

Like any vaccine, the COVID vaccines are given to prevent infection. However, unlike many vaccines, these do not contain any form of “knocked down” or weakened virus. They do not contain any strain of the virus at all.

In fact, the vaccines are built on a remarkable bit of scientific engineering. They use genetic material called messenger RNA that stimulates your body to make a small protein like the one used by the novel coronavirus to attack your cells. Your body then responds to that protein with an immune response. With this training, your immune system can recognize the virus if it enters your body and know how to fight it off. The vaccine essentially turns the virus’s most potent weapon into a trigger for your body’s defenses.

In trials, some people reported a sore arm, fatigue, headaches, nausea or fever after being vaccinated. These symptoms are not a sign of infection but are a byproduct of the immune system being activated.

When will the vaccines be available?

As of this writing, the vaccine is being distributed in Arkansas to frontline health care workers in both primary and urgent care, pharmacy workers, emergency responders, home health workers and corrections officers, as well as to long-term care residents and employees.

According to the plan outlined by Gov. Asa Hutchinson, the next phase of distribution begins in February. This phase of the vaccination plan will include persons over 70, teachers, food and agriculture workers, grocery store employees, manufacturing personnel, child care workers, postal employees and other essential government workers.

We expect that the third phase of COVID-19 immunization should begin in March and include people over 65 and those who work in food service, transportation, media, energy and other similar sectors.

All plans are contingent on the availability of vaccine and may need to be modified based on disease in our communities. At present, vaccine doses are allocated by the federal government to the Arkansas Department of Health, which then facilitates distribution by working through hospitals and commercial pharmacies.

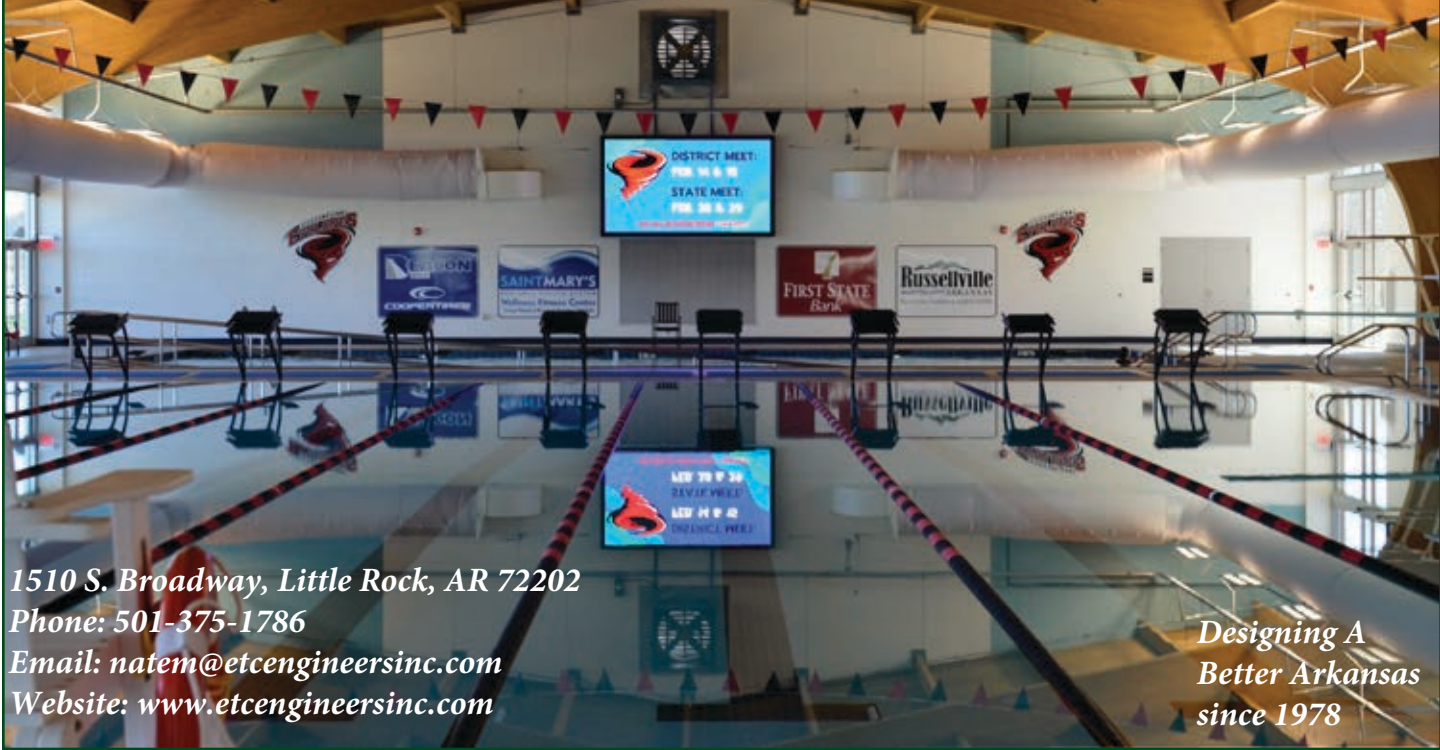


Robert H. Hopkins Jr., M.D., is the director of the General Internal Medicine Division and a professor of internal medicine and pediatrics in the College of Medicine at the University of Arkansas for Medical Science.



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Planning for spring planting and Arbor Day celebrations

By Krissy Kimbro

Late winter is an ideal time to consider adding to the community forest. Cities and campuses seeking Tree City/Tree Campus recognition through the Arbor Day Foundation can host their required celebrations throughout the year, but many do so in March or April. February is the perfect time to plan those ceremonies.

Spring tree-planting considerations

Forestry professionals consider fall a better time to plant trees in Arkansas due to the end of summer droughts and the extra time trees need to become established prior to the growing season. However, if proper planting and watering procedures are followed, trees can be successfully planted throughout spring.

When planning, the first step is to establish goals for the overall community forest. What is the long-term plan for the proposed site? Is the goal to increase overall tree canopy with a hardy, fast-growing species? Perhaps there is an aesthetic goal of planting a species that produces flowers and foliage of particular colors. Maybe the goal is to find the location that best contributes to a tree's overall vigor, while minimizing maintenance and mitigating damage risk to nearby infrastructure from root growth or limb fall. Before choosing a species, other considerations include drainage, overhead power-line proximity and the amount of sunlight available.

If a city has a municipal forester or local tree board, they can help select both the planting location and species. Alternatively, a city can reach out to a certified arborist, the Arkansas Department of Agriculture Forestry Division's Urban and Community Forestry staff, the Cooperative Extension Service or a local consulting forester. The "perfect" tree planted in the wrong location will never attain maximum growth, so this first step is vital.

Logistics to be considered during site selection include the placement of overhead and underground utilities, the location of infrastructure that could affect soil permeability or could be affected by mature roots, and the ability to water the trees. Contact Arkansas One Call to have underground utilities marked before digging planting holes. Planting under power lines is not recommended; however, if lines are high enough, options exist for suitable trees with a mature height low enough to not interfere with the lines. Consider future development plans; allow a minimum of 10 feet from



PHOTO BY KRISSY KIMBRO

sidewalks or buildings for smaller trees and a minimum of 20 feet for larger trees.

Follow standard tree-planting guidelines for site preparation before planting and tree care after planting. Holes should be dug the same depth as the root ball and two to three times as wide as the root ball. This will allow the tree's trunk flare to sit at ground level. Gently tamp soil and water thoroughly afterwards.

Mulch should be spread 2-3 inches deep and level around the tree. The mulch bed should resemble a doughnut rather than a volcano. Brush back soil and mulch so that neither is touching the trunk. As long as a sufficient mulch bed is present, a trunk guard is not necessary, but it does provide protection from accidental damage that may occur during mowing or trimming. Watering bags can be placed atop the mulch bed to allow for irrigation. These should be periodically checked to make sure they are filled. Staking is generally not needed unless the area receives strong winds. Trees must be able to sway as they grow to help with strength-building tissue formation. Newly planted trees should not be



PHOTO CREDIT: THE ARBOR DAY FOUNDATION

Nebraskans gather to plant a tree at the first Arbor Day event on April 10, 1872.

fertilized for the first year. If signage will be present, it should be placed in the ground or be attached to the tree with a spring-type device that allows for growth without causing harm to trunk or bark.

Arbor Day celebration planning

According to the Arbor Day Foundation, Nebraska tree enthusiast J. Sterling Morton first proposed a tree-planting holiday to be called Arbor Day on January 4, 1872. On April 10, 1872, more than one million trees were planted in Nebraska on the first Arbor Day. Arbor Day is currently celebrated nationally the last Friday in April, and each state sets their own State Arbor Day. Arkansas' is celebrated the third Monday in March.

For those interested in Tree City or Tree Campus status, one requirement is that an annual Arbor Day proclamation be passed and recited at an Arbor Day ceremony, which is a wonderful opportunity for community officials and citizens to gather in celebration of the benefits of community trees. The Arbor Day Foundation has several resources available (www.arborday.org/celebrate) to assist with planning proclamations and ceremonies. Due to COVID-19, the requirement for a ceremony has again been waived for 2021, but communities are still encouraged to offer tree-planting celebrations that allow for social distancing.

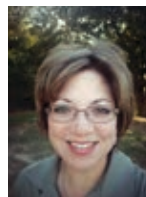
Several communities found creative ways to host safe celebrations in 2020. Arkansas Urban Forestry Council and Forestry Division partnered to offer a "SelfieTree" contest, which will again be offered this year. Citizens posted on social media a selfie taken with a tree, and those receiving the most likes earned a tree to be planted at the location of their choosing. Some communities held limited ceremonies with only a few people present. One school planted a tree with help from Forestry Division staff and the school maintenance supervisor while the student organizer observed from her vehicle. Another

school hosted its tree planting ceremony via Facebook Live so community members could participate virtually.

However a group celebrates Arbor Day, general planning steps are the same. First, decide on a ceremony date. The later in spring a tree is planted, the greater the need to monitor watering. Select a backup date in case heavy rain causes water to collect in planting holes. Trees planted in standing water will not receive enough oxygen to their roots to successfully establish.

Next, using the tips above, select species and planting locations. Purchase the tree or contact a local Forestry Division urban forestry representative. (Tree City USA communities are rewarded annually with a free tree to recognize their efforts to promote sound community forest management.) Coordinate with necessary landscaping/maintenance crews. Call to have utilities marked. Planting holes should be dug one to three days prior to the ceremony. Decide on ceremony format and agenda. If the event will include in-person participation, invite appropriate dignitaries and publicize the event to the community. If the event will be virtual, arrange for appropriate technical equipment. Coordinate delivery of the tree and mulch and for appropriate tools to be on hand (shovels, rake, wire cutters, watering supplies, gloves). Finally, on event day, enjoy the ceremony and appreciate the benefits provided by planting a tree!

For assistance with selecting a tree or planning an Arbor Day ceremony, please reach out to one of the professionals referenced above, or contact me at the number or email below.



Krissy Kimbro is the urban and community forestry coordinator for Arkansas Department of Agriculture's Forestry Division. Contact Krissy at 479-228-7929 or email kristine.kimbrow@agriculture.arkansas.gov.



PHOTOS COURTESY MCE

Trails have been a popular way for cities and towns to promote public health and increase mobility options for citizens, and they've proven especially important during the pandemic.

Parks and trails a necessity during pandemic and beyond

by Brett Budolfson, PLA

Looking back on 2020, it all seemed very sudden. The entire world was asked to limit our travel and limit our proximity to one another. Our quality of life has been impacted in nearly all areas. As the world works to stop the spread of COVID-19, cities across the globe have closed many community spaces and limited public transit operations because of the potential health concerns.

While these measures are needed for preventing the spread of the virus, they've created incredible challenges for many people who still need to get around to perform essential daily tasks like buying groceries or taking care of family needs. As transportation options have either been limited or even shut down completely, many communities have turned to walking and biking out of necessity. Cities need more resilient and equitable mobility options, not only during the current pandemic, but also to prepare for the future. At a time when many city leaders are drafting their 2040 visions, they have a unique opportunity to embrace cycling as an integral part of a community's transportation system.

Many people are turning to cycling as a way to fill this gap in transportation. Many trails and bike networks have seen increases in ridership, and many municipalities are responding to the increase in demand by opening temporary bike lanes and shared streets. From an economic perspective, local bike shops' shelves are empty—there's not a bike left to be bought. From personal experience, the wait time on a simple tune up is exhausting.

Restaurants and the retail industry have been hit especially hard during the pandemic. Many have shut down completely, and those that have remained open have been forced to limit their capacity. The lucky spots that already offered outdoor dining have fared a bit better. Others have attempted to pivot to outdoor dining or have gotten creative with their curbside options. Parks and open spaces have become a vital ally for neighborhood restaurants.

To combat the stresses of isolation, community open spaces are being utilized and are experiencing some of the highest traffic volumes that cities have



Parks and trails provide opportunities for citizens to exercise and enjoy the outdoors during the pandemic while maintaining a safe physical distance from others.

ever witnessed. People need a safe outlet, and parks are recognized as critical for our health and wellness. Getting out into nature and on the trails is proving to be an essential part of how we cope and recover from this crisis. They help improve our physical health and reduce anxiety and depression.

So how can we plan for the future and expand upon this need of an outlet to nature? Local governments and their partners should work to make these vital amenities as widely available as possible. Trails, parks, open lawns and urban forests are well suited to maintaining social distancing. The pandemic highlights that in too many communities, access to the outdoors is considered a privilege when it should be a given. Let's make 2021 the year that city officials and designers prioritize park and trail planning as a necessary part of equity in our communities.



Brett Budolfson is a professional landscape architect from MCE's Little Rock office. Contact Brett phone at 501-371-0272, or email him at bbudolfson@mce.us.com.

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2020/2021 State Turnback Funds

Actual Totals Per Capita						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2020	2021	2020	2021	2020	2021
January	\$6.789	\$6.659	\$0.083	\$0.071	\$2.145	\$1.951
February	\$6.340		\$0.118		\$1.087	
March	\$5.758		\$0.101		\$1.087	
April	\$6.088		\$0.064		\$0.924	
May	\$5.943		\$0.034		\$0.924	
June	\$5.605		\$0.030		\$0.924	
July	\$6.094		\$0.022		\$2.795	
August	\$6.478		\$0		\$1.542	
September	\$6.399		\$0.014		\$0.728	
October	\$6.378		\$0.021		\$0.893	
November	\$6.340		\$0.060		\$0.893	
December	\$5.984		\$0.105		\$0.893	
Total Year	\$74.197	\$6.659	\$0.652	\$0.071	\$14.838	\$1.951

Actual Totals Per Month						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2020	2021	2020	2021	2020	2021
January	\$12,833,880.33	\$12,587,621.61	\$156,199.64	\$134,647.89	* \$4,054,970.57	* \$3,688,464.32
February	\$11,984,924.80		\$223,221.26		\$2,055,049.55	
March	\$10,883,990.67		\$191,150.53		\$2,055,396.67	
April	\$11,509,342.85		\$120,647.65		\$1,747,446.98	
May	\$11,233,895.61		\$63,817.15		\$1,747,094.76	
June	\$10,595,347.60		\$57,224.47		\$1,747,446.98	
July	\$11,520,392.64		\$41,735.92		** \$5,284,317.00	
August	\$12,263,537.56		\$0		\$2,919,346.12	
September	\$12,097,147.76		\$26,456.51		\$1,376,535.41	
October	\$12,057,206.89		\$39,675.17		\$1,688,464.32	
November	\$11,984,780.59		\$113,060.67		\$1,688,281.98	
December	\$11,312,336.38		\$199,121.43		\$1,688,464.32	
Total Year	\$140,276,783.68	\$12,587,621.61	\$1,232,310.40	\$134,647.89	\$28,052,814.66	\$3,688,464.32

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

** 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

Sales and Use Tax Year-to-Date 2021 with 2020 Comparison (shaded gray)								
Month	Municipal Tax		County Tax	Total Tax		Interest		
January	\$68,199,990	\$62,951,910	\$59,726,912	\$54,023,046	\$127,926,902	\$116,974,957	\$14,602	\$137,620
February		\$73,128,305		\$61,276,755		\$134,405,060		\$151,340
March		\$57,761,974		\$49,863,364		\$107,625,338		\$140,860
April		\$58,720,966		\$50,676,002		\$109,396,969		\$173,069
May		\$64,061,809		\$55,167,274		\$118,762,027		\$51,758
June		\$61,816,632		\$54,700,218		\$120,220,830		\$37,445
July		\$66,569,122		\$58,404,198		\$127,921,569		\$27,240
August		\$69,810,263		\$61,352,447		\$132,096,586		\$22,963
September		\$69,731,104		\$62,286,322		\$132,017,426		\$14,982
October		\$67,795,513		\$60,898,642		\$128,694,156		\$13,552
November		\$70,085,468		\$62,498,473		\$132,583,941		\$12,579
December		\$67,813,178		\$60,080,515		\$127,893,693		\$14,370
Total	\$68,199,990	\$790,246,247	\$59,726,912	\$691,227,256	\$127,926,902	\$1,488,592,551	\$14,602	\$797,777
Averages	\$68,199,990	\$65,853,854	\$59,726,912	\$57,602,271	\$127,926,902	\$124,049,379	\$14,602	\$66,481

January 2021 Municipal Levy Receipts and January 2021 Municipal/County Levy Receipts with 2020 Comparison (shaded gray)

CITY SALES AND USE AMOUNT	LAST YEAR	Garfield	2021	2020	Mount Ida	2021	Yelville	2020	44,429.64
Alexander	173,672.04	104,586.07	23,223.75	10,482.75	23,948.84	21,958.55			
Alma	265,633.51	234,672.88	2,541.72	2,564.82	639,935.95	593,953.07			
Almyra	2,503.37	3,074.37	113,655.60	103,535.44	193,251.26	182,917.68			
Alpena	7,600.16	5,845.20	642.46	307.72	11,312.40	13,955.24			
Altheimer	4,211.50	3,038.71	12,576.29	12,273.64	29,603.78	29,290.68			
Altus	7,243.06	6,779.78	5,266.72	3,257.84	31,904.70	28,454.85			
Amity	14,818.64	12,329.84	974.70	717.43	123,004.71	118,941.09			
Anthonyville	1,693.22	1,254.56	84,566.60	65,772.15	208,737.76	189,565.90			
Arkadelphia	390,386.66	182,529.88	30,601.67	11,025.98	6,552.38	3,320.96			
Ash Flat	126,144.88	110,352.25	15,984.57	15,144.30	3,981.04	3,820.96			
Ashdown	153,690.11	161,866.86	13,669.18	12,788.77	3,110,260.41	2,910,046.75			
Atkins	67,859.82	62,638.85	4,730.42	3,059.57	1,916.66	1,176.21			
Augusta	32,556.84	28,191.36	89,538.89	77,677.17	17,008.98	9,657.29			
Austin	49,066.20	39,791.44	84,634.01	114,243.15	17,582.42	16,870.38			
Avoca	8,727.05	8,748.01	266,503.25	231,734.71	4,310.04	3,332.87			
Bald Knob	57,264.29	51,431.92	34,491.80	35,363.81	107,744.10	89,795.78			
Barling	94,181.15	54,399.01	278,761.40	244,094.32	3,034.79	1,711.11			
Batesville	741,905.62	699,709.31	26,355.51	17,782.65	174,281.29	267,884.54			
Bauxite	16,824.96	14,249.18	21,141.36	19,585.14	28,769.14	25,210.42			
Bay	11,003.31	8,562.74	1,112.57	2,040.48	9,885.19	8,391.20			
Bearden	11,630.99	10,910.25	1,438.24	263.75	368,482.14	327,218.78			
Beebe	160,353.42	134,706.57	29,135.30	24,462.77	79,667.67	75,366.37			
Beedeville	161.93	130.06	8,743.48	6,532.42	800.59	637.98			
Bella Vista	479,928.60	217,849.44	7,078.34	6,216.32	1,636.97	1,438.61			
Bellefonte	3,884.50	2,203.43	99,610.02	91,744.88	92,125.58	68,142.69			
Benton	1,824,249.43	1,653,564.23	7,333.24	6,712.38	2,969.43	199.28			
Bentonville	3,499,853.50	2,346,305.41	21,141.36	19,585.14	26,207.17	22,662.91			
Berryville	287,496.23	279,297.60	77,532.79	55,826.83	66,846.36	63,073.66			
Bethel Heights	82,044.46	67,200.13	544,529.09	500,132.69	1,379,022.31	1,332,279.41			
Big Flat	482.26	405.37	4,675.45	4,714.15	2,432.19	1,790.28			
Black Rock	8,219.85	9,128.43	51,716.58	42,279.02	5,300.56	4,709.29			
Blevins	4,105.40	3,583.32	4,583.45	4,451.45	12,912.39	10,371.14			
Blue Mountain	239.01	191.37	4,058.95	4,356.65	12,262.09	11,201.63			
Blytheville	391,168.93	363,696.37	78,801.15	98,260.15	325,851.02	297,221.38			
Bonanza	2,921.80	2,459.47	178,939.13	156,344.89	4,675.50	4,535.43			
Bono	22,244.59	17,012.26	5,817.65	5,935.15	8,156.77	6,002.43			
Booneville	70,136.74	129,373.80	266,278.63	249,538.46	39,351.68	28,692.08			
Bradford	17,746.85	17,989.09	7,486.76	5,801.48	174,955.30	141,635.51			
Bradley	3,062.46	2,863.01	2,301.33	1,917.20	58,866.06	72,305.29			
Branch	2,098.03	1,797.29	36,575.10	56,970.69	982.92	810.68			
Briarcliff	2,833.56	2,000.71	32,111.41	24,083.78	27,159.55	21,697.43			
Brinkley	167,490.91	145,995.53	7,027.22	9,339.44	3,137.48	3,050.94			
Brockland	88,774.63	74,096.58	192,465.00	174,171.77	34,613.61	29,988.72			
Bryant	1,384,300.30	1,183,215.41	6,687.14	7,032.20	48,445.86	34,733.76			
Bull Shoals	31,327.48	32,638.21	28,378.35	24,201.17	17,936.35	15,560.47			
Cabot	999,278.58	852,496.27	1,869,032.10	1,803,208.94	15,529.12	18,831.70			
Caddo Valley	51,660.26	59,748.19	6,032.10	10,663.66	809.72	768.61			
Calico Rock	49,258.33	40,288.61	7,567.47	5,911.98	3,512,839.01	3,564,049.51			
Camden	323,843.22	310,866.23	2,901.14	2,452.93	18,669.51	16,581.18			
Caraway	6,306.26	5,633.22	8,466.26	9,326.84	24,136.81	9,223.81			
Carlisle	46,717.22	51,586.48	155,340.76	143,570.94	1,151,770.87	1,132,693.78			
Cash	3,152.08	2,485.02	12,730.39	8,654.05	23,150.68	21,787.91			
Cave City	24,464.49	23,137.07	750,584.65	681,696.92	4,363.47	3,411.21			
Cave Springs	137,520.45	42,460.76	42,578.76	32,748.64	7,907.87	3,812.67			
Cedarville	9,258.18	7,246.91	336.04	235.27	914,678.99	856,428.84			
Centerton	376,686.56	279,859.75	70,669.22	63,499.17	13,378.70	10,796.70			
Charleston	35,862.23	29,516.99	1,901.40	3,080.94	251,236.78	218,911.53			
Cherokee Village	23,680.86	20,678.97	1,715,538.87	1,691,727.55	964.59	694.10			
Cherry Valley	NA	4,791.77	15,541.68	12,101.48	1,097,547.25	976,869.25			
Chidester	3,833.68	3,258.51	7,784.05	6,804.25	2,601.20	2,985.95			
Clarendon	43,758.80	46,992.68	4,325.27	4,309.68	764,061.78	716,534.48			
Clarksville	408,378.70	409,385.30	1,276.96	1,490.00	5,313.45	4,268.73			
Clinton	104,341.02	93,753.32	7,688.71	2,858.55	2,931,309.35	2,730,182.69			
Coal Hill	4,800.47	4,625.67	2,467.02	2,099.49	383.22	146.43			
Conway	2,808,220.36	2,644,880.59	15,825.22	12,666.44	2,459.28	2,204.43			
Corning	71,497.14	68,595.93	78,574.18	72,994.18	602.78	NA			
Cotter	13,777.20	11,912.12	4,662.99	3,860.19	17,061.33	13,128.47			
Cotton Plant	2,610.71	2,534.49	24,460.58	22,665.84	90,028.26	77,810.69			
Cove	13,175.39	11,419.25	10,454.35	NA	6,192.09	6,075.03			
Crawfordsville	10,280.79	10,211.78	10,207.69	9,599.07	18,413.79	9,487.92			
Crosssett	238,675.96	168,596.33	34,156.50	29,968.98	642,562.92	706,538.68			
Damascus	4,536.87	7,889.92	7,162.23	6,150.06	2,155.70	2,272.68			
Danville	46,214.78	45,326.69	10,460.60	10,319.20	5,246.98	5,158.89			
Dardanelle	177,830.64	166,325.06	52,233.81	49,724.13	18,678.69	12,899.48			
Decatur	20,338.12	18,574.80	21,496.89	12,080.87	18,678.69	12,899.48			
Delight	5,931.93	4,701.18	6,558,506.43	6,748,953.96	12,344.64	10,335.87			
De Queen	129,705.25	135,328.90	5,899.87	4,977.17	481,104.26	433,542.56			
Dermott	29,070.11	31,045.20	307,243.29	241,800.04	216,707.27	197,380.12			
Des Arc	95,297.77	92,970.06	433,769.30	364,387.91	1,489.76	1,156.88			
DeValls Bluff	15,499.97	16,381.88	6,133.83	4,553.76	322,247.48	238,005.25			
DeWitt	201,018.01	144,411.37	1,142.58	1,636.90	189,064.38	168,823.65			
Diamond City	3,009.86	2,723.56	15,967.24	12,708.73	13,010.22	11,626.82			
Diaz	3,858.11	3,840.67	548,477.19	522,056.62	2,355.96	4,490.00			
Dierks	15,986.41	13,020.40	378,927.63	351,928.94	3,487.72	3,412.04			
Dover	47,516.69	20,631.67	8,529.00	7,989.19	558,650.96	522,682.66			
Dumas	162,951.79	136,248.84	39,681.71	34,366.64	567.14	351.12			
Dyer	2,843.59	2,862.45	35,539.22	36,972.54	138,242.02	99,069.61			
Earle	19,496.74	16,462.96	75,370.74	71,493.75	12,868.37	8,517.07			
East Camden	13,579.04	12,813.47	318,219.77	263,365.32	2,079.95	1,689.87			
El Dorado	589,072.25	594,784.07	59,559.10	47,760.12	5,268.06	5,416.39			
Elkins	129,295.04	116,824.07	15,081.29	14,403.78	98,169.04	83,710.22			
Elm Springs	14,231.73	9,642.37	15,185.00	14,081.16	174,064.43	157,097.42			
England	72,957.94	69,373.37	21,870.12	21,208.11	61,129.75	50,448.91			
Etowah	795.13	725.43	533,535.47	581,327.64	75,757.20	76,130.00			
Eudora	33,028.88	30,608.74	112,434.61	60,632.67	1,545.02	2,394.97			
Eureka Springs	235,958.37	245,459.25	7,795.99	6,413.07	13,167.09	12,910.62			
Evening Shade	4,616.30	4,481.84	521.54	397.38	77,441.79	59,402.69			
Fairfield Bay	35,474.03	30,337.10	2,767.29	18,254.68	615,988.04	618,597.34			
Farmington	206,493.69	160,199.57	192,878.12	173,357.49	4,319.81	4,080.37			
Fayetteville	4,121,907.63	3,887,060.22	4,745.99	4,448.98	3,952.74	3,094.05			
Flippin	62,223.37	56,504.87	70,490.26	61,561.29	88,940.09	70,120.33			
Fordyce	95,456.39	87,312.80	155,614.60	148,849.85	5,952.83	5,345.03			

Bono	43,094.80	41,715.95	Independence County	616,051.14	551,531.74	Mississippi County	980,144.96	972,311.41	Scott County	168,888.56	149,130.86
Brookland	39,818.70	38,544.68	Batesville	167,783.99	150,211.87	Bassett	2,146.01	2,128.86	Mansfield	7,947.70	7,017.92
Caraway	25,864.97	25,037.40	Cave City	2,652.32	2,374.54	Birdsong	508.59	504.53	Waldron	31,790.78	28,071.69
Cash	6,916.20	6,694.91	Cushman	7,400.31	6,625.27	Blytheville	193,761.42	192,212.82	Searcy County	76,579.97	70,276.55
Egypt	2,264.95	2,192.49	Magness	3,307.22	2,960.85	Burdette	2,369.30	2,350.36	Big Flat	7.49	6.87
Jonesboro	1,360,246.57	1,316,724.62	Moorefield	2,243.01	2,008.10	Dell	2,766.25	2,744.14	Gilbert	209.74	192.47
Lake City	42,103.88	40,756.74	Newark	19,253.90	17,237.43	Dyess	5,085.93	5,045.28	Leslie	3,303.35	3,031.44
Monette	30,354.44	29,383.22	Oil Trough	4,256.81	3,811.00	Etowah	4,354.05	4,319.25	Marshall	10,149.74	9,314.30
Crawford County	840,985.72	743,888.27	Pleasant Plains	5,713.96	5,115.53	Gosnell	44,011.88	43,660.12	Pindall	838.95	769.89
Alma	61,203.05	54,136.75	Southside	63,868.59	57,179.60	Joiner	7,145.11	7,088.00	St. Joe	988.74	907.38
Cedarville	15,744.06	13,926.30	Sulphur Rock	7,465.80	6,683.90	Keiser	9,415.17	9,339.92	Sebastian County	944,664.61	891,606.69
Chester	1,795.77	1,588.44	Izard County	50,615.85	42,966.80	Leachville	24,722.57	24,524.98	Barling	86,337.82	81,488.58
Dyer	9,893.68	8,751.39	Jackson County	292,387.81	265,089.45	Luxora	14,612.74	14,495.95	Bonanza	10,678.48	10,078.71
Kibler	10,853.69	9,600.56	Amagon	1,048.70	950.79	Manila	41,456.51	41,125.18	Central City	9,322.78	8,799.15
Mountainburg	7,126.61	6,303.80	Beedeville	1,145.01	1,038.11	Marie	1,041.99	1,033.67	Fort Smith	1,601,010.32	1,511,088.13
Mulberry	18,691.83	16,533.74	Campbell Station	2,728.77	2,474.00	Osceola	96,223.26	95,454.22	Greenwood	166,249.98	156,912.40
Rudy	688.94	609.40	Diaz	14,104.00	12,787.20	Victoria	458.97	455.31	Hackett	15,079.87	14,239.87
Van Buren	257,405.21	227,686.03	Grubbs	4,130.61	3,744.96	Wilson	11,201.43	11,111.91	Hartford	11,922.75	11,253.10
Crittenden County	1,488,240.88	1,387,916.64	Jacksonport	2,268.63	2,056.82	Monroe County	NA	NA	Huntington	11,792.75	11,130.40
Anthonyville	1,208.20	1,126.75	Newport	84,313.68	76,441.85	Montgomery County	196,977.62	162,481.27	Lavaca	42,509.63	40,122.04
Clarkedale	2,784.11	2,596.43	Swifton	8,539.45	7,742.17	Black Springs	732.18	603.95	Mansfield	13,427.03	12,672.88
Crawfordsville	3,594.58	3,594.58	Tuckerman	19,925.38	18,065.07	Glenwood	310.62	256.22	Midland	6,035.66	5,696.66
Earle	18,115.50	16,894.31	Tupelo	1,926.19	1,746.36	Mount Ida	7,957.80	6,564.16	Sevier County	458,109.93	283,732.09
Edmondson	3,204.36	2,988.35	Weldon	802.58	727.66	Norman	2,795.58	2,306.00	Ben Lomond	1,488.56	1,492.45
Gilmore	1,776.28	1,656.54	Jefferson County	441,534.90	404,405.88	Oden	1,715.80	1,415.32	De Queen	67,693.62	67,870.29
Horseshoe Lake	2,191.27	2,043.55	Alzheimer	11,067.40	10,136.74	Nevada County	114,134.92	139,031.32	Gillham	1,642.55	1,646.84
Jennette	776.70	724.34	Humphrey	3,464.19	3,172.88	Bluff City	1,050.76	1,279.97	Horatio	10,717.64	10,745.62
Jericho	893.02	832.82	Pine Bluff	552,054.30	505,631.61	Bodcaw	1,169.40	1,424.48	Lockesburg	7,586.53	7,606.33
Marion	92,641.20	86,396.14	Redfield	14,587.83	13,161.13	Cale	669.44	815.46	Sharp County	259,781.61	231,813.73
Sunset	1,337.27	1,247.13	Sherrill	944.78	865.33	Emmet	4,025.19	4,903.10	Ash Flat	12,042.29	10,745.82
Turrell	4,153.66	3,873.65	Wabbaseka	2,868.08	2,626.90	Prescott	27,929.96	34,022.37	Cave City	21,405.78	19,101.25
West Memphis	196,951.66	183,674.90	White Hall	62,152.92	56,926.43	Rosston	2,211.69	2,694.13	Cherokee Village	47,653.05	42,522.76
Cross County	525,174.28	480,604.67	Johnson County	134,362.74	132,244.46	Willisville	1,288.03	1,568.99	Evening Shade	5,308.44	4,756.93
Cherry Valley	7,911.34	7,239.93	Clarksville	98,693.98	97,138.03	Newton County	49,354.67	39,870.22	Hardy	8,970.27	8,004.54
Hickory Ridge	3,305.51	3,024.98	Coal Hill	10,882.36	10,710.80	Jasper	3,074.77	2,483.89	Highland	12,841.01	11,458.56
Parkin	13,428.61	12,288.98	Hartman	5,580.97	5,492.99	Western Grove	2,533.72	2,046.82	Horseshoe Bend	98.30	87.72
Wynne	101,680.74	93,051.46	Knoxville	7,860.68	7,736.75	Ouachita County	516,242.05	635,745.38	Sidney	2,224.14	1,984.69
Dallas County	161,998.65	153,417.81	Lamar	17,259.08	16,986.97	Bearden	9,998.09	9,757.54	Williford	921.60	822.39
Desha County	109,619.92	98,128.53	Lafayette County	82,874.21	75,873.33	Camden	126,093.95	123,060.20	St. Francis County	409,215.41	145,939.98
Arkansas City	4,242.45	3,797.72	Bradley	3,905.74	3,575.80	Chidester	2,991.15	2,919.18	Caldwell	10,065.34	9,602.46
Dumas	54,549.16	48,830.80	Buckner	1,710.32	1,565.84	East Camden	9,635.84	9,404.01	Coit	6,855.32	6,540.04
McGehee	48,904.14	43,777.55	Lewisville	7,960.75	7,288.26	Louann	1,697.40	1,656.56	Forrest City	278,764.84	265,944.68
Mitchellville	4,172.91	3,735.46	Stamps	10,529.33	9,639.86	Stephens	9,221.84	8,999.98	Hughes	26,133.64	24,931.78
Reed	1,993.72	1,784.72	Lawrence County	349,067.07	309,650.49	Perry County	124,584.48	110,944.68	Madison	13,946.40	13,305.02
Tillar	243.42	217.90	Alicia	941.86	835.51	Adona	1,249.36	1,112.57	Palestine	12,350.46	11,782.46
Watson	2,445.79	2,189.41	Black Rock	5,028.34	4,460.54	Bigelow	1,883.00	1,678.85	Wheatley	6,438.20	6,142.10
Drew County	443,323.20	429,665.63	Hoxie	21,115.99	18,731.58	Casa	1,022.20	910.29	Widener	4,951.06	4,723.36
Jerome	553.14	536.10	Imboden	5,142.28	4,561.61	Fourche	370.62	330.05	Stone County	173,167.56	98,759.70
Monticello	134,270.95	130,134.43	Lynn	2,187.56	1,940.54	Houston	1,034.16	920.93	Fifty Six	1,911.81	1,803.59
Tillar	2,893.34	2,804.21	Minturn	827.93	734.44	Perry	1,614.00	1,437.30	Mountain View	30,367.87	28,648.96
Wilmar	7,247.54	7,024.26	Portia	3,319.31	2,944.50	Perryville	1,627.56	1,772.05	Union County	539,799.16	526,934.22
Winchester	2,368.57	2,295.60	Powhatan	546.89	485.13	Phillips County	189,279.14	116,126.10	Calion	15,736.89	15,361.83
Faulkner County	860,830.00	786,437.69	Ravenden	3,569.97	3,166.85	Elaine	9,096.70	12,999.37	El Dorado	670,058.31	654,088.94
Enola	2,621.22	2,394.70	Sedgwick	1,154.54	1,024.17	Helena-West Helena	175,586.65	205,987.96	Felsenthal	3,856.05	3,764.14
Holland	4,319.58	3,946.29	Smithville	592.46	525.56	Lake View	6,333.36	9,054.59	Huttig	21,569.18	21,055.13
Mount Vernon	1,124.49	1,027.31	Strawberry	2,293.90	2,034.87	Lexa	4,082.64	5,845.62	Junction City	19,239.85	18,781.30
Twin Groves	2,597.95	2,373.44	Walnut Ridge	40,545.74	35,967.32	Marvell	16,958.75	24,240.96	Norphlet	24,275.48	23,696.92
Woster	6,669.38	6,093.00	Lee County	34,461.62	32,303.38	Pike County	190,662.53	158,528.57	Smackover	63,865.89	62,343.78
Franklin County	244,021.82	275,336.11	Aubrey	1,067.90	1,001.02	Antoine	1,222.73	1,016.65	Strong	18,171.37	17,738.30
Altus	7,580.78	8,553.59	Haynes	942.26	883.25	Daisy	1,201.83	999.28	Van Buren County	217,232.75	284,141.07
Branch	3,670.38	4,141.38	LaGrange	559.07	524.06	Delight	2,915.74	2,424.33	Clinton	27,379.67	25,240.17
Charleston	25,222.60	28,459.31	Marianna	25,849.36	24,230.48	Glenwood	22,845.23	18,994.93	Damascus	2,630.64	2,425.07
Denning	4,536.02	5,118.11	Moro	1,356.86	1,271.88	Murfreesboro	17,149.60	14,259.23	Fairfield Bay	22,676.09	20,904.14
Ozark	36,843.79	41,571.81	Rondo	1,243.78	1,165.88	Poinsett County	273,323.68	130,625.07	Shirley	3,062.06	2,822.79
Wiederkehr Village	380.04	428.80	Lincoln County	149,940.42	132,050.29	Fisher	2,240.75	1,953.71	Washington County	2,753,075.60	1,618,300.63
Fulton County	222,029.27	183,735.48	Gould	5,079.33	4,473.29	Harrisburg	23,130.96	20,167.94	Elkins	52,491.45	48,631.89
Ash Flat	457.47	461.33	Grady	2,724.76	2,399.65	Lepanto	19,201.25	16,584.67	Elm Springs	34,809.29	32,249.85
Cherokee Village	4,334.09	3,586.58	Star City	13,799.76	12,153.25	Marked Tree	25,783.69	22,480.86	Farmington	118,422.94	109,715.61
Hardy	229.55	189.96	Little River County	314,145.22	217,297.13	Trumann	73,311.69	63,920.62	Fayetteville	1,458,580.48	1,351,334.86
Horseshoe Bend	92.91	76.89	Ashdown	47,271.98	44,323.28	Tyronza	7,656.73	6,675.92	Goshen	21,230.49	19,669.47
Mammoth Spring	5,339.73	4,418.78	Foreman	10,118.99	9,487.79	Waldenburg	612.94	534.42	Greenland	25,651.03	23,764.98
Salem	8,935.98	7,398.78	Ogden	1,801.60	1,689.22	Weiner	7,194.52	6,272.92	Johnson	66,486.53	61,597.95
Viola	1,841.86	1,524.17	Wilton	3,743.32	3,509.83	Polk County	283,843.46	284,647.04	Lincoln	44,582.05	41,304.05
Garland County	2,403,831.65	2,225,751.63	Winthrop	1,921.70	1,801.83	Cove	8,514.18	8,538.30	Prairie Grove	87,736.85	81,285.79
Fountain Lake	8,225.95	7,616.56	Logan County	353,097.12	320,238.17	Gattis	12,347.80	12,382.76	Springdale	1,272,541.09	1,178,974.47
Hot Springs	265,849.26	246,154.69	Blue Mountain	1,253.19	1,136.57	Hanniford	9,205.14	9,231.20	Tontitown	48,764.72	45,179.18
Lonsdale	1,537.25	1,423.38	Booneville	40,324.50	36,571.94	Mena	127,868.86	128,230.86	West Fork	45,930.02	42,552.91

MUNICIPAL MART

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

ASSISTANT CITY MANAGER—The city of Muskogee, Oklahoma, is seeking an assistant city manager. Muskogee is located in Green Country, just a short drive over the Arkansas border. The assistant city manager conducts the administration and coordination of municipal business and assists in the formulation of policy options including the development of recommendations for the management and operation of the city. Advises, assists and may direct department heads and senior management personnel in the resolution of policy issues and operating problems. The assistant city manager may serve as acting city manager in the absence of the city manager and routinely represents the city manager on various boards and commissions and before civic groups and organizations. For more information, please see the full job description on the Human Resources page at www.cityofmuskogee.com. Applications will be accepted until the position has been filled.

FINANCE DIRECTOR—The city of Pine Bluff seeks a dynamic finance director with a proven track record of success to manage and direct the city's finances. Responsibilities include complex data analysis, budget forecasting, overseeing accounts and budgets, and making strategic financial decisions that will promote longer financial gain. The finance director is a department head of the Finance Department and, as such, performs and/or supervises complex professional, administration and technical municipal accounting and finance functions necessary to maintain the accounting and financial records and systems. The finance director plans, supervises and coordinates the city's fiscal and accounting activities, including financial accounting and reporting internal controls, internal auditing, management of financial software systems, and payroll processing. The finance director also prepares and supervises preparation of the city's annual and monthly reports; interfaces with independent auditors; provides quarterly and periodic financial updates; serves as the financial advisor to the mayor, city council and city staff; and makes financial presentations to the city council, committees and commissions as requested. The finance director develops long-term operational and capital finance plans and takes a proactive approach to positioning the city's response to financial impacts resulting from changing economic conditions and audits, provides financial analyses identifying the potential impacts of growth and evaluating course of action available to the city, and performs other duties assigned. Bachelors in business administration, finance, public administration and a minimum of five years of related experience and/or training; or equivalent combination of education and experience and a minimum of three years at a department head level preferred. For more information and to submit an application, contact Pine Bluff Human Resources Director Vickie Conaway, 200 E 8th, Suite 104, Pine Bluff, AR 71601; or call 870-730-2038.

JOURNEYMAN LINEMAN—Journeyman lineman opening at city of Perry, Oklahoma. Outstanding benefits include insurance, longevity pay, paid vacation, sick and holidays, and generous retirement plan. Duties include install, change, transfer, move and remove poles, pole line hardware, guys, transformers, lightning arresters, streetlight equipment, energized conductors, insulators, conduit, capacitor bank controls and any and all forms of electrical material and accessories utilized in the construction, maintenance and operation of electric circuits. Requirements include: Journeyman certification, Class B CDL, HS graduate/GED, and ability to work in physically demanding conditions and unfavorable weather conditions while handling dangerous equipment. Successful applicant must be able to work nights, holidays, weekends, and emergencies. Twenty-minute emergency response time preferred. City of Perry application required, available at City Hall, 622 Cedar Street, or on the website, www.cityofperryok.com. Applications accepted until filled at: P.O. Drawer 798, Perry, OK 73077; Email hr@cityofperryok.com; fax 580-336-4111; or at 622 Cedar Street, Perry, OK 73077. The city of Perry, Oklahoma, is an Equal Opportunity Employer.

POLICE CHIEF—The city of McGehee is now accepting applications for a full-time police chief. The chief of police is responsible for transformational leadership of the McGehee Police Department, which has approximately 28 employees. The position is responsible for overseeing and directing activities to reduce crime, implement constitutional community policing, recruit police officers to bring the department to full strength, and to build strong morale. The chief of police is expected to exercise sound judgment, expertise and innovation in establishing and administering department operations. The chief of police must demonstrate and promote high ethical standards within the department. You must possess a current certification in law enforcement and have a minimum of 5 years of experience. Please drop off your resume at the McGehee municipal building or mail to City of McGehee Attn: Mayor Jeff Owyong, P.O. Box 612 McGehee, AR 71654. Deadline will be February 12. Position will start March 1. Competitive salary with benefits. The City of McGehee is an equal opportunity employer

POLICE OFFICER—The Berryville Police Department is now accepting applications for a full-time police officer. An application and job description can be picked up at the Berryville Police Department at 303 East Madison Ave., Berryville, AR 72616; or by calling 870-423-3343.

PUBLIC WORKS DIRECTOR—The city of Austin is looking for a qualified candidate to fill the role of public works director. This position is responsible for the water, wastewater/sewer, and street departments. This responsibility includes budgets, project management, citizen inquiries, personnel. Requirements: The applicant must be certified as both a Class II water and a Class II Wastewater/Sewer, with the ability to obtain a Class III in each within six months of employment. The candidate must also have, at a minimum, five years of experience in both the water and wastewater fields. The candidate must also possess the ability to manage projects, manage personnel, and manage equipment and facilities. Knowledge of road construction is another skill that will be highly advantageous for this position. The candidate must have an Arkansas DL with a clean driving record, HS diploma and no criminal record. The candidate must also pass a drug screening and a background investigation. To download an application, visit www.austin-ar.com, or contact the city at City of Austin, 3181 Hwy. 367 N., P.O. Box 129, Austin, AR 72007; phone 501-941-2648. EOE.

WASTEWATER OPERATOR—The town of Menifee is accepting proposals/ requests for qualified operators to provide Level 2 Wastewater Operator Maintenance. The town wastewater system consists of a LEM NA Sewer Collection System, which consists of gravity collection mains and mist stations including forced mains. The collection system consists of seven mist stations with all wastewater flowing to lift station #1. Sewage flows to an irrigated lagoon with two cells and a chlorinated disinfection basin. Interested Level 2 Operators should submit their proposal to Mayor Gary Green, Town of Menifee P.O. Box 38, Menifee, AR 72107; or email mayorglnmenifee@gmail.com on or by February 19. Interested applicants should also request a copy of the town of Menifee Wastewater Operator job description before submitting. Any and all questions should be directed to Mayor Gary Green, 501-477-2409.

FOR SALE—The city of Greenwood has for sale a 2018 Weiler Commercial Paver. Serial no: P385B2535. Model P385B. Hours: 88.4. Price: \$160,000. Screenshot group, hydraulic push frame, additional operator's seat, walkway extension, LED strobe light, lighting group, hand-held remote, screed mounted control panels, moba dual grade w/slope, heated end gates, power extender height adjustment, power slope adjustment, power crown, screed cut-off shoes, U.S. English decal. For more information contact: City of Greenwood, Dennis Goodwin, 479-322-9132. Email: dgoodwin@gwark.com.

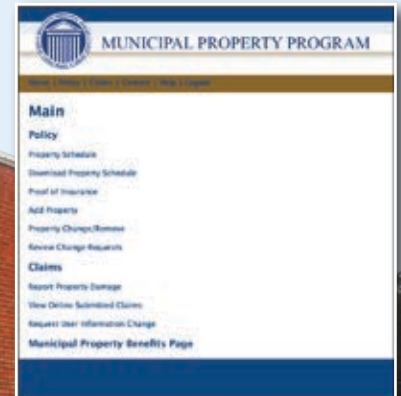


Visit the Municipal Property Program's New Interactive Full Service Web Portal: www.arml.org/mpp

Manage your municipal property coverage needs online at 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 your:

- City Name and/or Account Number
- First and Last Name
- Phone Number



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



Manage your municipal fleet's coverage needs online at 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 your:

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