

City & Town

OCTOBER 2021 VOL. 77, NO. 10

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



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Cover photo by Andrew Morgan.



ON THE COVER—In 2010 a freak event saw thousands of blackbirds falling from the sky over Beebe. The city turned the strangeness on its head, renaming its annual community event the Fallin’ Blackbird Festival, which now adorns one of several murals in historic downtown. Read about the central Arkansas city and Recorder/Treasurer Carol Westergren, the League’s 2021-2022 District 2 vice president, on page 14. Read also about the results of the 2020 census along with guidance on redistricting at the local level beginning on page 40.—atm

Features

14 What a long, funny trip it’s been for League District 2 VP

Life’s twists and turns have led Beebe Clerk/Treasurer and League 2021-2022 District 2 Vice President Carol Westergren to city hall, where she serves her adopted hometown with a passion for public service and as a mentor seeks to instill that passion in others.

40 Census 2020: Redistricting at the local level

The numbers are in, and for some cities that means assessing whether it’s time to redraw ward maps. Take a look at the federal laws, state statutes and key legal cases on the subject, which provide guidance on moving the lines.

42 Census 2020: Need redistricting help?

Redrawing ward lines can be a challenging—and sometimes politically fraught—process, but cities don’t have to go it alone. State agencies and regional commissions are there to help.

44 Census 2020: The numbers

The U.S. Census Bureau released its official reapportionment data in August, which includes the population counts for Arkansas’ 500 cities and towns.

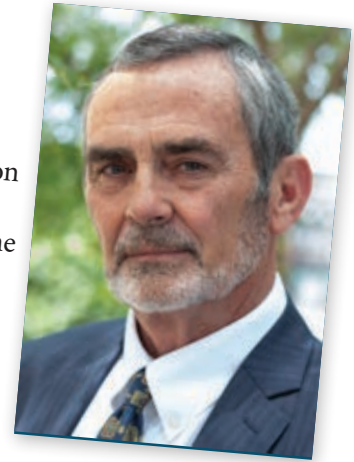
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Greetings fellow municipal officials,

Fall is fast approaching as I write my monthly president's letter. For me it is the best season of the year. I think we all look forward to cooler temperatures, beautiful fall colors and, of course, football. And what better way to begin a Razorback football season than a good beatdown on the Texas Longhorns. It doesn't get any better than that.

Our League staff continues to provide lots of opportunities to become better municipal officials. I hope all of you had the chance to participate in the Municipal Finance and Budgeting 101 workshop on September 15, which is part of the League's voluntary certification program for municipal officials and personnel. Taking care of the public's business when it comes to the revenue we receive is one of the most important things we do. It's also one of the most scrutinized things we do. Educational programs such as this make us better stewards of the public's money and can save us a lot of embarrassment and bad publicity if mistakes are made. As public entities, everything we do is open for review and audit. This makes it doubly important that we not only avoid wrongdoing but also the appearance of wrongdoing.



The next certification workshop is on October 13 and covers HR and personnel matters. I encourage everyone to participate in these workshops. Encourage your department heads and key personnel who work in the areas related to these topics to also participate.

Inspired by a suggestion from state Rep. Tommy Baker, a former Osceola council member and past League president, the League's voluntary certification program has been a great success since launching in 2011. Originally focused on elected officials, the program has been expanded to include key municipal personnel as well. If you are not participating in this program, you are missing a chance to become a better, more informed municipal official or employee. After all these years as mayor, I continue to find that there is still much to learn.

In addition to the certification program, I encourage everyone to participate in the League's other weekly training opportunities, most of which are held virtually. This past year and a half of dealing with the COVID pandemic has been a challenge for all of us. One thing we have learned is the effectiveness of online training. Whether providing pandemic updates, covering the American Rescue Plan Act or updating us on broadband and cybersecurity, they are informative and useful to all of us, no matter how long you have been in office or worked for your city.

Budget time is drawing near. One thing we are already seeing in Berryville is the rapid rise in cost for public works projects, and I fear this is going to continue to worsen. Cities, towns and counties are all receiving large amounts of money right now and, in our part of the state, contractors already have more work than they can handle. In Berryville, we are looking to do more work in-house when possible.

COVID is still out there. Be safe. Be a leader in your community and continue to encourage everyone to get vaccinated. Hopefully things will continue to get better and we can meet in person at our 2022 Winter Conference in January.

Best Wishes,

A handwritten signature in black ink, appearing to read 'Tim McKinney'. The signature is fluid and cursive, written over a white background.

Tim McKinney
Mayor, Berryville
President, Arkansas Municipal League

ARKANSAS MUNICIPAL LEAGUE OFFICERS

Mayor Tim McKinney, **Berryville**..... President
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Mark R. Hayes Executive Director

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NOTE: Names submitted for positions on committees, councils and boards received after the issue printer date will appear in the next issue of *City & Town*.

From the Desk of the Executive Director

“What Have You Done For Me Lately?”¹ (The Phrase)

Several years ago, a buddy of mine and I began using the phrase sarcastically because we didn’t like it when used seriously. Both of us thought it rude and unappreciative of life’s many gifts. As we moved forward, we entertained each other with creative² uses of the phrase. We became enamored with ourselves, and as with most such things, we attempted to “share” our creative humor with our spouses. Neither was amused. My local controller gave me “the look.” Most husbands are familiar with “the look” and terrified of it! Here’s what happened. One beautiful Saturday morning, we were reading the newspaper on our deck overlooking Lake Hamilton.³ The local controller brought me a cup of coffee⁴ when she refilled her own. Twenty or 30 minutes later, my cup was dry, and my need for caffeine was high. High and dry, so to speak. See what I did there?! I digress. Where was I? Oh yeah, sans coffee.



The dialogue went something like this:

Me: How about fetching me another cup of coffee?

L.C.: Excuse me [the look]. I just brought you a cup!

Me: Yes, but what have you done for me lately?

L.C.: [Look intensifies.]

Me: What I meant to say was I’m going to fetch coffee for myself, and I’m happy to bring you a cup as well. You know, if you’d like one.

L.C.: [Look continues.]

Me: Also, what would you like for breakfast and we should go shopping for something nice for you.

That’s how I remember it, although the local controller notes a marginally different story. Fine, totally different.

To recap: Don’t use the phrase “So, what have you done for me lately?” with your spouse or significant other. If you somehow have a break in sanity and do so, you should:

- Immediately apologize.
- Apologize again to be safe.
- Offer to do something nice.
- Really nice.

Fundraising,⁵ PSA screenings⁶ and health care

As I thought about “the phrase” I began to reflect on the year and health matters in particular. As the plan administrator of the Municipal Health Benefit Program (more on it later), I’ve paid a great deal more attention to health matters and, in particular, preventative care versus reactionary care. Wellness and annual physical examinations,⁷ for example, have proven to be very helpful with early detection and prevention of many ailments. Here are a few ailments that can be detected:

- High blood pressure
- High cholesterol levels
- Obesity

¹ Janet Jackson recorded this song for her third studio album, “Control” (1986). The lyrics were rewritten to allow her to sing about her divorce. <https://bit.ly/3l91Nnj>

² When I say my buddy and I are creative what I mean is we often find ourselves funnier than most everyone else does! <https://bit.ly/3iwV2tw>

³ <https://bit.ly/2YfpfGy>

⁴ This article outlines 13 health benefits of coffee. Here’s a few: more energy, makes you smarter, may protect you from dementia and may help you live longer. <https://bit.ly/3B5yo2R>

⁵ <https://bit.ly/3oy0hNM>

⁶ This is a simple blood draw and it can easily detect prostate cancer if it’s present. It works! <https://bit.ly/3D5GJnI>

⁷ <https://wb.md/3oy0AYW>

- Skin cancer
- Irregular heart beat

Of particular note, prostate cancer can be beaten virtually every time with early detection and a full understanding of your family's medical history. In 2020 the Arkansas Prostate Cancer Foundation⁸ (APCF) asked me to serve as its person of the year. While I've had no prostate health issues myself, my mother is a breast cancer survivor and my father succumbed to pancreatic cancer. Unfortunately, the APCF's events, like many others, were canceled due to COVID. As a result, they asked me to serve again this year. The APCF's largest fundraising event is the Blue Ribbon Bash. Although the event was held virtually, I was able to gather family and friends for a black tie dinner. It was great fun and between sponsorships for the event and the silent auction quite a bit of money was raised.

So, what has the APCF done for us lately? They've partnered with the MHBP to provide early detection screenings for the membership, as well as educational materials. Those efforts will continue for years to come. Hopefully municipal officials and personnel will participate in the screenings and spread the word of the need to be aware of their family medical history. By doing those two things we can virtually stop prostate cancer deaths.

The League's Big 5!⁹

What are the League's Big Five Programs?

1. MLDP: Municipal Legal Defense Program
2. MLWCP: Municipal League Workers' Compensation Program
3. MHBP: Municipal Health Benefit Program
4. MVP: Municipal Vehicle Program
5. MPP: Municipal Property Program

I should note that each of your programs is in great shape and the staff is second to none. Remember my mantra: We are you and you are us. Meaning of course that we the staff are you the membership and you the membership are we the staff. In short, the League and its programs exist because of you and serve at your pleasure.

Numbers say a great deal, and I think you'll agree that the following stats are impressive and a powerful reminder that we, the cities and towns of Arkansas, are stronger and better when united. Boiling down the work of any of the five major programs is quite difficult. Numbers alone don't fully tell the story. However, when coupled with the full understanding of what goes on behind the scenes to make those numbers, a more complete picture can be had.

Legal/legislative department and the MLDP

Since my departure as general counsel the legal department has done nothing but be successful. That's not to say that I did a bad job, rather it's noted to remind all of us that new leadership brings fresh ideas and solutions. The legal/legislative department has 21 full-time and six part-time employees. That group of people is responsible for the following:

- Representing the 477 members of the MLDP.
- Defending 218 lawsuits including police matters, employment, property, vehicles, workers' compensation and various amicus briefs.
- Over 3,600 legal inquiries a year.
- 7 continuing legal education seminars with over 550 participants.
- Speaking and teaching at 42 voluntary certification of municipal officials seminars last year with over 7,600 participants.
- Engaging in over 120 legislative events and producing dozens of legislative listserv messages.
- Speaking and teaching at over 20 COVID-19 (Cares Act and ARPA¹⁰) virtual seminars and calls for nearly 2,000 members.

Of course, there's much more to what they do, but this sampling should give you a good idea of the professional legal services provided every day to the membership.

⁸ <https://bit.ly/3a5wfZ3>

⁹ www.arml.org/services/benefit-programs

¹⁰ www.arml.org/arpa

MLWCP

There are 11 staff members in the workers' comp department, and they are mighty good at what they do! With 612 members and municipal entities participating in the program, these dedicated 11 are consistently presented with challenges ranging from emergency care for badly injured municipal employees to determining long-term care options, fair premium rating and timely claim processing. That small group processed over 1,906 claims last year and 1,293 thus far in 2021. Hard savings in 2020 between standard bill review, facility charge reviews, pharmacy changes, claims management tools, etc. saved member cities and towns well over \$1 million. Remember, this incredible group of people determine, bill and collect all premiums, and they review and process all claims, medical treatment and billing for every injury. Finally, loss control is one of the best ways to lower employee injuries. The League is committed to this endeavor because we all know preventing dangerous environments and work practices makes for fewer injuries and deaths.

MHBP

With 27 full-time employees, the Municipal Health Benefit Program is the League's largest department and takes in nearly \$78 million in premiums and pays nearly the same out on behalf of the membership during a one-year period. They are responsible for the following during any given year:

- 93,000 medical and dental claims.
- Processing claims within 30 days or less (they are substantially faster than what's required).
- Reviewing loss run reports and determining ratings and premiums.
- Managing the implementation of a new claims and data system that is replacing a nearly four-decade old mainframe.
- Open enrollments across the state.
- A daylong health seminar.

As you can see, they are very busy! That team is dedicated to the health of the membership, and they take a true personal interest in your issues and concerns.

MVP and MPP

I address these together because the two programs are staffed by the same four people. We hope to add another position in the next several weeks to help with the heavy workload. What makes it heavy you ask? Volume and complexity. Volume on the MVP side. Lots of city vehicles get wrecked or burned and unfortunately employees are sometimes injured. The complexity often occurs with property claims as there may be multiple damages due to multiple events (rain, wind, snow, ice, fire, etc). Additionally, for those of you who have remodeled or done expensive repairs to properties that are 10 years or more old, you know the further you dig the more problems you find.

The MVP:

- Has 535 member municipalities and municipally related entities.
- Covers over 26,600 vehicles.
- Those vehicles are valued at over \$1.02 billion (yes, with a B).

The MPP:

- Has 525 member municipalities and municipally related entities.
- Covers almost 11,000 buildings and properties.
- Those properties are valued at nearly \$4 billion (again, yes, with a B).

As the old saying goes, a billion here a billion there and pretty soon we're talking about real money! As you can imagine the pace is frantic in that department. They have a great attitude and work diligently to give you all you need for your vehicle and property needs.

Member services, communications and trainings

Oh my, where to start. When I look at the membership numbers for the cities and towns of Arkansas and our total number of employees, I'm blown away. Cities and towns have more than 65 percent of Arkansas' citizens living within their boundaries. League membership includes all 500 municipalities as follows:

- 121 Cities of the First Class
- 202 Cities of the Second Class
- 177 Incorporated Towns

In total, the League has 89 full-time employees and six part-time law clerks. I like to say that League HQ is a one-stop shop for all your municipal needs. Everything the League does is found in the building at 2nd and Willow in North Little Rock. Produce an incredible monthly magazine that routinely has 70-plus pages? Yep, we 89 do that. Determine, process and staff for loss ratios, premiums, claims and lawsuits for all five major programs? Yep, we 89 (and six law clerks) do that. Organize and produce all aspects of a winter conference and a summer convention? Yep, we 89 do that. Run a website, several listservs, computers and programming for all League operations? Yep, we 89 do that. And we 89 do much, much more.

I'm going to show you some more numbers regarding how much more we do, but first let me again say you have finest League staff in the country. They are dedicated to you, your city and your municipal mission. This will come as no surprise: I make sure we have good people and I stay out of the way so they can do their job. My job is to keep the League bus between the ditches!

Here we go...some stats from the most recent State of the League that should complete the picture of the work produced at your HQ!

Professional Development

A total of 343 events and 21,475 attendees
COVID-19 virtual meetings and calls: 6,300 participants; 88 events
League-Sourced ListServ messages: 1,928
League-Sourced attachments sent via ListServ: 816

Publications

City & Town readership: more than 7,000 per month in print and online. The League also offers a library of more than 50 publications available in print or by download.

AML online

The online home of the Arkansas Municipal League is www.arml.org.
Site Visits (June 2020-June 2021): 184,416
Unique page views (same period): 519,547
Twitter @ARMuniLeague: 1,387 followers | 14,530 average impressions per month
Facebook.com/ARMuniLeague: 4,486 followers

State Aid Street Program

\$179.5 million—Total project funding to date
989.3—Miles of city and town streets improved to date
746—Projects approved to date
479—Cities and towns participating in program to date

Other optional programs include:

- Accidental Death & Dismemberment
- Firefighters Supplemental Income Protection and Death Benefit Program
- Non-CDL Drug Testing
- Ordinance Codification

Whew! That's a lot of work done every month by 89 people. I couldn't be more proud to say: That's what we've done for you lately!

Until next month, Peace.



Mark R. Hayes
Executive Director
Arkansas Municipal League

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Arkansas
Municipal
League
Communities

GREAT CITIES MAKE A GREAT STATE

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Welcome to the Arkansas Municipal League Communities Platform

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

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

Members - Login here

Email

Password

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

Stay signed in

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

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

Nominations open for 2021 Volunteer Community of the Year Awards

The Arkansas Department of Human Services Office of Communications and Community Engagement is now accepting nominations for the 2021 Arkansas Volunteer Community of the Year Awards. The deadline to apply is October 22.

Each year DHS partners with the Governor's Office and the Arkansas Municipal League, along with Little Rock's Channel 4 and the Governor's Advisory Commission on National Service and Volunteerism, to recognize cities and towns that seek to address challenges within their communities through volunteerism. A panel of judges from across the state will select the communities, which will be honored at the League's 2022 Winter Conference. Winners also receive two signs donated by the Arkansas Highway Commission designating the city or town as a Volunteer Community of the Year.

For more information and support materials, visit www.volunteerar.org/COY.


Time to levy property taxes

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

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

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

Cherry Valley's Bennett achieves Master Municipal Clerk status

Cherry Valley Recorder/Treasurer Stacey Bennett has earned the Master Municipal Clerk (MMC) designation from the International Institute of Municipal Clerks (IIMC), the organization has announced. MMC is one of two professional designations granted by the IIMC. To qualify, one must first earn the Certified Municipal Clerk (CMC) designation. Those who achieve the MMC designation have demonstrated that they have pursued continuing education opportunities and have remained informed of the socio-political, cultural and economic issues that affect local government. For more information on the IIMC, visit www.iimc.com. 

Obituaries

ERMA HENDRIX, 91, who first served on the Little Rock City Board of Directors from 1993-1994 and then again from 2006 to the present, died September 9. Hendrix also served as a commissioner on the Arkansas Parole Board and as community development block grant chair for the city of Little Rock.

STEVEN ALAN RUMMEL, 42, a Ward council member, died September 26.

RUSSELL G. WINEBAUGH, 97, who served more than 20 years as a Pocahontas council member, died September 27.

Meeting Calendar

November 18-20, 2021, National League of Cities City Summit, Salt Lake City, Utah

January 19-21, 2022, Arkansas Municipal League Winter Conference.

Summaries of Attorney General opinions

Recent opinions that affect municipal government in Arkansas

From the office of Attorney General Leslie Rutledge

Law provides employee leave time for military training

Opinion: 2021-035

Requestor: Kenneth B. Ferguson, State Representative

Is a state, city or county employee, more specifically those positions that are classified as first responders or law enforcement, allowed to take a leave of absence for voluntary or non-mandatory military training or service? Q2) When a state, city or county employee, more specifically those positions that are classified as first responders or law enforcement, takes such a leave of absence from his/her position, is the state, city or county governmental entity required to keep the position open until said employee returns from his/her leave of absence? Q3) Does the aforementioned leave of absence have to be time definite or is it allowed to be open-ended? **RESPONSE:** Q1) Although your question does not clearly state what you mean by “voluntary” and

“non-mandatory” military training or service, I gather from the background information that you provided that you mean to ask about the kinds of voluntary programs described in Ark. Code Ann. sec. 21-4-102, which affords employees of the state and its political subdivisions a certain number of days of paid leave to participate in optional training. With that understanding, the answer is yes. Q2) Yes as to a leave of absence under subsection 21-4-102(a). Q3) The leave of absence afforded by subsection 21-4-102(a) is not open-ended. It is limited to 15 days, plus necessary travel time, in a calendar year (though the leave time accrues over two years, for a maximum of 30 days if the employee took no leave under subsection 21-4-102(a) in the preceding year). 🏠

To read full Attorney General opinions online, visit the “Opinions” page at www.arkansasag.gov or email oag@arkansas.gov.

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Journey to city hall a "funny" one for Beebe clerk/treasurer

By Andrew Morgan, League staff

“**E**verything I’ve done is kind of a funny story,” says Beebe Clerk/Treasurer Carol Westergren, the League’s 2021-2022 District 2 vice president, as she recounts the twists and turns of her life and career. “I guess by the grace of God I kept being at the right place at the right time.” And it’s with grace, passion and a sense of humor that she approaches her service to her community, where she hopes her legacy is that of a mentor.

Westergren grew up in Maryland Heights, Missouri, a major suburb of St. Louis and where her “funny” journey began. After high school, she wasn’t quite sure what she wanted to do. “I thought I was going to go to New York, be a fashion merchandiser and design my own clothes. But I didn’t want to leave my mom! That didn’t work out so well.”

She took a job working at St. Louis department store Famous-Barr, which has since been bought out by Macy’s, and went through their management training program. The job took her to Cape Girardeau, Missouri, where she helped open the new store and mall there. But she missed home and headed back to St. Louis.

It was that return that launched her banking career. “It’s actually another funny story. My grandfather went into the bank—he drug me with him—and said, ‘My granddaughter needs a job!’” The ploy worked. She was hired as a teller and worked her way up through the ranks.

By 1997 Westergren was ready to move on. She was going through some major life changes “as everyone does at certain times in life,” she says, and decided to visit Beebe, where she had family in the area. She brought her two boys, Nathaniel and Caleb, who were 10 and 5 at the time. “We just came to spend several weeks in the summer and really fell in love with Beebe.”

There was some culture shock, she says, but it didn’t take long to wear off. “I’m a city girl, so coming to the little town of Beebe, Arkansas—back then we were about 3,000—was quite an experience! But it’s one I don’t regret,” Westergren says. “I got out of the car, and I know that God just said to me, ‘If you stay here you’ll find peace.’ And I really did. Has everything been perfect? No. But there’s a real peace in this community, a real sense of togetherness.”

Westergren took a position with First Security Bank and had a wonderful career there, she says. It’s also



PHOTOS BY ANDREW MORGAN

Carol Westergren, Beebe clerk/treasurer and League 2021-2022 District 2 vice president.

where she met her husband, Michael. He was a customer of hers at the bank. “I’ve been in banking since I was 21. Somebody put this in my head: You don’t date somebody you work with and you don’t date your customers.” She broke that rule for Michael. They’ve now been married 16 years. He retired first from the Air Force and then, after teaching for several years, retired from that as well. He’s now very involved in the community with a special passion for working with veterans, she says. In fact they both serve in national positions with the American Legion. “I serve on their audit committee, go figure!” She is also active in the local VFW and Kiwanis. She also serves on the board of the chamber of commerce.

When first delving into the Beebe political scene after her retirement from banking, Westergren didn’t initially have her sights set on city hall. With two sons in school and as an active booster, she thought a position on the school board would be a good fit. That was until she learned that her boss’ wife was running for the same seat. “First rule is don’t run against your boss’ wife!” After discussing it, her boss suggested she instead



To better facilitate the city's growth, the Beebe city council abolished the longstanding water and sewer commission, which has transitioned to a city utility department.

consider a run for a seat on the city council. Despite some misgivings, she ran successfully and served a term from 2003-2004. She then got beat for the seat by the city's current mayor, Mike Robertson.

Westergren shifted gears and served from 2005-2006 on the planning and zoning commission. Robertson then called her in to say he was running for mayor and that she should consider running for the position of city clerk/treasurer. It came as a bit of a shock to her—their relationship had been rocky in the past. "I was literally just floored. I said, 'Doesn't the clerk/treasurer and the

mayor have to work together? We don't like each other!'" But he was convinced they could work well together. She took a little more convincing. She prayed about it, discussed the idea with friends. She also thought about her career in banking, an industry that was rapidly changing. "The banking world was growing and becoming less personable. I'm a very personable person. I like to be hands-on."

Ultimately, she decided it was time to leave banking, and this sounded like a good opportunity to serve the city she loved. She ran and won the election. "And here we are 14 years later. And yes, I do like the mayor now and we are very good friends!"

Westergren's involvement in the Arkansas Municipal League goes back to the term she served as a council member. Former Beebe Clerk/Treasurer and Council Member Becky Short, who was a regular at League meetings and active in the Arkansas City Clerks, Recorders and Treasurers Association, encouraged her to get involved. "She called me and said, 'You don't know anything about city government.' I said no ma'am I don't. And she said, 'Well you've gotta go to the Municipal League.'"

From the first meeting she attended at the Arlington Hotel in Hot Springs, she has stayed involved in the League, even during her time on the planning and zoning commission when she wasn't an elected official. The League's assistance is crucial, especially for smaller cities and towns who can't afford much legal assistance, Westergren says. "They answer our questions, tell us when we're right, when we're wrong. I'm sure sometimes



Beebe is home to the first Gold Star Family monument in the state of Arkansas. It was dedicated in 2017. To date there are about 50 of the monuments across the country. The monuments are the same, but the pictures are unique to each community. "There are 11 Gold Star families that we know of in White County, so this was very important to us to have this built," Westergren says.



The Career and Technical Center at Beebe High School offers numerous vocational tracks, including a food program that trains students for careers as chefs. “There is some fantastic food coming out of there,” Westergren says. “I love it when they have a career day and ask us to come over.”

they get tired of hearing from me! They’ve been a big help, especially in the last couple of years with the CARES Act money and now this American Rescue Plan money. I don’t know how a city runs without having the Municipal League on speed dial.”

Westergren has gone from being the person who was nervous at her first League meeting to being a mentor to new clerks and council members. It’s a role she is happy to fill, she says. “It’s the legacy we leave, and the training that we offer for the new people coming up that’s important. And I think that’s what the League does. They allow us to learn and allow us to leave a great legacy for the future.”

Being a people-person banker prepared her for the shift to public service in some ways, she says, but there are major differences. When customers call the bank it’s not about “their trash, their dogs, their kid got hurt at the playground.” And in banking, “the rules” are more stringent. As a public servant you “sometimes have to fit the rules to a certain situation,” Westergren says. “That dog barking next door may not irritate you, but it really bothers that person who has to work nights and sleep during the day. I think I’ve learned to become more sympathetic to people. Like, OK, let’s see what we can do to make this work for you.”

A legacy of public service is also reflected in her sons’ lives. Caleb Crump is a patrol officer with the Sherwood Police Department and formerly served with the Beebe Police Department. Her son Nathaniel Crump, who served with the Little Rock Fire Department, died in 2017 of cancer that resulted from his work as a firefighter. His name was added in 2019 to the Arkansas Fallen Firefighters’ Memorial on the grounds of the State

Capitol in Little Rock. He also inspired new legislation, dubbed Crump’s Law and passed in 2020, which expands sick leave for firefighters diagnosed with cancer as result of their service.

The pain of that loss is still very fresh for Westergren, but she feels intense pride for both her sons’ service to their communities. “I asked one time, ‘Why can’t you boys do a desk job? Why do you have to be out there?’ They said, mom, that’s all you ever taught us is to serve the public. We don’t know anything more.” Hearing that hit her hard, she says. “That’s what we should leave for our children. We should leave a legacy of what’s important.”

The newly released 2020 census results put Beebe’s population at 8,437. Westergren isn’t convinced that it’s accurate. “I think we’re closer to nine or 10,000. Maybe not quite 10.” Regardless, the city’s population has doubled since 1990. She attributes the growth to families seeking a little more space than you get in the larger central Arkansas cities nearby. “We see a lot of people moving this way, especially people with children. We have a fantastic school system here. Beebe Public Schools is next to none.” Beebe is also a draw to people working and serving at the Little Rock Air Force Base in Jacksonville, and Beebe is home to many active and retired military, she says.

With growth comes challenges, particularly when it comes to infrastructure, Westergren says. The city’s streets, for example, weren’t built with today’s volume of traffic in mind. “We’re working on it, redoing our streets, trying to widen them.” Securing funding for those projects is, of course, part of the challenge. That budget line rises every year, she says, “but it’s never enough.”

Like streets, water and sewer improvements are also “never ending,” Westergren says. In January of this year the city took over the water department, which had been run by a commission since the 1940s. “That’s been... interesting,” she says. “I told our water department manager that I’ve learned more about water than I ever wanted to know.”

On September 14 the city asked voters in a special sales tax election to approve three-quarters of a cent for a new community center and a quarter-cent for the fire department, which up until now has been volunteer-run. The new community center was defeated, but the fire tax was approved, which means the city will now be able to hire at least three full-time firefighters. “That’s going to be a good thing for our city, and it’s going to help our ISO rating.” As for the community center, the timing may have been off, Westergren says, and the city will take time to regroup and perhaps find another source of funding.

Minor setbacks aside, the city’s growth and opportunities excite Westergren. Even if a new community center isn’t in the cards right now, she praises the great parks system overall. “Parks are a necessity. Greenspace is a necessity.” That includes a new pond on 24 acres, which the city purchased right before the COVID-19 pandemic hit last year. Westergren admits she didn’t initially agree to the council’s decision to make the



One of Beebe’s numerous flea markets, which attract treasure seekers from all over and contribute to the local economy.

purchase, and she was vocal about it. She has since fully come around.

“I couldn’t see the vision at first. I hate to admit that, but I admit that now to everybody.” Once the work started and Game and Fish stocked the pond, it came into focus for Westergren, and it’s been a great amenity for the city during the pandemic when other recreational opportunities weren’t available. “You couldn’t go to the local gym. Some of the playground equipment had to be blocked off because of COVID. But they could go to the pond, they could fish. I’m very excited about that.” The city will soon be adding playground equipment, picnic tables and pavilions. “I think that is what this community is looking for. We’re not really an indoor community. We’re more let’s take our families and go outside.”

As a bedroom community, there aren’t many large employers in Beebe. ASU-Beebe and the local school system are the largest. It has a thriving small business community, however. It’s a hot destination for antiques and flea market digging, with shops all over the city. “Saturdays these roads are swamped,” Westergren says. She calls Beebe “The Flea Market Capital of the World.” It’s an unofficial title. “It’s not on the sign or anything!” The mom-and-pop restaurant scene is also excellent, she says, though they’d like to attract more chain restaurants to town.

The future is bright for Beebe, she believes. “I am so excited about where we’re going. There are so many opportunities in this town for us to continue growing, to continue to leave a legacy for our children. I feel like we’re on the cutting edge of something, and we’re going to explode.” She stops there to qualify that she doesn’t mean Beebe will lose its small-town appeal. “I think we’re going to continue to move forward but keep a hometown feel.” 🏡



On New Year’s Eve 2010, thousands of blackbirds fell from the sky over Beebe in a bizarre atmospheric incident. Rather than shy away from the macabre event, the city embraced the strangeness and renamed its annual community festival the Fallin’ Blackbird Festival. This is one of several murals that are part of the city’s downtown revitalization efforts.



PHOTOS BY ANDREW MORGAN

Certification workshop covers budgeting basics, ARPA

The League’s voluntary certification program for municipal officials and personnel continued last month with the Municipal Finance and Budgeting 101 workshop, held virtually September 15. A mix of live and pre-recorded sessions, the workshop was hosted and broadcast from the League’s North Little Rock headquarters. The Level 1 certification course counted as five core credit hours for certification program participants.

League General Counsel John L. Wilkerson and Senior Legal Counsel Lanny Richmond walked participants through the basics of municipal budgeting, covering the legal requirements for cities and towns, methods of completing and adopting a budget, the ins and outs of bidding and purchasing, and how to avoid the ire of Legislative Audit.



The virtual workshop featured a session on cybersecurity for cities and towns. David Coles, field audit supervisor with the Division of Legislative Audit, Mark Kirby, cybersecurity advisor with the Department of Homeland Security, and Jeff Melton, the League’s senior network administrator, discussed why cybersecurity is crucial and what services are available to municipalities.

The workshop also featured several sessions that continued the League’s effort to share guidance on the American Rescue Plan Act funding available to cities and towns, led by League Grants Attorney Caran Curry and Director of Finance Cindy Frizzell. Wes Ward, secretary of the Arkansas Department of Agriculture, and Jason Carter, general counsel with the Arkansas Municipal Power Association, joined the workshop



to discuss funding water and sewer projects with ARPA money.

Participation in the virtual training was strong—302 members viewed at least part of the workshop and 239 viewed the required amount of time to receive the five core hours of certification credit.

For those who were unable to participate on September 15, members may register to view an on-demand recording of the workshop. The cost is \$25. The deadline to complete the on-demand workshop and receive five core hours of certification credit is October 20. To register, visit cvent.me/BQL4WD. For assistance, please contact Tricia Zello at 501-374-3484, ext. 285, or email tzello@arml.org.





Voluntary Certification Program

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

Voluntary Certification Class Schedule

Month	Even Year - Level 2	Month	Odd Year - Level 3
Jan.	Winter Conference (3 Hours of Continuing Education)	Jan.	Winter Conference City Gov't 101 (5 hours of Level 1) plus (3 Hours of Continuing Education)
Feb.	Municipal Finance 201 (5 hours of Advanced Level 2)	Feb.	Personnel Management (5 hours of Advanced Level 3)
Mar.	Disaster Preparedness (5 hours of Advanced Level 2)	Mar.	Technology/Cybersecurity (5 hours of Advanced Level 3)
April	City Government 101 (5 hours of Level 1)	April	Planning & Zoning (5 hours of Continuing Education)
May	Leadership 101 (5 hours of Advanced Level 2)	May	Conflict Management (5 hours of Advanced Level 3)
June	June Convention (3 Hours of Continuing Education)	June	June Convention (3 Hours of Continuing Education)
July		July	
Aug.		Aug.	
Sept.	Municipal Finance 101 Workshop (5 hours of Level 1)	Sept.	Municipal Finance 101 Workshop (5 hours of Level 1)
Oct.	Human Resources (5 hours of Level 1)	Oct.	Human Resources (5 hours of Level 1)
Nov.	MHBP/MLWCP	Nov.	Leadership 201 (5 hours of Advanced Level 3)
Dec.		Dec.	

Municipal Notes

From the ARKANSAS MUNICIPAL LEAGUE

2nd & Willow • P.O. Box 38 • North Little Rock, AR 72115 • (501) 374-3484

August 30, 2021

**TO: OFFICERS, EXECUTIVE COMMITTEE, ADVISORY COUNCILS,
MAYORS, CITY ADMINISTRATORS, CITY MANAGERS, CITY CLERKS, RECORDERS,
TREASURERS AND FINANCE DIRECTORS**

FROM: MARK R. HAYES, EXECUTIVE DIRECTOR

SUBJECT: 2022 BUDGET INFORMATION

The new League governing bodies, which were elected at the Convention or appointed by President and Mayor of Berryville Tim McKinney, met and considered several items that will affect your budget preparations for 2022.

League Service Charge. The Executive Committee retained the current service charge formula. The base charge is \$40 plus 35¢ per capita with 7¢ per capita credits, determined on October 1st, for participation in each of the following programs:

- Municipal Legal Defense Program
- Municipal Health Benefit Program
- Municipal League Workers' Compensation Program
- Municipal Vehicle Program
- Municipal Property Program

Included in the League service charge is membership in the National League of Cities for all our members.

Municipal Legal Defense Program. The Board of Trustees for the Municipal Legal Defense Program retained the current service charge formula for 2022. The 2022 charges range from \$1.25 to \$7.00 per capita depending upon your municipality's loss experience. The optional drug and alcohol testing program for **non**-Commercial Driver's License (CDL) employees will continue to be available and can be implemented by increasing your MLDP charge by 20¢ per capita. Participation in this Program can save your city or town money and from potential legal liability. Information about the MLDP is accessible online at www.arml.org/mldp.

Municipal Health Benefit Program. The Board of Trustees made some minor changes which will be effective January 1st. The 2022 Bylaws will be accessible online at www.arml.org/mhbp. If you are not currently participating in the MHBP and would like to receive a proposal for comparative purposes, please advise.

Municipal League Workers’ Compensation Program. The Board of Trustees adopted the same Arkansas Workers’ Compensation Commission rates used in 2021 for 2022 with the application of state mandated experience modifications (NCCI). They approved a 3% front-end discount for participating members with a loss ratio of 100% or less for the last five years. They also approved a 1.5% discount for reporting estimated payroll timely prior to the September 30, 2021 deadline for submission.

Municipal Vehicle Program. The Board of Trustees for the Municipal Vehicle Program did make some changes to the Program Bylaws effective September 1, 2021. The Bylaws and Program Summary are accessible online at www.arml.org/mvp. The Board retained the current rates for 2022.

Municipal Property Program. The Board of Trustees for the Municipal Property Program made some minor changes to the Program Bylaws effective September 1, 2021. The Board did approve a 10% increase in rates effective 12-1-21 due to increased renewal costs from our outside reinsurance carrier. They also approved an increase in the surcharge for high risk groups. The optional deductible buy-downs for entities in Class 1 and Class 2 remain unchanged. The flood deductibles will continue to be \$500,000 for ALL flood zones. We encourage our MPP members to consider the National Flood Insurance Program (NFIP) to cover this deductible. NFIP can provide flood coverage up to \$500,000 with multiple deductible options. MPP would cover losses over \$500,000. The Bylaws and MPP Program Summary are accessible online at www.arml.org/mpp.

Turnback Estimates. Estimates for general turnback are as follows. The street turnback estimate includes proceeds from the highway ½ cent sales tax and the wholesale fuel tax.

		<u>2021 (revised)</u>	<u>2022</u>
Street Turnback	-	\$80.00 per capita	\$80.00 per capita
General Turnback	-	<u>\$15.50</u> per capita	<u>\$15.00</u> ¹ per capita
Total Turnback	-	\$95.50 per capita	\$95.00 per capita

APERS. For those municipalities participating in the Arkansas Public Employees Retirement System (APERS), the employer contribution will remain at 15.32% for 2022 and the employee rate will stay at 5%. Effective July 1, 2022, the member rate will be 5.25%.

We hope this information will be of assistance to you as you prepare your 2022 budgets.

¹ The legislature approved funding 95% in Category A and holding 5% in Category C for general turnback. Larger distributions are expected starting around February 2022. This amount was also based on the estimated 2020 municipal census population.

GREAT CITIES MAKE A GREAT STATE

Municipal Vehicle Program Summary 2021-2022

Program Coverages, Limits and Deductibles

Automobile Liability – In State	\$25,000 \$50,000 \$25,000	Bodily injury per person. Bodily injury per accident. Property damage per accident. Immunity is used as defense for over limit claims/damages.
Automobile Liability – Out of State	Honor that state's limits.	Immunity is used as defense for over limit claims/damages.
Watercraft Liability	None	Program only covers comprehensive (Part II) up to reported value and boats only under 30 feet.
Mobile Equipment	Included	Must be listed on schedule.
Auto Physical Damage	Included	Actual cash value up to the reported value.
Deductible	\$1,000.00	Each occurrence with deductible only applied to Part II claims. Zero deductible on Part I liability claims.

Initial Class 1 Rate Calculations

Part I – Municipal Member	Passenger Car/Truck	\$100.00
	Large Equipment	\$100.00
	Ambulance	\$200.00
	Buses/Vans over 15 passengers	\$800.00
	Trailers/Mobile Equipment	No liability required.
Part I – Limited Service Member	Passenger Car/Truck	\$200.00
	Large Equipment	\$200.00
	Ambulance	\$200.00
	Buses/Vans over 15 passengers	\$800.00
	Trailers/Mobile Equipment	No liability required.
Part II – Municipal Member	All units	.0055 multiplied by declared value.
Part II – Limited Service Member	All units	.011 multiplied by declared value.

*Full Coverage is calculated by adding the Part I and Part II totals.

*Rates are subject to increase at renewal based on loss ratios.

Municipal Property Program Rates 2021-2022

Program Coverages, Limits and Deductibles

Property: Includes Buildings, Personal Property, Boiler & Machine Breakdown	\$502,500,000	Per Occurrence: All Perils, Coverages (subject to policy exclusions).
Unscheduled Animals	\$2,500,000	Not to exceed \$50,000 per Animal, per Occurrence - \$1,000 Deductible.
Tax Revenue Interruption	\$102,500,000	\$5,000,000 per occurrence per location Deductible: 2.5% of Annual Tax Revenue Value; if unscheduled, limit is \$500,000 per member with an aggregate of \$2,500,000.
Cyber Liability Coverage	\$25,000,000	Subject to a sublimit of \$2,000,000 per member, with a \$25,000,000 Annual Aggregate for Program.
Flood Zone X	\$52,500,000	Per Occurrence and in the Annual Aggregate.
Flood Zones A	\$7,500,000	Subject to a sublimit of \$7,500,000 Per Occurrence with a \$10,000,000 Annual Aggregate for all locations in Flood Zones A (inclusive of all 100 year exposures).
Earthquake Shock	\$52,500,000	Per Occurrence.
Deductibles	All Perils Flood Earthquake Cyber Liability	See Rate Classes Below* \$500,000 \$500,000 \$50,000

Class Ratings, Deductibles and Surcharge

Effective 12/01/2021

Rate is determined by the member's ISO Rating

ISO Rating of 1 – 3 = Class 101 = .0021 - \$10,000 Deductible

ISO Rating of 4 – 6 = Class 102 = .0025 - \$7,500 Deductible

ISO Rating of 7 – 9 = Class 103 = .0029 - \$5,000 Deductible

ISO Rating of 10 = Class 104 (and LSM Members) = .0030 - \$5,000 Deductible

Premium is calculated by multiplying total TIV by Class Rate

Note: Class 101 and 102 members have an option of buying down to a \$5,000 deductible. Class 101 rate would increase .0002 and Class 102 would be .00015.

Note: Current (two year) and Cumulative Loss Ratios over 300% and Cumulative loss to the pool over \$600,000 will be assessed a surcharge of .0005.



Please contact John Wells, general manager of the Municipal Vehicle and Property Programs, at 501-978-6123, if you have any questions regarding the Municipal Property Program rates or the Municipal Vehicle Program rates.



2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | January 19-21, 2022

The Arkansas Municipal League 2022 Winter Conference will be a hybrid event—you may choose to attend in person or virtually. **Online registration for both options will open on Friday, Oct. 15, at 8 a.m. at www.arml.org/reg.**

REGISTRATION

PLEASE NOTE: Registration *must* be done online. Telephone registration will *not* be accepted. **On-site registration is not available.** No refunds will be given for either attendee type after Monday, Jan. 3, 2022, at 5 p.m.

IN-PERSON Attendee

MEMBERS

Advanced Registration—**\$185**

Must register before Friday, Jan. 7, 2022, at 5 p.m.

After Friday, Jan. 7, 2022—**\$200**

Guest—**\$125**

Non-Member/Other—**\$250**

In-person attendee registration includes meals, activities and a printed or digital version of the *Handbook for Arkansas Municipal Officials, 2021-2022*.

**IN-PERSON ATTENDEE ONLINE REGISTRATION DEADLINE:
FRIDAY, JAN. 7, 2022, AT 5 P.M.**

VIRTUAL Attendee

Registration for *all* Virtual Attendees—**\$185**

**VIRTUAL ATTENDEE ONLINE REGISTRATION DEADLINE:
MONDAY, JAN. 17, 2022, AT 5 P.M.**



2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | January 19-21, 2022

RESERVATIONS

Room blocks at participating hotels will open on Friday, Oct. 15, at 8 a.m. Please identify yourself as being with the Arkansas Municipal League to receive the reduced room rate listed below.

- Check in at 3 p.m.
- Cut-off date for hotel reservations is Jan. 1, 2022.
- Rooms in Little Rock are subject to a 13-15% tax.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- Contact the hotel directly to make changes or cancellations in accommodations.
- Please check on cancellation policy for your hotel as penalties can apply.

ROOM RATES

MARRIOTT HOTEL (headquarters hotel)—\$144

877-759-6290

Online: <https://bit.ly/3msO36n>

CAPITAL HOTEL—\$200

501-374-7474 or 501-370-7062

DOUBLETREE HOTEL—\$149

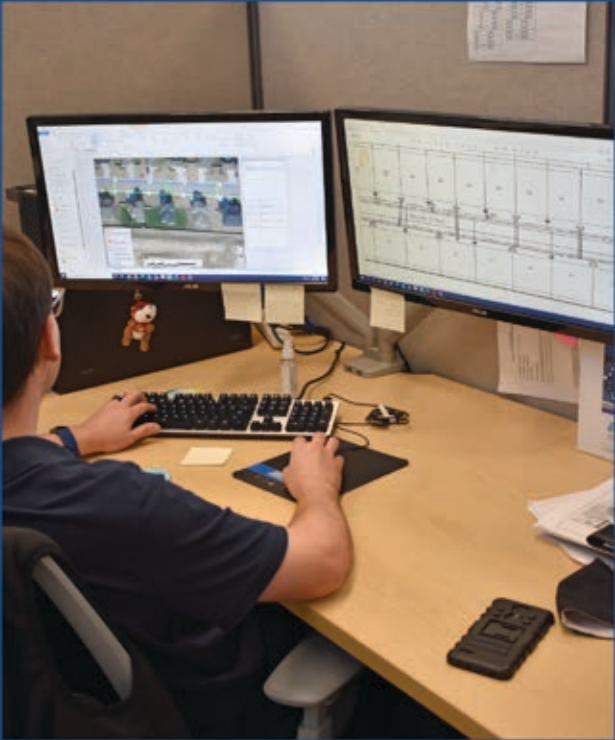
800-774-1500 or 501-508-8146

Group Code: AML

Online: <https://bit.ly/3BgmFyE>

COURTYARD MARRIOTT—\$159/\$169

501-975-9800

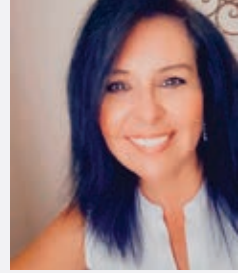


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Designed to Serve

Meet Rebecca Williamson, claims representative with the Municipal Property and Vehicle Programs.



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

Rebecca: Along with MVP/MPP General Manager John Wells, I handle all vehicle and property claims.

How long have you been working at the League? How did you get started? I began working in April 2014 as a claims assistant in the Municipal League Workers' Compensation Program and moved to my current position in 2017.

How has the League changed since you started? The League has done an amazing job of adapting to the changing times and members' needs. Since 2014 I've noticed a significant change in the League's presence on social media, which I think has been very beneficial in making important information accessible to the people of Arkansas. Also, campus security has been improved, and I think this has been important in making both the staff and visitors feel safe. One thing that has stayed the same at the League is the commitment to cities and towns. It remains at the forefront of what we do every single day. And no matter how busy we all get or what events are taking place, the staff is very close. I have made lifelong friendships here. I really consider the League as family.

What advice would you have for someone just getting into public service? I would advise them to know their audience. Listen to their needs and concerns and try to see things from their perspective. They will be more likely to listen to the information you are providing if you have established a rapport with them.

Where did you grow up? How has it changed? I was born and raised in Jacksonville and I'm proud to be a Red Devil. "J'ville," as we call it, has changed quite a bit over the years. The old high school and both junior highs have since been torn down, but some amazing schools have been built in their place. I'm excited for those kiddos to have such beautiful schools to attend.

What is your favorite spot in your hometown? Why? Chicken Country! You don't grow up in J'ville and not have a memory of eating there! My other favorite spot would be Dupree Park. I've played many softball games there and have such wonderful memories on those ball fields.

What is your favorite part about working for the League and the cities and towns of Arkansas? Every day I get to make a difference. I was raised to always help others in any capacity that I can. I love the day-to-day interaction with the cities and towns around the state and I am blessed and proud to get to do the work that I do. To work for an organization that offers so many great programs and opportunities for Arkansas cities and towns is truly an honor. 🏠

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Meet Becky Horton, assistant to the mayor for the city of Mena.

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

Becky: My job description is pretty much "all other duties as assigned." I respond to citizen concerns and complaints, act as a liaison between department heads and the mayor, prepare agendas and documents for council meetings, schedule meetings for the mayor, prepare specifications and bid documents for construction projects, help with budget planning, aid with human resources, assist code enforcement and planning and zoning as needed, and assist the A&P Commission.



Why did you choose your profession? It chose me. Fresh out of high school, I worked for a friend who had the contract for sanitation services in Mena. When the contract ended and the city took over sanitation services, I went to work in the mayor's office and 48 years later I am still here.

What's your favorite aspect of your job? I like the diversity of the job. Each day can bring a new adventure, from someone bothering the ducks in the park to a major streetscape project in downtown.

What's your favorite spot in Mena? Main Street Mena. I love the old store fronts and the nostalgic, hometown feel of downtown. New businesses in old buildings have enhanced interest in the downtown area and boosted pedestrian traffic.

What is the public perception of your job versus the reality of your job? I don't think the average citizen has any idea of what goes on at city hall. It's not always a routine 9-5 desk job. It's answering questions about animal control and overgrown grass, seeking grant funding, community involvement, drafting policies and ordinances, handling personnel issues, and at the same time working to promote growth in the community.

In what season does Mena shine the most? Mena seems to come alive in the fall. We have a lot of visitors who come to see the fall colors, ride the ATV and bike trails or attend one of our festivals.

What's the biggest lesson you've learned working for a city government? Cities change and evolve and their needs and challenges change. Federal and state rules and regulations change and disasters happen. Each mayor I have worked for has a different perspective of what the city's immediate priorities are, but the bottom line is that every administration only wants to do what is in the best interest of the city.

What advice do you have for someone who would like to follow your footsteps into this job? Learn to multitask. Be prepared to educate yourself on all aspects of city government.

What are three "can't miss" things that someone can do if they visit Mena? Be sure and visit Janssen Park, the Talimena National Scenic Byway and Queen Wilhelmina State Park, and attend the Lum and Abner Festival in June or the Christmas Festival in December. 🍷



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Use signs to improve workplace safety

By Allen Green, League staff

Signs play an important part in keeping us safe during our day-to-day lives. They tell us when to stop at an intersection, if there is construction work ahead or when it's safe to cross the street. The same goes for the workplace. Signs can play an important role in telling workers what hazards are present and how they can avoid those dangers.

Although safety signs and warnings are low on the hierarchy of controls discussed in last month's column, they play an important part in communicating with employees about workplace hazards. To be effective, safety signs and placards must be understandable so that workers will know what to do to stay safe in various work locations. Signs that are well-placed and take the "audience" into consideration can be very effective in communicating a hazard and serving as a reminder when there is no one else around to do so.

The purpose of a safety sign is to give people information they need to act safely and to provide that information when and where it's needed. Let's look at three important steps that will help improve the effectiveness of safety signs in your work environments.

Speak the language of safety

Signage should easily and effectively communicate the intended message to everyone on the jobsite. Without a clear understanding of the hazards present in different work environments, workers don't have the knowledge necessary to operate safely.

Review the consensus safety standards and utilize a reputable safety vendor to help you make improvements to your workplace signage. OSHA standard 1910.145 defines "Danger," "Caution" and "Safety Instruction" as it applies to required signage and establishes the required color schemes for each associated safety sign—red, black and white for danger; black on yellow for caution. The standard for safety instruction signs is a white background with green lettering.



ANSI (American National Standards Institute) Z535 standards establish additional guidelines for the design, application and use of safety signage. This includes color coding, sign size, text size and viewing distance. For example, the standard requires that yellow be incorporated in signage where minor or moderate hazards are present, orange for more serious hazards and red for the most severe hazards. With training and consistency in sign usage, employees will quickly begin to recognize potential hazards in the workplace.

Along with incorporating OSHA and ANSI standards, consider the audience for each sign. This means thinking about the demographics of your workforce. It's important to realize that literacy rates vary from worker to worker and that some of the workforce may not speak or fully understand English. In this case, signs should be easily understood in whatever languages spoken in the workplace. Many safety signs are readily available in bilingual formats, or custom signs can be created to fill this need. And remember, sometimes a picture is worth a thousand words!

Avoid mixed messages

While signage is an important element of your workplace safety culture, be mindful that there can be too much signage to the point where it is confusing or simply ignored. You don't want to have so many signs that the warnings become blended. Having one safety sign after another or signs that contradict each other since they warn of different hazards can create confusion among your workers.

Encourage consistency across the jobsite. For example, if similar signage is needed in multiple places, the messaging of those signs should be conveyed in similar ways. This helps workers quickly understand the context of any given sign.

It's easy to go overboard with signage. Before posting any new sign, think about its purpose. What specific information needs to be provided? If you post a new sign in a location, will its message be relevant, timely and actionable when a worker reads it?

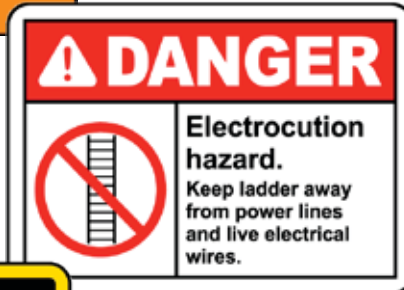
Location, location, location

A sign is only truly effective if it is placed in an appropriate location. This includes signage located directly on machinery or equipment, or signage placed outside of a hazardous work area well enough in advance for workers to be aware and take proper precautions. Signage should be positioned close enough to a hazard so that it is relevant, but not so close that employees enter a potentially dangerous area before seeing the sign.

Safety signage is just one component of effectively communicating hazards in the workplace. Shared reporting, education, information, training, audits and inspections will all play a role. Signage is an important part of the overall safety puzzle, but it's just one piece. No sign, on its own, can make your workplace safer in practice. Building a strong safety culture requires commitment and participation at every level of the organization. 🏢



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





Specialty districts can provide more control over landscaping, parking, lighting and signage design in certain areas.

Specialty zoning districts: When nothing else works

By Jim von Tungeln

Making zoning fit the special needs of a city or town can be tricky. Some codes simply copy regulations from another municipality. Others carry regulations created decades ago to address issues that have changed or no longer exist. Unless a city is blessed with ample resources and expertise to keep up with changes, the code can become obsolete and ineffective.

Zoning can be a troublesome way to control urban development. It can cause controversy. It can preserve a status quo that needs to change. It can even prevent development that might benefit the health, safety and public welfare of the community. It can represent another brick in the wall of bureaucracy that citizens and investors see as a barrier to growth. Reasonable people can, and do, disagree about zoning.

Most municipal officials, though, still regard it as effective in pursuing that same health, safety and welfare of the public. Citizens rely upon zoning to protect their city, neighborhood and property. Municipal government

can use zoning as an aid in accommodating growth and controlling the cost of providing municipal services.

It is allowable that they do so. The U.S. Supreme Court approved a municipality's use of zoning back in 1922. Our state's laws permit it under specific guidelines. Even a popular mega-city in a neighboring state that brags of "no zoning" controls land use through a special state law that enables it to administer private covenants. To some observers, this process works a lot like zoning, albeit in a form that allows additional restrictions not found in public zoning codes.

In whatever form it may take, we draw the conclusion that zoning is here stay, at least for the present. The question then becomes: How can we make our code relevant for our specific and unique city or town?

The first reminder is the fact that the zoning code exists to carry out the provisions of a land use plan. This alone attests to the uniqueness and specificity of the zoning code. After all, most people would agree that their city is unique with specific needs, issues and assets.

Some development issues, though, appear consistently in most urban plans. There are residential areas of varying densities and commercial areas of varying intensities. There are industrial areas in most, but not all, municipalities. There are public and institutional areas. In some, there are open-space areas. Experts disagree on where these various uses should go and what their relationship should be to one another, but they are always present in some form.

On occasion, however, there are areas within a municipality's planning area that resist normal treatment. Such areas may be the very ones that form the heart of the city's vision. As such, they defy classification within a conventional zoning district. What might be viewed as "specialty districts" could work better.

For example, Russellville years ago boasted one of the most visually impressive corridors of any city in our state. Its West Main, or U.S. Highway 64, was the scene of large, impressive homes built by residents of the city during its growth as a regional commercial and employment center. Majestic oaks on either side of the corridor spread their branches to form a "tree tunnel" that provided beauty and repose to locals and passers-through alike.

In more modern times, the homes became a financial burden and pressure mounted to remove them for office and commercial development. In a thoughtful moment, the city created a new zoning classification for the corridor, a district termed "residential office." The "RO" district allowed the adaptive reuse of the homes as offices, saving the structures as counterpoints to the trees along the corridor.

The priority of the automobile finally demanded, and achieved, the removal of the trees. (This first required the removal of protestors who had chained themselves to the trees as a show of valuing majesty over mobility.) The homes, though, remained for years.

Another Arkansas city has enacted a specialty district to accommodate an area of historic homes. The area doesn't function as a designated historic district but warrants special attention nonetheless. A city once annexed a large area in order to stop the proliferation of traffic problems and other causes of instability that invasively spilled over the corporate limits. No standard zoning scheme would fit the special needs of the annexed area. The city met this challenge by establishing a unique "mixed-use district" that recognized existing conditions while addressing the root causes of blight.

Municipalities have used overlay districts to address circumstances surrounding defined areas. Little Rock,

for example, established such a district in an effort to preserve the scenic nature of Highway 10 on the western fringe of the city. Likewise, Hot Springs formed such a district in order to balance development pressure and neighborhood resistance involving a stretch of Malvern Avenue. Conway has had success with its Old Conway Design Overlay District.

Overlay districts can help address problems. Their success, however, relies directly upon the city or town's ability to administer and enforce them. While they have generally been used sparingly, there are indications that they may expand in popularity.

Legislation from the 2019 session of the Arkansas General Assembly provides a specialized use of overlay districts. The act, now codified in A.C.A. § 14-17-212, allows a city or town to administer a "policy or regulation of an overlay district, if before the policy or regulation is implemented:

- (F) Notice is provided to property owners of an overlay district under [adoption procedures outlined in] § 14-56-422.
- (G) A petition to support the policy or regulation is attached with signatures of a majority of property owners in the proposed overlay district; and
- (H) The overlay district makes a determination that the policy or regulation complies with the Private Property Protection Act, § 18-15-1701 et seq."

This would allow a defined group of property owners to petition the municipality for adoption and administration of a specific set of regulations for the chosen area provided a majority of the property owners in the area joins the petition. Consideration of this option will require careful legal assistance.

Along with legal implications, another problem with specialized districts is overuse. Some planners suggest that cities should be simplifying zoning codes, not complicating them. Additionally, one major city's planner comments that such district provisions can be overly complicated and difficult to administer, adding, that sometimes "even the staff can't understand them."

In short, use a specialty district to address a special condition, not to cover any odd issue that arises. 🏠



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.

Create Bridges program boosts rural small businesses

By Greta Hacker

Our longtime approach to rural economic development has centered on helping communities recruit traditional industries. We have built and maintained large industrial facilities to make small towns attractive places for big business to settle. However, recent trends in economic development theory and practice suggest that industry recruitment is not the biggest factor in economic growth, especially for rural communities. According to the Brookings Institution in 2017, most rural Americans are employed by small businesses, with only 5 percent of rural workers holding agricultural jobs and only 15 percent holding positions in manufacturing. If community leaders want to increase economic prosperity, they need to go local by focusing on the smaller businesses and industries that already exist in their areas.

In an effort to foster rural economic growth in Arkansas by supporting small businesses and industry, the University of Arkansas Division of Agriculture launched the Create Bridges program in partnership with the Southern Rural Development Center (SRDC). The program's title stands for Celebrating Retail, Accommodations, Tourism and Entertainment by Building Rural Innovations and Developing Growth Economies, and as its name suggests, it is focused on raising awareness and providing resources for small businesses and industries in Arkansas. The program serves the Ozark Foothills region encompassing Sharp, Izard and Fulton counties and the 3Cs (Cossatot Community Connection) region encompassing Little River, Sevier and Howard counties.

The program's first year consisted of a series of citizen focus groups, surveys and broad community engagement. Information collected from these inquiries was used to implement a variety of targeted support programs and strategies in the two regions identified.

One of the major challenges facing small business owners in Arkansas that the Create Bridges program addresses is technological proficiency and access. The program found that many small business owners needed support in marketing their business

on the web, getting information out to their customers about their services and maintaining a positive online presence.

To improve technological proficiency among small business owners, Create Bridges created a series of instructional videos directed at small business owners. Each short video shows business owners how to create and manage online profiles on Google My Business, Facebook, TripAdvisor and Yelp.

"The goal of the instructional videos was to break down the process of online engagement and make it as simple as possible for business owners" said Julianne Dunn, state lead for the Create Bridges program. The four platforms were chosen for their potential to provide good return on investment by helping businesses get direct exposure online, for their user-friendliness and because none of them required constant updates and access, which may be labor-intensive for a small business owner.

The Create Bridges program has also focused on fostering resiliency among the state's small business owners amid the hardships of the COVID-19 pandemic. To achieve this goal, the program launched the "Small Business—Big Rural Impact" podcast in October of 2020. Hazelle Whited, regional program coordinator for the Ozark Foothills region, said the series "has provided not only an avenue for business owners and community leaders to share their stories of how they persevered through the pandemic, but future entrepreneurs or current owners weathering their own storms were able to feel they were not alone in their experience."

A third focus area of the program is on workforce development and education. Early research and consultation with communities performed during the first stages of the Create Bridges program revealed that despite retail, tourism and accommodation industries

employing the majority of rural communities' workforces, few opportunities exist for workforce training among these sectors. To fill this gap in education, Create Bridges launched Create Lift (Celebrating Retail, Accommodations,



Tourism and Entertainment by Leading Innovation through Workforce Training) in July of this year. Create Lift is a certification program for employees in these sectors, and it focuses on helping workers develop job skills and knowledge in areas such as customer service, hospitality, technology and marketing.

The program has already achieved meaningful local impacts in the targeted communities. “In the 3Cs area, we had a bilingual business owner start a business through one of the projects Create Bridges brought forth in partnership with [the Arkansas Small Business and Technology Development Center],” Whited said. “In the Ozark Foothills, we recently learned of a business that utilized the Google My Business video to claim their own page that has generated several sales after customers searched and found their business using that platform.”

The program has also garnered support and buy-in from local community leaders and elected officials, like Cave City Mayor Jonas Anderson. “Create Bridges, and the folks behind the effort, are proving to be an incredible resource for small business and economic development in our region’s cities and towns,” Anderson said.

To learn more about the Create Bridges program, access support resources and contact the Create Bridges team, visit www.uaex.uada.edu/business-communities/strategic-planning/create-bridges.aspx. 🏠



Greta Hacker is the graduate assistant at the UCA Center for Community and Economic Development. You can contact her at mhacker1@cub.uca.edu or 501-852-2394.



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Health literacy empowers communities to make well-informed decisions

By Alison Caballero, MPH, CHES

As leaders, you know firsthand how important clear health information is to making decisions that support individual and public health. October is Health Literacy Month, and we want to help you empower Arkansas communities to use health information to benefit their health.

Health literacy: New definitions include individual and organizational roles

Health literacy is more than reading ability or knowledge about a specific health topic. The U.S. Department of Health and Human Services (HHS) provides these definitions: “Personal health literacy is the degree to which individuals have the ability to find, understand and use information and services to inform health-related decisions and actions for themselves and others.” This involves activities like finding and evaluating health information, reading and understanding it, filling out forms and answering doctors’ questions, and calculating numerical values such as risk or out-of-pocket costs. Only about 12 in 100 adults in the U.S. have proficient personal health literacy skills.

HHS also offers a definition for organizational health literacy, which is “the degree to which organizations equitably enable individuals to find, understand and use information and services to inform health-related decisions and actions for themselves and others.” This definition positions health literacy as something organizations can and should address as they advance health and health equity.

Addressing health literacy advances health equity

Anyone can struggle with health information. In health care, it is challenging to learn when we are ill or stressed about a sick loved one. In public health (certainly recently) we get health information constantly, accuracy varies and we are often left unsure what to believe or how to take action.

But some groups are at increased risk of health literacy challenges, including older adults, ethnic and racial minority groups, and people with limited income and education. These groups often demonstrate other health disparities and need health information that is easy to understand and use if we are to close equity gaps.

How community leaders can improve health literacy

If you have opportunities to help community members become more empowered health communicators, suggest these tips:

- Evaluate online health information. Visit medlineplus.gov/healthywebsurfing.html for more tips on healthy web surfing, but start by considering:
 - Who wrote this? If not a health care provider, scroll to the next page or post.
 - Does this site exist mainly to educate? If their primary goal is to sell something, keep searching.
- Prepare for doctors’ visits. To get the most from your visit, write down:
 - How your health has changed since your last visit.
 - What you hope to accomplish during the visit.
- Leave doctors’ visits with a plan you can act on. Ask questions, and repeat back your doctor’s instructions to be sure you know next steps, such as:
 - How and why to use medicines.
 - Plans for future visits.

If you partner with organizations that communicate health information, encourage them to develop their organizational health literacy. Clear communication can influence individual health decisions that impact public health outcomes and other factors such as reimbursement. Encourage them to:

- Ensure their materials are easy to read and understand. This includes everything from

clinic directions to post-visit care instructions to billing statements. Organizations can use readability assessments and other tools to formally assess these.

- Make materials equitably available. In addition to considering learning preferences (e.g., print versus video), organizations should also recognize that not all learners have access to the internet or smart devices at home, and some may lack digital literacy skills to fully engage.
- Make clear communication a priority. Include health literacy and plain language communication

in strategic plans, quality improvement and patient experience efforts.

October's Health Literacy Month is a great time to start any of these efforts. Contact your local university or health literacy center to learn more about how to support plain language communication and advance health and health equity. 🏛️



Alison Caballero is director of the Center for Health Literacy at the University of Arkansas for Medical Sciences. She has been a Certified Health Education Specialist for more than 20 years.



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Tree-planting trivia: How deep is your knowledge?

By Krissy Kimbro

“**T**o plant trees is to give body and life to one’s dreams of a better world.”

These words, attributed to revered British gardener and landscape architect Russell Page, likely embody the thoughts of city leaders planting them in our parks, along our streets and in other public areas. When the right tree is planted in the right place, and when proper planting procedures are followed by appropriate long-term care, those trees can create a brighter, greener world.

Unfortunately, trees planted incorrectly, placed in the wrong location or transplanted at the wrong time risk a future of delayed growth and possible mortality. The idea of planting a tree seems so simple—dig a hole, place tree in the hole and watch it grow! However, many seemingly insignificant aspects of tree planting and tree care can make a sizeable difference in the tree’s ability to thrive.

How deep is your tree-planting knowledge? Let’s take a little true-or-false quiz!

True or false?

- 1. It is always best to select the tree species to plant before deciding on the location where the tree will be planted.**

False. The first step in planting a tree is to know the tree-planting goal. If a tree is desired to provide shade or to absorb excess rainwater, it is best to first select the location where the need for shade is greatest or where stormwater mitigation is most desirable, then choose an appropriate tree that will thrive in that location. When selecting a tree, consider overhead lines, nearby infrastructure such as sidewalks and buildings, and amount of sunlight and rainfall in the location. On the other hand, if



This magnolia’s brown leaves indicate stress from improper planting and mulching.



This Baldcypress on a school campus in Hope was planted at the proper depth, and its mulch resembles a donut rather than a volcano.

PHOTOS BY KRISSY KIMBRO

the desire is to plant a particular species, and there are multiple planting locations from which to select, it is acceptable to select the tree species first, then determine a planting location that will best meet the needs of that species.

- 2. Trees, like tomatoes, should be planted as deep as possible to give the roots plenty of soil in which to grow.**

False. In fact, one of the most common causes of young tree mortality is planting the tree too deeply into the soil. Whether planting a bare-root seedling or a massive ball-and-burlap tree, it is vital to determine the location of the trunk flare and plant the tree just deep enough that the trunk flare after planting sits at or just slightly above the surrounding soil level. A slight swell as tree trunk meets soil should be visible; a tree protruding out of the ground like a matchstick is a red flag that it was planted too deep.

- 3. Staking a tree is rarely necessary, unless the tree is very small and planted on a slope or in a wind-prone area.**

True. Trees that are staked are often damaged from the materials used to secure them to the stakes. Wire, rope and string can all cut gashes into the tender bark of a young tree. Even when more appropriate materials such as wide strips of cloth are used, they can damage the trunk from constant friction or, if left on too long, they can restrict the growth of the trunk in the area where they wrap around it. Additionally, trees build tissue as they sway in the wind, resulting in a more resilient tree that is better able to withstand severe weather as it grows.

4. Newly planted trees do not need fertilizer in their first year of growth.

True. Adding fertilizer promotes increased leaf growth, and newly planted trees need their energy stores devoted to root growth to help them become established.

5. Established trees must be fertilized every year to ensure ample growth.

False. If a tree's condition indicates a need for fertilizer, a soil test should be performed to determine which fertilizer is most appropriate for that soil. Just as humans' bodies have different vitamin and mineral needs depending on dietary intake, finding the appropriate fertilizer requires knowing the chemical needs of the particular tree species as well as the chemical composition of the soil. County extension agents are an excellent resource for obtaining an analysis of soil conditions.

6. Mulch is good. More mulch is better. Mulch piled high around the tree trunk like a volcano is best!

False. This is an extremely common misconception, even among experienced gardeners. Mulch should be spread in a flat, even layer around the tree and should extend out as far as the dripline of the tree canopy, if possible. Mulch depth should be 3 inches or less, and it should be brushed back away from the trunk so that it doesn't touch the stem—visualize a donut rather than a volcano. Mulch is designed to help retain moisture, which is beneficial to the roots extending laterally from the tree under the soil. Mounding mulch up against the trunk traps that moisture against the tree bark, inviting decay and fungal infection.

7. Tree roots extend outward from the main root, and the majority of these lateral roots lie only within the first 18 inches of soil depth.

True. When selecting a planting location, consider the tree's maximum crown spread at maturity. Lateral roots can be expected to grow at least this far out from the tree. They are fairly shallow for most species, so if a tree is desired in an area where

construction will be occurring, it is best to wait until construction is complete before planting. Trees should be planted far enough away from walking trails or other infrastructure so that soil compaction does not affect their growing root systems.

8. Once summer droughts end, and trees begin to enter dormancy, they do not need supplemental watering until the following spring.

False. Both deciduous and evergreen trees benefit from watering up until the danger of frost is on the horizon. The roots need to absorb all the moisture they can prior to the ground freezing.

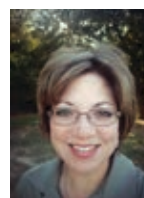
9. The best way to determine appropriate spacing between trees is to consider their estimated height at maturity and plant them that far apart from each other.

True. This user-friendly formula makes it easy to decide how much space should be left to accommodate the lateral roots underground. For instance, a tree that will be 40 feet tall at maturity should be planted at least 40 feet away from the next tree. If the gap between the trees seems too large while they are young, consider planting some annual flowers to "fill" the space each year until the trees are larger.

10. Ordering the most exotic tree species available is the best way to bring variety into the community tree population.

False. Planting a tree in the harsh urban environment automatically creates an element of stress the tree must overcome during its lifespan. Planting a variety of native species is the best way to ensure an aesthetically pleasing landscape that blends with surrounding natural areas, and it also gives the tree the best chance at survival. Native trees are more resilient and are adapted to the conditions they will endure. Exotics will be less hardy, require more maintenance and irrigation, and are more susceptible to insects and diseases.

Fall is an excellent time to plant trees in Arkansas. Whether you scored *tree-mendously* well on this brief quiz or picked up several new tips, hopefully you will be able to use that knowledge to benefit the many trees that will be planted across the state in the next several weeks. If you need additional assistance with selecting, planting or caring for your community trees, please reach out to your local forester, arborist or county extension agent. 🌳



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.



A GIS map of municipal utilities may include not only where the service lines are located, but layers of other relevant information as well.

Layers of data a click away with GIS

By Clint Mash, EI

You may or may not already be familiar with the concept of a Geographic Information System, or GIS. Companies such as Esri (www.esri.com) have popularized their web-facing tools, but often the steps to develop these tools feel very complex. To that end, let's take a step back and discuss what GIS is and how it can help your municipality.

GIS offers real-time, accessible information. It is simply a framework that allows related pieces of information to be linked to common geographic locations. At their core, most GIS products are simply a set of overlapping maps. To understand what might be included in a complete GIS dataset, consider a line on a road map. There are usually different line types to indicate what kind of road it is: city street, county road or interstate highway. Then, the name or number of the roadway will be indicated as a label.

With a GIS, these elements are still present, but often there is a “clickable” aspect that makes it much more informative. Click on a road and you might see the number of lanes, whether or not there is a median, if it's asphalt or concrete, whether or not the pavement is grooved, and even special considerations like one-way traffic during certain hours or if it's an active construction zone. These aspects could be included on a paper map but would necessitate overly complicated symbols or multiple copies of the same geographic region. For that same reason, a GIS stores this additional information in a database for use only when needed.

With that in mind, one can imagine the benefits of GIS for every public map. Zoning maps would not only indicate the zone, but would include a link to the zoning code, and could even provide a representative picture or two. Water and sewer maps can show not only

which service is provided, but the pipe size and material, and they could even link to the best available as-built documents to reduce information requests. Tourist maps could indicate parking areas and when they're available, local attractions with pictures and links to their websites, and even public transit routes and information.

In addition, the value of GIS to internal operations should not be overlooked. By providing a place for multiple kinds of data to reside and be accessed together, analytical capabilities emerge. Consider a GIS map of a city's sewer lines. Initially it's a map of the lines, but once material, depth and install data are added, it becomes a tool to estimate inflow and infiltration and prioritize replacements. Enlist the help of a consulting engineer to develop a sewer model and suddenly areas of limited capacity are highlighted. Integrate real-time flow or depth monitors and maintenance becomes predictive instead of reactive, saving time, money and, perhaps, bad publicity. The potential benefits for water mains or road maintenance are similarly powerful, especially if the public can indicate the location and severity of water leaks or potholes through a web interface.

The possibilities are quite alluring, but often the path from here to there is not very clear. In order to minimize

cost and maximize value, it's important to develop a strategic plan and gain the support of key stakeholders. Take the time to brainstorm the ideas that interest this group and rate their value to your municipality. Strongly consider the guidance of a trusted consulting engineer at this stage, especially if they can provide solutions that fit your specific needs. Often, a small municipality may need a current map of water or sewer service but not yet require an in-depth study of the existing materials or capacity. Updating the data as the system grows requires much less effort than producing the initial product, and more information can be added as resources become available. By following a strategic plan, milestones like population or year can easily be used to trigger additional feature development.

All these tools fall under the GIS umbrella. If you don't already have a GIS strategic plan, consider investigating the value these tools can bring to you. ☰



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Municipal redistricting: One person, one vote

By David Schoen¹

Now that the results of the 2020 census are in, Arkansas cities and towns may need to consider ward redistricting. This article will address when a municipality must redistrict and will briefly discuss two major legal principles that should be considered in any redistricting plan.

When must Arkansas municipalities redistrict?

City councils in cities of the first class under the mayor-council form of government² have a duty to ensure that “each ward has as nearly an equal population as would best serve the interest of the people of the city.”³ These wards must consist of “substantially equal population in order that each council member elected from each ward shall represent substantially the same number of people in the city.”⁴

While cities with the city administrator form of government are required to review ward apportionment after each federal census “or in the event there is an imbalance in population among the wards in excess of 15 percent,” no such Arkansas statute exists for cities with a mayor-council form of government.⁵ In general, however, the best time for city councils to reevaluate the population equality of their wards is after a federal decennial census. To avoid liability, the city should survey the population figures in its various wards to make sure they are substantially equal under state and federal law.

One person, one vote

The U.S. Supreme Court has written that: The right to vote freely for the candidate of one’s choice is of the essence of a democratic society, and any restrictions on that right strike at the heart of representative government. And the right of suffrage can be denied by a debasement or dilution of the weight of a citizen’s vote just as effectively as by wholly prohibiting the free exercise of the franchise.⁶

A reapportionment plan should be based on the principle of “one person, one vote” in order to comply with the equal protection clause of the U.S. Constitution.⁷ “One person, one vote” is the principle that each person shall have equal representation. Redistricting requires an honest and good faith effort⁸ to ensure that each city council or board member represents, as nearly as practicable, the same number of residents.⁹

Any population deviations must be based on other legitimate objectives such as “maintaining the integrity of various political subdivisions” and “providing for compact districts of contiguous territory.”¹⁰ Maximum population deviation between wards should be less than 10 percent, as any deviance below that is considered a minor deviation and is therefore insufficient to show a prima facie case of invidious discrimination.¹¹ In one case the U.S. Supreme Court found that a population deviation of up to 11.9 percent was acceptable given particular conditions.¹² In general, though, the legal staff recommends keeping the deviation below 10 percent, as this is a common rule of thumb applied by the courts and will help to keep the city out of litigation.

¹ Longtime League legal counsel David Schoen retired in 2017. A previous version of this article appeared in the March 2011 issue of *City & Town*. Caleb Norris, former League law clerk and current Maumelle mayor, provided invaluable research and drafting assistance in the preparation of this article.

² *Moorman v. Lynch*, 310 Ark. 525 (1992).

³ Ark. Code Ann. § 14-43-311(a)(1)(B).

⁴ Ark. Code Ann. § 14-43-307(b)(2).

⁵ Ark. Code Ann. § 14-48-107.

⁶ *Reynolds v. Sims*, 377 U.S. 533, 555 (1964).

⁷ *Brown v. Thomson*, 462 U.S. 835, 853 (1983).

⁸ *Id.* at 842.

⁹ *Cousins v. City Council of City of Chicago*, 466 F.2d 830, 841 (7th Cir. 1972).

¹⁰ *Brown*, 462 U.S. at 842.

¹¹ *Id.*

¹² *Abate v. Mundt*, 403 U.S. 182, 186–87 (1971).

Minority representation

While no group, including a minority racial or ethnic group, has a “right to elect representatives proportionate to its voting power in the community,”¹³ ward lines must not be drawn for the purpose of diluting or minimizing the voting powers of such groups.¹⁴ The U.S. Supreme Court has said that where an election district could be drawn so that a politically cohesive minority group would be sufficiently large and geographically compact as to constitute a majority in that district, such a district should be drawn.¹⁵

Municipalities should also be mindful of the shape¹⁶ of its wards on a map. Although the U.S. Constitution does not require regularity of shape, districts should use natural geographic borders.¹⁷ However, districts that look like a “bug splattered on a windshield,”¹⁸ “a Rorschach ink-blot test,”¹⁹ “a jigsaw puzzle,”²⁰ “a sacred Mayan Bird”²¹ or are highly irregular in shape “are considered the product of presumptively unconstitutional gerrymandering.”²² 🏛️

¹³ *Perkins v. City of W. Helena, Ark.*, 675 F.2d 201, 204 (8th Cir. 1982) aff’d sub nom. *City of W. Helena, Arkansas v. Perkins*, 459 U.S. 801 (1982).

¹⁴ *Cousins*, 466 F.2d at 841.

¹⁵ *Bartlett v. Strickland*, 129 S. Ct. 1231, 1240–45 (2009).

¹⁶ *Bush v. Vera*, 517 U.S. 952, 963 (1996)

¹⁷ *Bone Shirt v. Hazeltine*, 387 F. Supp. 2d 1035, 1043–44 (D.S.D. 2005) aff’d, 461 F.3d 1011 (8th Cir. 2006).

¹⁸ *Shaw v. Reno*, 509 U.S. 630, 635 (U.S.N.C. 1993).

¹⁹ *Id.*

²⁰ *Bush*, 517 U.S. at 973.

²¹ *Id.*

²² *Bone Shirt*, 387 F. Supp. 2d at 1043–44.

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Redistricting assistance available

By Jim von Tungeln and Jeff Hawkins

The 2020 census numbers are in, and municipalities across the state have contacted the League for information concerning ward redistricting. Questions concern both the legal aspects involved and the matter of where assistance might be available. This article addresses the latter. For an overview of legal issues, see the companion piece on page 40.

Municipalities generally seek to re-examine their ward districts after major annexations take place, after a special census or after the decennial census. City councils (and city boards of directors) have a statutory duty to see to it that wards have substantially equal populations.

In addition to changing ward boundaries, city councils may add wards or combine wards. With regard to what constitutes wards being “substantially equal,” the courts have generally held that the population deviation among wards should not exceed 10 percent. There are also considerations of racial balance that will need legal analysis.

Thank goodness for computers and the various state and federal agencies that conduct the census and produce data. The compilation of ward populations used to represent a laborious and time-consuming ordeal. With modern technology, professionals can now use available data and computers to complete the mathematical portion of the job in a few hours. The political part may prove more time-consuming.

Census block data provide the basis for analyzing the population in proposed wards. If a municipality has remained diligent in providing the Census Bureau with current information, and there have been no last-minute annexations, block boundaries will generally follow streets, corporate limit lines or other prominent features.

Where they don't, a city must rely on other estimates—or fieldwork—to determine the portion of population in the separate portions of a block.

Other considerations are:

- Keep wards contiguous and compact;
- Follow existing voting district boundaries where possible;
- Do not “pack” races; and
- Provide for a fair and reasonable opportunity for minorities to elect representatives in proportion to their overall population.

This is where professional assistance is valuable. A municipality may seek assistance from numerous sources, including the Arkansas Secretary of State's Office, the state's planning and development districts, and regional planning agencies such as the Northwest Arkansas Regional Planning Commission. There are also consulting firms that conduct redistricting studies. Finally, local colleges or universities may provide some assistance to individual municipalities.

Although it does not provide direct redistricting services, the Arkansas Geographic Information Office maintains the database containing information necessary for redistricting. That agency's staff is extremely helpful in using the database and in interpreting data.

While ward redistricting may be a complicated geographic process and a “hot-button” political issue, it remains a fact of life for our state's cities and should be addressed without delay. Particularly exposed are incorporated towns that reached city of the second class status in this census. They must establish wards for the first time and this can be a daunting experience. It is, nonetheless, an important one. 🏛️

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City and town populations up overall

The U.S. Census Bureau has released the final apportionment results of the 2020 census, which show an increase in the percentage of Arkansans who live in cities and towns versus unincorporated areas of the state. Of the state's 3,011,524 residents, 66.5 percent, or 2,002,869 people, live within the boundaries of a city or town. That's an increase from 2010, when 64.4 percent of Arkansans lived in cities and towns.

The state's overall population increased 3.3 percent in the last decade, with the biggest gains in northwest Arkansas. Fayetteville, with a population of 93,949, overtook Fort Smith as the state's second largest city. Little Rock gained residents at a slower rate but remains the state's largest city by a wide margin with a population of 202,591.

Arkansas is home to 500 cities and towns. The state gained two new cities in the past 10 years with the incorporations of Southside and Holiday Island. It also lost two cities, Bethel Heights and College City, which were absorbed by Springdale and Walnut Ridge, respectively. 🏠

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
1	Little Rock	11/07/1831	202,591	193,524	183,133	175,795	158,461	132,483	107,813	102,213
2	Fayetteville	8/23/1870	93,949	73,580	58,047	42,099	36,604	30,729	20,274	17,071
3	Fort Smith	12/24/1842	89,142	86,209	80,268	72,798	71,384	62,802	52,991	47,942
4	Springdale	5/1/1878	87,176	69,797	45,798	29,941	23,458	16,783	10,076	5,835
5	Jonesboro	2/10/1883	78,576	67,263	55,515	46,535	31,530	27,050	21,418	16,219
6	Rogers	6/6/1881	69,908	55,964	38,829	24,692	17,429	11,050	5,700	4,962
7	North Little Rock	7/17/1901	64,591	62,304	60,433	61,741	64,419	60,040	58,032	44,097
8	Conway	10/16/1875	64,134	58,908	43,167	26,481	20,375	15,510	9,791	8,610
9	Bentonville	4/3/1873	54,164	35,301	19,730	11,257	8,756	5,508	3,649	2,942
10	Pine Bluff	1/10/1839	41,253	49,083	55,085	57,140	56,576	57,389	44,037	37,162
11	Hot Springs	1/10/1851	37,930	35,193	35,750	32,462	35,166	35,631	28,337	29,307
12	Benton	3/15/1836	35,014	30,681	21,906	18,177	17,437	16,499	10,399	6,277
13	Sherwood	4/22/1948	32,731	29,523	21,511	18,893	10,586	2,705	1,222	717
14	Bella Vista	11/7/2006	30,104	26,461						
15	Paragould	3/21/1883	29,537	26,113	22,017	18,540	15,214	10,639	9,947	9,668
16	Jacksonville	9/6/1941	29,477	28,364	29,916	29,101	27,589	19,832	14,488	2,474
17	Texarkana	9/1/1880	29,387	29,919	26,448	22,631	21,459	21,682	19,788	15,875
18	Russellville	6/7/1870	28,940	27,920	23,682	21,260	14,625	11,750	8,921	8,166
19	Cabot	11/9/1891	26,569	23,776	15,261	8,319	4,806	2,903	1,321	1,147
20	West Memphis	5/7/1927	24,520	26,245	27,666	28,259	28,138	25,892	19,374	9,112
21	Van Buren	1/4/1845	23,218	22,791	18,986	14,979	12,020	8,373	6,787	6,413
22	Searcy	8/6/1851	22,937	22,858	18,928	15,180	13,612	9,040	7,272	6,024
23	Bryant	10/29/1892	20,663	16,688	9,764	5,269	2,682	1,199	737	1,315
24	Maumelle	6/20/1985	19,251	17,163	10,557	6,714				
25	Centerton	9/17/1914	17,792	9,515	2,146	491	425	312	177	200
26	EL Dorado	5/5/1870	17,756	18,884	21,530	23,146	26,685	25,283	25,292	23,076
27	Siloam Springs	12/22/1881	17,287	15,039	10,843	8,151	7,940	6,009	3,953	3,270
28	Marion	3/5/1896	13,752	12,345	8,901	4,391	2,996	1,634	881	883
29	Blytheville	1/4/1892	13,406	15,620	18,272	22,906	24,314	24,752	20,797	16,234
30	Harrison	3/1/1876	13,069	12,943	12,152	9,922	9,567	7,239	6,580	5,542
31	Forrest City	5/11/1870	13,015	15,371	14,774	13,364	13,803	12,521	10,544	7,607
32	Mountain Home	4/16/1888	12,825	12,448	11,012	9,027	7,447	3,936	2,105	2,217
33	Batesville	1848	11,191	10,248	9,445	9,187	8,263	7,209	6,207	6,414

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
34	Magnolia	1855	11,162	11,577	10,858	11,151	11,909	11,303	10,651	6,918
35	Malvern	7/22/1876	10,867	10,318	9,021	9,256	10,163	8,739	9,566	8,072
36	Camden	12/28/1868	10,612	12,183	13,154	14,380	15,356	15,147	15,823	11,372
37	Arkadelphia	1/6/1857	10,380	10,714	10,912	10,014	10,168	9,841	8,069	6,819
38	Lowell	8/17/1905	9,839	7,327	5,013	1,224	1,078	653	277	341
39	Helena-West Helena	1/1/2006	9,519	12,282	8,689	9,695	11,367	11,007	8,385	6,107
40	Greenwood	11/22/1884	9,516	8,952	7,112	3,984	3,317	2,032	1,558	1,634
41	Clarksville	12/21/1848	9,381	9,178	7,719	5,833	5,237	4,616	3,919	4,343
42	Hope	4/8/1875	8,952	10,095	10,616	9,643	10,290	8,810	8,399	8,605
43	Monticello	1849	8,442	9,467	9,146	8,116	8,259	5,085	4,412	4,501
44	Beebe	5/4/1875	8,437	7,315	4,930	4,455	3,599	2,805	1,697	1,192
45	Wynne	5/29/1888	8,314	8,367	8,615	8,187	7,805	6,696	4,922	4,412
46	Stuttgart	4/19/1889	8,264	9,326	9,745	10,420	10,941	10,477	9,661	7,276
47	Newport	10/16/1875	8,005	7,879	7,811	7,459	8,339	7,725	7,007	6,254
48	Farmington	10/15/1946	7,584	5,974	3,605	1,322	1,283	908	216	
49	Truman	11/16/1917	7,399	7,243	6,889	6,304	6,044	5,938	4,511	3,744
50	Pocahontas	1/15/1857	7,371	6,608	6,518	6,151	5,995	4,544	3,665	3,840
51	Prairie Grove	7/25/1888	7,045	4,380	2,540	1,761	1,708	1,582	1,056	939
52	Morrilton	11/24/1879	6,992	6,767	6,550	6,551	7,355	6,814	5,997	5,483
53	Osceola	1/12/1853	6,976	7,757	8,875	8,930	8,881	7,204	6,189	5,006
54	Heber Springs	10/12/1882	6,969	7,165	6,432	5,628	4,589	2,497	2,265	2,109
55	Pea Ridge	11/7/1935	6,559	4,794	2,346	1,620	1,488	1,088	380	268
56	De Queen	1/9/1897	6,105	6,594	5,765	4,633	4,594	3,863	2,859	3,015
57	Ward	6/14/1923	6,052	4,067	2,580	1,269	981	619	470	364
58	Alma	1/7/1874	5,825	5,419	4,160	2,959	2,755	1,613	1,370	1,228
59	Greenbrier	4/5/1880	5,707	4,706	3,042	2,130	1,423	582	401	375
60	Berryville	3/23/1876	5,682	5,356	4,433	3,212	2,966	2,271	1,999	1,753
61	Mena	9/18/1896	5,589	5,737	5,637	5,475	5,154	4,530	4,388	4,445
62	White Hall	7/22/1964	5,581	5,526	4,732	3,849	2,214	1,300		
63	Cave Springs	3/5/1910	5,495	1,729	1,103	465	429	469	281	267
64	Warren	6/7/1880	5,453	6,003	6,442	6,455	7,646	6,433	6,752	2,615
65	Walnut Ridge	10/29/1880	5,384	4,890	4,925	4,388	4,152	3,800	3,547	3,106
66	Sheridan	8/26/1887	4,920	4,603	3,872	3,098	3,042	2,480	1,938	1,893
67	Crossett	4/22/1903	4,822	5,507	6,097	6,282	6,706	6,191	5,370	4,619
68	Barling	6/8/1956	4,782	4,649	4,176	4,078	3,761	1,739	770	
69	Cherokee Village	10/30/1996	4,780	4,671	4,648					
70	Dardanelle	8/1/1898	4,517	4,745	4,228	3,722	3,621	3,297	2,098	1,772
71	Shannon Hills	8/25/1977	4,490	3,143	2,005	1,755	1,656			
72	Tontitown	11/21/1909	4,301	2,460	942	460	571	426	209	203
73	Vilonia	8/23/1938	4,288	3,815	2,106	1,133	736	423	234	215
74	Southside	10/29/2014	4,279							
75	Lonoke	1/22/1871	4,276	4,245	4,287	4,022	4,128	3,140	2,359	1,556
76	Ashdown	6/11/1892	4,261	4,723	4,781	5,150	4,218	3,522	2,725	2,738
77	Nashville	10/29/1883	4,153	4,627	4,878	4,639	4,554	4,016	3,579	3,548
78	Brookland	4/7/1911	4,064	1,642	1,332	919	840	465	301	334

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
79	Dumas	4/28/1904	4,001	4,706	5,238	5,520	6,091	4,600	3,540	2,512
80	Haskell	7/21/1910	3,956	3,990	2,645	1,342	1,074	239	215	209
81	McGehee	0/0/1906	3,849	4,219	4,570	4,997	5,671	4,683	4,448	3,854
82	Booneville	6/6/1878	3,809	3,990	4,117	3,804	3,718	3,239	2,690	2,433
83	Gentry	7/9/1898	3,790	3,158	2,165	1,726	1,468	1,022	686	729
84	Manila	7/3/1901	3,682	3,342	3,055	2,635	2,553	1,961	1,753	1,729
85	Piggott	9/3/1841	3,622	3,849	3,894	3,777	3,762	3,087	2,776	2,558
86	Johnson	3/6/1961	3,609	3,354	2,319	599	519	274		
87	Elkins	2/19/1964	3,602	2,648	1,251	692	579	418		
88	Marianna	2/7/1878	3,575	4,115	5,181	5,910	6,220	6,196	5,134	4,530
89	Gravette	1/27/1899	3,547	2,325	1,810	1,412	1,218	1,154	855	894
90	Ozark	12/17/1850	3,542	3,684	3,525	3,330	3,597	2,592	1,965	1,757
91	Austin	10/22/1895	3,460	2,038	605	235	269	236	210	154
92	Fordyce	4/8/1884	3,396	4,300	4,799	4,729	5,175	4,837	3,890	3,754
93	Waldron	12/7/1875	3,386	3,618	3,508	3,024	2,642	2,132	1,619	1,292
94	Alexander	8 or 9/1888	3,385	2,901	614	201	223	297	177	194
95	Corning	8/6/1877	3,227	3,377	3,679	3,323	3,650	2,705	2,192	2,045
96	Paris	2/19/1879	3,176	3,532	3,707	3,674	3,991	3,646	3,007	3,731
97	Pottsville	5/7/1897	3,140	2,838	1,271	984	564	411	250	224
98	Prescott	10/6/1874	3,101	3,296	3,686	3,673	4,103	3,921	3,533	3,960
99	DeWitt	1/26/1876	3,056	3,292	3,552	3,553	3,928	3,728	3,019	2,843
100	Little Flock	11/16/1970	3,055	2,585	2,585	944	663			
101	Green Forest	2/25/1895	2,972	2,761	2,717	2,050	1,609	1,354	1,038	738
102	Gosnell	3/14/1968	2,910	3,548	3,968	3,783	2,745	1,386		
103	Huntsville	7/16/1925	2,879	2,346	1,931	1,605	1,394	1,287	1,050	1,010
104	Mountain View	8/14/1890	2,877	2,748	2,876	2,439	2,147	1,866	983	1,043
105	Atkins	11/3/1876	2,859	3,016	2,878	2,834	3,002	2,015	1,391	1,291
106	Brinkley	8/31/1872	2,700	3,188	3,940	4,234	4,909	5,275	4,636	4,173
107	Hoxie	2/15/1888	2,598	2,780	2,817	2,676	2,961	2,265	1,886	1,875
108	Charleston	5/22/1874	2,588	2,494	2,965	2,128	1,748	1,497	1,036	968
109	Hamburg	12/14/1854	2,536	2,857	3,039	3,098	3,394	3,102	2,904	2,655
110	Bald Knob	9/16/1881	2,522	2,897	3,210	2,653	2,756	2,094	1,705	2,022
111	Clinton	8/15/1879	2,509	2,602	2,283	2,213	1,284	1,029	744	853
112	England	3/1/1897	2,477	2,825	2,972	3,351	3,081	3,075	2,861	2,136
113	Lavaca	8/1/1919	2,450	2,289	1,825	1,253	1,092	532	392	373
114	Horseshoe Bend	10/2/1969	2,440	2,184	2,278	2,239	1,909			
115	Bono	7/14/1916	2,409	2,131	1,512	1,220	967	428	339	352
116	Holiday Island	12/3/2020	2,399							
117	Elm Springs	5/23/1917	2,361	1,535	1,044	893	781	260	238	217
118	West Fork	5/18/1885	2,331	2,317	2,042	1,607	1,526	810	350	351
119	Lake City	2/27/1898	2,326	2,082	1,956	1,833	1,842	948	850	783
120	Lincoln	11/23/1907	2,294	2,249	1,752	1,460	1,422	1,023	820	771
121	Marked Tree	1/9/1897	2,286	2,566	2,800	3,100	3,201	3,208	3,216	2,878
122	Harrisburg	2/24/1883	2,212	2,288	2,192	1,943	1,921	1,931	1,481	1,498
123	Star City	7/3/1876	2,173	2,274	2,471	2,138	2,066	2,032	1,573	1,296

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
124	Gassville	1/20/1903	2,171	2,078	1,706	1,167	859	434	233	273
125	Eureka Springs	8/16/1881	2,166	2,073	2,278	1,900	1,989	1,670	1,437	1,958
126	Fairfield Bay	7/29/1993	2,108	2,338	2,460					
127	Goshen	10/11/1982	2,102	1,071	752	589				
128	Glenwood	5/6/1909	2,068	2,228	1,751	1,354	1,402	1,212	840	843
129	Lake Village	12/2/1895	2,065	2,575	2,823	2,791	3,088	3,310	2,998	2,484
130	Leachville	2/2/1916	2,039	1,993	1,981	1,743	1,882	1,582	1,507	1,230
131	Carlisle	8/28/1878	2,033	2,214	2,304	2,253	2,567	2,048	1,514	1,396
132	Danville	2/18/1919	2,028	2,409	2,392	1,585	1,698	1,362	955	829
133	Dermott	7/20/1890	2,021	2,316	3,292	4,715	4,731	4,250	3,665	3,601
134	Augusta	1/31/1861	1,998	2,199	2,665	2,759	3,496	2,777	2,272	2,317
135	Mayflower	3/6/1928	1,984	2,234	1,631	1,415	1,381	469	355	293
136	Bull Shoals	2/8/1954	1,952	1,950	2,000	1,534	1,312	430	268	
137	Cave City	4/29/1907	1,922	1,904	1,946	1,503	1,634	807	540	372
138	Des Arc	12/28/1854	1,905	1,717	1,933	2,001	2,001	1,714	1,482	1,612
139	Bay	3/1/1913	1,876	1,801	1,800	1,660	1,605	751	627	500
140	Rector	9/13/1887	1,862	1,977	2,017	2,268	2,336	1,990	1,757	1,855
141	Judsonia	5/13/1872	1,854	2,019	1,982	1,915	2,025	1,667	977	1,122
142	Gurdon	4/28/1924	1,840	2,212	2,276	2,199	2,707	2,075	2,166	2,390
143	Earle	3/25/1905	1,831	2,414	3,036	3,393	3,517	3,146	2,391	2,375
144	Melbourne	5/4/1878	1,830	1,848	1,673	1,562	1,619	1,043	571	568
145	Decatur	5/25/1908	1,773	1,699	1,314	918	1,013	847	415	350
146	Lepanto	2/25/1909	1,732	1,893	2,133	2,033	1,964	1,846	1,585	1,683
147	Eudora	2/15/1904	1,728	2,269	2,819	3,155	3,840	3,687	3,598	3,072
148	Lamar	5/19/1887	1,719	1,605	1,415	768	708	589	514	555
149	Tuckerman	11/18/1891	1,707	1,862	1,757	2,020	2,078	1,731	1,539	1,253
150	Smackover	11/3/1922	1,630	1,865	2,005	2,232	2,453	2,058	2,434	2,495
151	Highfill	7/17/1958	1,587	583	379	84	92	80	92	
152	McCrary	3/24/1890	1,583	1,729	1,850	1,971	1,942	1,378	1,053	1,115
153	Salem	7/21/1900	1,566	1,635	1,591	1,474	1,424	1,277	713	687
154	Mulberry	11/8/1880	1,543	1,655	1,627	1,448	1,444	1,340	934	952
155	Wrightsville	6/24/1982	1,542	2,114	1,368	1,062				
156	Clarendon	8/11/1898	1,526	1,664	1,960	2,072	2,361	2,563	2,293	2,547
157	Monette	7/3/1900	1,506	1,501	1,179	1,115	1,165	1,076	981	1,114
158	Redfield	10/29/1898	1,505	1,297	1,157	1,082	745	277	242	291
159	Murfreesboro	4/19/1878	1,495	1,641	1,764	1,542	1,883	1,350	1,096	1,079
160	Hazen	7/8/1884	1,481	1,468	1,637	1,668	1,636	1,605	1,456	1,270
161	Cedarville	7/15/1881	1,424	1,394	1,133					
162	Kensett	10/16/1911	1,400	1,648	1,791	1,741	1,751	1,444	905	829
163	Perryville	12/18/1878	1,373	1,460	1,458	1,141	1,058	815	719	674
164	Flippin	10/8/1921	1,345	1,355	1,357	1,006	1,072	626	433	646
165	Dover	6/14/1870	1,337	1,378	1,329	1,055	948	662	525	510
166	Marshall	6/18/1884	1,329	1,355	1,313	1,318	1,595	1,397	1,095	1,189
167	Stamps	4/11/1898	1,258	1,693	2,131	2,478	2,859	2,427	2,591	2,552
168	Diaz	11/19/1956	1,224	1,318	1,284	1,363	1,192	283	348	

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
169	Greenland	3/14/1910	1,213	1,259	907	757	622	650	127	164
170	Marmaduke	5/16/1891	1,212	1,111	1,158	1,164	1,168	821	657	643
171	Hampton	2/15/1877	1,181	1,324	1,579	1,562	1,627	1,252	1,011	838
172	Newark	4/12/1889	1,180	1,176	1,219	1,159	1,109	849	728	913
173	Yellville	1/3/1855	1,178	1,204	1,312	1,181	1,044	860	636	697
174	Waldo	8/13/1888	1,151	1,372	1,594	1,495	1,685	1,658	1,722	1,492
175	Ash Flat	5/8/1931	1,137	1,082	977	667	524	211	192	265
176	Caraway	9/14/1923	1,133	1,279	1,349	1,178	1,165	952	821	970
177	Oak Grove Heights	1/24/1979	1,104	889	727	513	486			
178	Mineral Springs	6/4/1879	1,085	1,208	1,264	1,004	936	761	616	751
179	Hughes	6/12/1916	1,056	1,441	1,867	1,810	1,919	1,872	1,960	1,686
180	Mansfield	8/29/1888	1,053	1,139	1,097	1,018	1,000	981	881	869
181	Wooster	4/28/1958	1,042	860	516	414	398	307	161	
182	Kibler	11/6/1963	1,005	961	969	931	798	611		
183	Mount Ida	5/30/1890	996	1,076	981	775	1,023	819	564	566
184	Highland	9/28/1998	982	1,045	986					
185	Foreman	8/23/1901	977	1,011	1,125	1,267	1,377	1,173	1,001	907
186	Rison	11/2/1896	967	1,344	1,271	1,258	1,325	1,214	889	953
187	Luxora	6/3/1897	942	1,178	1,317	1,338	1,739	1,566	1,236	1,302
188	London	3/2/1882	936	1,039	925	825	859	539	282	353
189	Ola	3/20/1900	934	1,281	1,204	1,090	1,121	1,029	805	880
190	Mammoth Springs	6/5/1889	929	977	1,147	1,097	1,158	1,072	825	870
191	Horatio	10/11/1898	920	1,044	997	793	989	748	722	776
192	Dierks	6/4/1907	916	1,133	1,230	1,263	1,249	1,101	1,276	1,253
193	Lewisville	2 or 3/16/1850	915	1,280	1,285	1,424	1,476	1,653	1,373	1,237
194	Calico Rock	1/24/1905	888	1,545	991	938	1,046	723	773	963
195	Cotter	7/13/1904	886	970	921	867	920	858	683	1,089
196	Marvell	10/14/1876	855	1,186	1,395	1,545	1,724	1,980	1,690	1,121
197	Greers Ferry	7/31/1968	821	891	930	724	558	389		
198	Coal Hill	1/22/1889	820	1,012	1,001	912	859	733	704	873
199	Fouke	5/5/1911	808	859	814	634	614	506	394	336
200	East Camden	9/8/1965	798	931	902	783	632	589		
201	Parkin	5/10/1912	794	1,105	1,602	1,847	2,035	1,731	1,498	1,414
202	Hackett	9/19/1885	784	812	694	490	505	462	328	440
203	Cammack Village	4/5/1943	778	768	831	828	920	1,165	1,355	987
204	Bearden	1/23/1892	776	966	1,125	1,021	1,191	1,272	1,268	1,300
205	Lakeview (Baxter)	1/24/1974	775	741	763	485	512			
206	Dyer	7/22/1889	772	876	585	502	608	486	450	398
207	Stephens	2/25/1899	770	891	1,152	1,137	1,366	1,184	1,275	1,283
208	Norphlet	10/27/1923	766	844	822	706	756	755	459	653
209	Wilson	3/19/1959	766	903	939	1,068	1,115	1,009	1,191	
210	Madison	7/7/1914	759	769	987	1,263	1,227	984	750	718
211	Diamond City	6/7/1960	757	782	730	601	650	282		
212	Guy	9/28/1966	752	708	202	241	209	179		
213	Keiser	11/10/1933	751	759	808	805	962	688	516	522

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
214	Hardy	7/12/1894	743	772	578	538	643	692	555	599
215	Magazine	4/1/1878	740	847	915	799	799	677	463	503
216	Oppelo	1/25/1966	737	781	725	643	486	147		
217	Plumerville	11/25/1880	734	826	854	832	785	724	586	550
218	Swifton	4/26/1890	733	798	871	830	859	703	601	539
219	Tyronza	5/17/1926	716	762	918	858	777	510	601	656
220	Higginson	5/16/1906	705	621	378	255	333	343	183	131
221	Alzheimer	6/9/1919	696	984	1,192	972	1,231	1,037	979	680
222	Quitman	5/25/1881	694	762	714	632	556	354	305	345
223	Amity	8/28/1907	681	723	762	526	859	614	543	591
224	Bradford	9/19/1893	678	759	800	874	950	826	779	720
225	Rockport	2/16/1955	676	755	792	388	231	158	162	
226	Altus	11/20/1877	665	758	817	433	441	418	392	431
227	Gould	8/24/1907	663	837	1,305	1,470	1,671	1,683	1,210	1,076
228	Knoxville	1/5/1962	660	731	511	239	264	202		
229	Weiner	7/9/1914	647	716	760	655	750	715	669	664
230	Imboden	4/22/1889	640	677	684	616	661	496	400	447
231	Wickes	12/14/1944	637	754	675	570	464	409	368	401
232	Bauxite	1/16/1973	629	487	432	412	433			
233	McRae	5/27/1914	616	682	661	669	641	643	428	414
234	Sulphur Rock	8/20/1887	609	456	421	356	316	224	225	179
235	Caddo Valley	9/11/1974	595	635	563	389	388			
236	Lockesburg	11/7/1878	594	739	711	608	616	620	511	714
237	Garfield	3/15/1938	593	502	490	308	187	163	48	83
238	Black Rock	10/23/1884	590	662	717	736	848	498	554	662
239	Bonanza	11/26/1898	587	575	514	520	553	342	247	361
240	Holland	11/18/1998	586	557	577					
241	Mountain Pine	5/23/1966	585	770	772	866	1,068	1,127		
242	Taylor	5/10/1913	579	566	566	621	657	671	734	547
243	Cherry Valley	8/6/1910	575	651	704	659	729	556	455	521
244	Oxford	11/16/1945	573	670	642	562	520	271	191	79
245	Gillett	12/21/1906	564	691	819	883	927	860	674	774
246	Jasper	5/8/1896	547	466	498	332	519	394	316	407
247	Summit	6/2/1917	544	604	586	480	506	321	239	268
248	Cotton Plant	11/14/1887	529	649	960	1,150	1,323	1,657	1,704	1,838
249	Mountainburg	8/3/1882	528	631	682	488	595	524	402	405
250	Hermitage	8/30/1907	525	830	769	639	378	399	379	398
251	Devalls Bluff	4/4/1866	520	619	783	702	738	622	654	830
252	Turrell	11/12/1926	517	615	957	988	1,041	783	794	670
253	Hartman	10/13/1911	516	519	596	498	517	400	299	418
254	Elaine	4/23/1919	509	636	865	846	991	1,210	898	744
255	Palestine	4/23/1889	506	681	741	711	976	755	532	420
256	Junction City	2/21/1895	503	581	721	674	813	763	749	1,013
257	Pangburn	4/8/1911	500	601	654	630	673	654	489	669
258	Hartford	3/5/1900	499	642	772	721	613	616	531	865

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259	Joiner	3/20/1922	498	576	540	645	725	839	748	596
260	Grannis	5/3/1962	496	554	575	507	349	177		
261	Traskwood	11/20/1900	495	518	548	488	459	210	205	199
262	Rose Bud	6/27/1969	494	482	429	156	202	157		
263	Huntington	2/4/1888	490	635	688	715	662	627	560	744
264	Avoca	3/16/1966	487	488	423	269	256	173		
265	Tull	9/2/1966	484	448	358	313	281	179		
266	Sulphur Springs	8/26/1890	481	511	671	523	496	503	460	543
267	Fountain Lake	7/13/1999	475	503	409					
268	Salesville	1/29/1968	473	450	437	374	406	156		
269	Plainview	8/28/1907	467	608	755	685	752	677	548	637
270	Norfolk	11/25/1910	465	511	484	394	399	266	283	431
271	Humphrey	4/19/1905	463	557	806	743	872	818	649	629
272	Crawfordsville	1/26/1912	462	479	514	617	685	831	744	680
273	Central City	1/24/1974	461	502	531	419	339			
274	Holly Grove	8/2/1876	460	602	722	675	754	840	672	761
275	Leola	9/5/1907	460	501	515	476	481	390	321	313
276	Caldwell	4/3/1964	451	555	465	334	283	292		
277	Huttig	5/16/1904	448	597	731	831	976	822	936	1,038
278	Gateway	8/27/1934	436	405	116	65	75	83	63	97
279	Cushman	3/12/1906	433	452	461	428	556	427	241	314
280	Calion	12/19/1920	429	494	516	558	638	535	544	536
281	Bergman	4/3/1968	426	439	407	324	320	249		
282	Ravenden	8/8/1881	426	470	511	330	338	219	231	245
283	Portia	5/19/1886	424	437	483	521	480	381	333	349
284	Evening Shade	4/26/1970	420	432	465	328	397	309		
285	Lafe	5/21/1974	418	458	385	315	215			
286	Wilmot	5/3/1898	416	550	786	1,047	1,227	1,132	732	721
287	Emmet	5/15/1883	415	518	506	446	475	433	474	482
288	Bellefonte	7/17/1872	411	454	400	361	393	300		
289	Hector	3/2/1965	411	450	506	478	449	387		
290	Strong	9/7/1903	410	558	651	624	785	965	741	839
291	Bradley	4/3/1937	405	628	563	585	790	706	712	444
292	Subiaco	6/3/1912	401	572	439	538	744	375	290	191
293	Wilmar	3/8/1899	395	511	571	637	747	653	718	746
294	Reyno	10/18/1886	391	456	484	467	521	356	348	292
295	Oak Grove	9/12/1938	386	369	376	231	265	236	151	
296	Damascus	7/15/1966	382	382	306	246	307	255		
297	McNeil	2/12/1884	381	516	662	686	725	684	746	597
298	Maynard	10/17/1895	379	426	381	354	381	224	201	
299	Midway	5/3/2000	377	389						
300	Arkansas City	9/12/1873	376	366	589	523	668	615	783	1,018
301	Leslie	2/9/1906	375	441	482	446	501	563	506	610
302	Alpena	5/31/1913	374	392	371	319	344	309	283	304
303	Winslow	2/27/1905	365	391	399	342	247	227	183	248

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
304	Viola	7/6/1941	358	337	381	320	362	360	196	206
305	Sparkman	1/15/1915	355	427	586	553	622	663	787	964
306	Western Grove	5/20/1929	354	384	407	415	378	179	148	184
307	Mount Pleasant	11/1/1963	353	414	401	422	438	346		
308	Pleasant Plains	5/24/1907	352	349	267	256	267	162	112	153
309	Bigelow	9/29/1915	352	315	329	340	373	258	231	292
310	Kingsland	7/22/1884	347	447	449	395	320	304	249	337
311	Hatfield	12/18/1912	345	413	402	414	410	377	337	364
312	Dyess	1/9/1964	339	410	515	466	446	433		
313	Thornton	11/29/1954	339	407	517	502	711	331	658	
314	Clarkedale	1/2/2008	336	371						
315	Lake View (Phillips)	10/20/1972	327	443	531	526	609			
316	Portland	10/18/1893	325	430	552	560	701	662	566	517
317	Cove	7/6/1926	319	382	383	346	391	334	320	405
318	Enola	7/9/1969	318	338	188	179	186	150		
319	Twin Groves	12/20/1991	317	335	276					
320	Belleville	4/25/1899	312	441	371	390	571	379	273	372
321	Patterson	7/8/1916	310	452	467	445	567	417	324	357
322	Biggers	2/18/1903	305	347	355	337	363	372	274	333
323	Biscoe	7/27/1909	305	363	476	484	486	340	350	406
324	Grady	4/20/1907	305	449	523	586	488	688	622	517
325	Norman	3/12/1925	303	378	423	382	539	360	482	401
326	Grubbs	1/15/1909	301	386	438	528	546	442	360	313
327	Branch	7/3/1909	296	367	357	299	353	325	258	308
328	Colt	4/17/1916	293	378	368	334	378	301	394	267
329	Emerson	3/10/1905	293	368	359	317	444	393	350	523
330	Mitchellville	5/21/1963	293	360	497	513	618	494		
331	Prattsville	9/10/1962	289	305	282	251	317	299		
332	Blevins	9/10/1914	288	315	365	253	314	265	198	271
333	Delight	9/15/1904	288	279	311	311	431	439	446	574
334	Wilton	5/5/1902	287	374	439	449	495	427	329	328
335	Cash	6/5/1931	280	342	294	214	285	265	141	188
336	Wheatley	10/19/1907	279	355	372	413	523	507	443	406
337	Donaldson	5/4/1990	275	301	326	371				
338	Lead Hill	12/8/1915	274	271	287	283	247	143	102	110
339	Menifee	3/17/1966	274	302	311	355	368	251		
340	Rosston	9/3/1970	272	261	265	262	274			
341	Strawberry	3/4/1965	268	302	283	273	280	176		
342	Horseshoe Lake	9/19/1983	264	292	321	298				
343	Poyen	9/10/1954	263	290	272	303	329	265	312	
344	Perry	2/20/1914	262	270	314	228	254	218	224	284
345	Lynn	8/6/1963	258	288	315	299	345	274		
346	Perla	9/23/1960	257	241	115	145	149	227		
347	Almyra	7/9/1904	256	283	319	311	294	220	240	235
348	Etowah	4/19/1996	254	351	366					

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
349	Chidester	2/14/1906	253	287	335	489	342	232	348	425
350	Shirley	11/18/1911	248	291	337	363	354	269	197	259
351	Scranton	11/21/1910	245	224	222	218	244	222	229	283
352	Edmondson	8/22/1911	243	427	513	286	344	412	288	283
353	Montrose	7/6/1904	243	354	526	528	641	558	399	344
354	Letona	9/23/1911	240	255	201	218	231	191	141	164
355	Havana	4/29/1900	239	375	392	358	352	308	277	348
356	Braircliff	6/10/1997	236	236	240					
357	Black Oak	12/24/1923	233	262	286	277	309	272	220	261
358	Campbell Station	4/17/1953	232	255	228	247	297	218	140	
359	Perrytown	10/14/1963	232	272	255	248	282	148		
360	Hickory Ridge	11/7/1949	228	272	384	436	478	410	364	345
361	Midland	5/14/1904	227	325	253	220	286	294	261	356
362	Oil Trough	7/22/1959	226	260	218	208	280	524	237	
363	Carthage	5/3/1907	222	343	442	452	568	566	528	533
364	Magness	10/26/1906	220	202	191	158	196	139	140	229
365	Humnoke	9/22/1942	219	284	280	311	442	398	319	263
366	St. Francis	8/4/1888	218	250	250	201	266	297	224	292
367	Widener	7/17/1909	212	273	335	381	316	292	203	187
368	Garner	5/20/1971	211	284	284	191	216			
369	Harrell	12/3/1934	210	254	293	258	302	269	267	342
370	Keo	3/17/1916	207	256	235	154	208	226	237	200
371	Lexa	7/14/1983	207	286	331	295				
372	St. Charles	4/27/1880	207	230	261	169	199	201	255	313
373	Denning	12/2/1903	200	314	270	206	238	203	227	268
374	Garland	1/19/1904	195	242	352	415	660	321	377	351
375	Dell	9/12/1905	194	223	251	258	310	358	383	384
376	Pollard	10/15/1921	193	222	240	229	298	253	170	165
377	OKean	11/29/1913	192	194	201	250	291	244	137	165
378	Sidney	5/11/1935	192	181	275	271	270	109	97	120
379	Franklin	1/9/1940	191	198	184	205	253	117	75	100
380	Concord	6/27/1968	190	244	255	262	234	163		
381	Tollette	7/27/1972	185	240	324	316	407			
382	Watson	12/2/1907	185	211	288	282	433	371	312	309
383	Russell	10/10/1892	184	216	228	180	232	231	203	241
384	Sunset	1/28/1970	184	198	348	571	582			
385	Valley Springs	8/5/1929	183	183	167	200	190			
386	Pyatt	6/11/1929	181	221	253	185	217	137	144	257
387	Fisher	12/2/1907	180	223	265	245	302	361	303	289
388	Oden	2/14/1929	180	232	220	126	186	141	90	133
389	Wabaseka	4/12/1920	180	255	323	332	428	644	432	375
390	Moro	5/22/1914	177	216	241	287	327	489	182	189
391	Gilmore	11/23/1955	176	188	292	331	503	461	438	
392	Ulm	2/12/1909	175	170	205	193	201	185	140	131
393	Greenway	4/13/1966	174	209	244	212	317	240	179	288

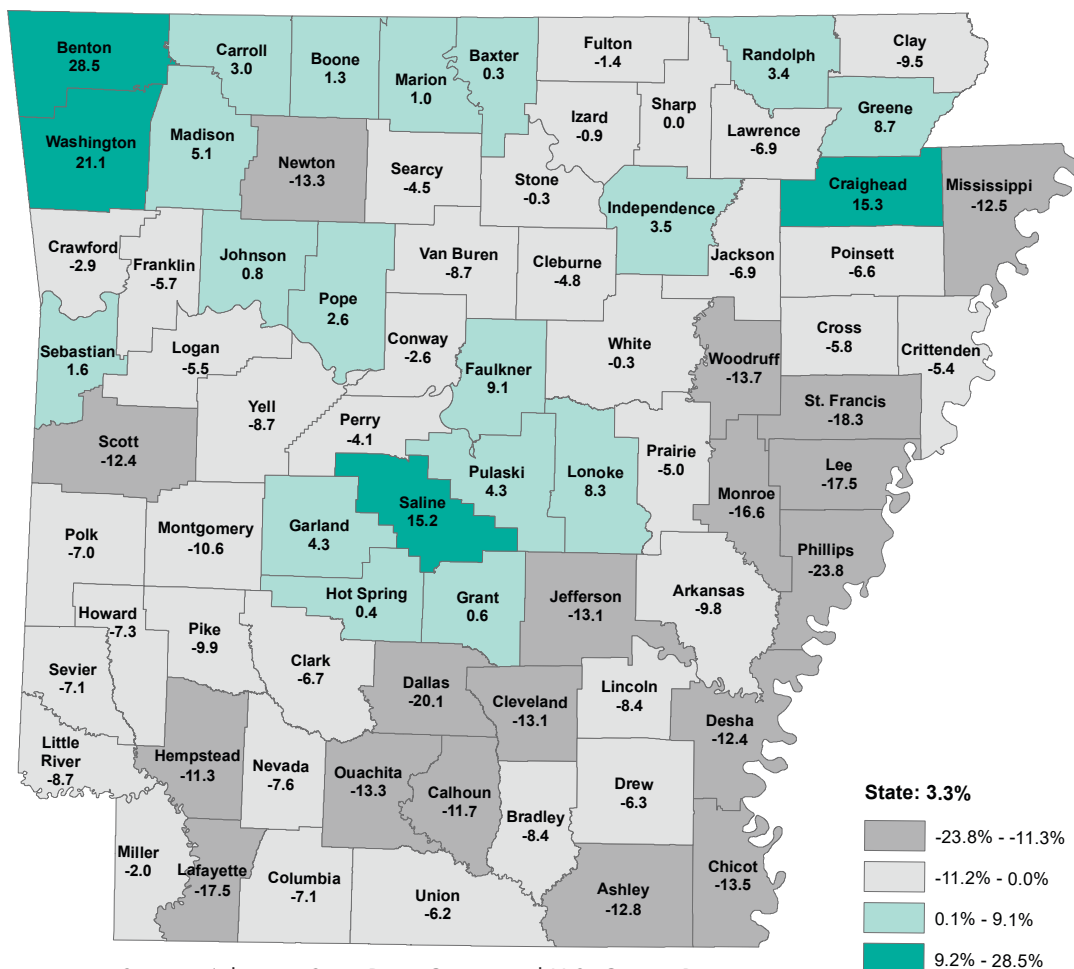
Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
394	Parkdale	1/4/1902	172	277	377	393	471	459	448	385
395	Tillar	9/11/1907	172	225	240	221	280	524	237	
396	West Point	2/21/1859	170	185	164	146	226	184	97	115
397	Ratcliff	8/2/1907	167	202	191	180	197	184	147	213
398	Buckner	5/11/1885	165	275	396	325	436	392	289	335
399	Rondo	6/19/1918	163	198	237	283	330	379	219	194
400	Sedgwick	2/6/1894	163	152	112	86	205	168	206	196
401	Fifty-Six	3/3/1971	158	173	163	156	157			
402	Friendship	1/10/1938	158	176	206	160	163	150	162	179
403	Gillham	10/1/1902	157	160	188	210	252	200	177	207
404	Griffithville	6/1/1905	155	225	262	237	254	227	172	207
405	Caulksville	8/11/1965	154	213	233	224	234	208		
406	Pineville	10/11/1973	154	238	246	220	163			
407	Louann	9/23/1923	153	164	195	158	282	245	261	291
408	Jacksonport	12/7/1961	150	212	235	264	288	306		
409	Adona	8/24/1903	149	209	187	146	230	204	154	194
410	Willisville	7/6/1971	148	152	188	196	209			
411	Knobel	11/14/1896	147	287	358	317	503	375	339	417
412	Mount Vernon	7/1/1878	144	145	144	192	157			
413	Chester	2/11/1889	144	159	99	125	139	82	99	120
414	Alicia	8/19/1899	143	124	145	157	246	246	294	299
415	Houston	6/21/1902	143	173	159	149	183	200	206	291
416	Ben Lomond	5/26/1900	140	145	126	157	155	155	157	284
417	Burdette	5/10/1905	140	191	129	148	328	173	115	122
418	Winchester	5/2/1912	137	167	191	239	279	234	185	198
419	Anthonyville	12/15/1999	135	161	250					
420	McDougal	12/14/1959	134	186	195	208	239	328	200	
421	Ogden	4/10/1920	131	180	214	264	334	286	282	296
422	Reed	8/3/1961	130	141	275	355	395	403		
423	Rudy	2/17/1937	130	61	72	45	79	103	113	97
424	St. Joe	7/11/1904	129	132	85					
425	Omaha	5/15/1941	128	169	165	207	191	160	195	91
426	Moorefield	1/29/1969	126	137	160	160	129	127		
427	Bassett	11/26/1965	124	173	168	199	243	265		
428	Haynes	2/25/1889	122	150	214	268	359			
429	Bodcaw	5/23/1969	121	138	154	161	197	158		
430	Casa	5/10/1900	120	171	209	200	179	208	184	184
431	Ravenden Springs	8/18/1881	119	118	137	131	230	107	126	197
432	Bluff City	8/29/1966	118	124	158	227	292	244		
433	Jennette	11/20/1987	118	115	124	184				
434	Winthrop	5/2/1912	116	192	186	227	238	240	225	284
435	Fulton	1838	115	201	245	269	326	323	309	385
436	Vandervoort	1/16/1963	115	87	120	111	98	108		
437	Higden	11/27/1909	114	120	101	92	45	46	40	115
438	Antoine	10/26/1897	113	117	156	160	194	182	163	209

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
439	Egypt	5/24/1984	113	112	101	123				
440	St. Paul	5/30/1891	111	113	163	88	198	145	118	136
441	Marie	6/14/1968	108	84	108	129	287	72		
442	Aubrey	6/3/1966	108	170	221	204	267	351		
443	Fountain Hill	9/10/1921	108	175	159	195	352	266	230	320
444	Peach Orchard	7/3/1910	105	135	195	197	243	256	348	327
445	Everton	11/26/1928	104	133	170	150	134	124	118	198
446	Powhatan	12/20/1886	104	72	50	51	49	84	136	120
447	Hunter	8/25/1906	103	105	152	137	170	131	202	286
448	Lonsdale	5/10/1913	103	94	118	127	117	104	95	91
449	Jericho	6/10/1986	98	119	184	210				
450	Success	12/18/1903	98	149	180	170	223	201	226	311
451	Okolona	11/15/1902	97	147	160	113	200	233	344	458
452	Black Springs	10/26/1936	96	99	114	97	92			
453	Pindall	2/29/1988	95	112	95	135				
454	Washington	12/9/1880	94	180	148	148	265	290	321	344
455	Zinc	3/10/1904	92	103	76	91	113	58	68	99
456	Gum Springs	11/9/1964	91	120	194	157	255	269		
457	Hindsville	1/9/1964	90	61	75	69	68			
458	Big Flat	5/1/1939	88	105	104	93	150	189	217	197
459	Blue Mountain	3/7/1901	88	124	132	146	112	108	94	122
460	Daisy	3/5/1910	88	115	118	122	177	100	86	74
461	Banks	8/3/1907	87	124	120	88	216	189	233	240
462	Coy	11/19/1953	87	96	116	142	183			
463	Minturn	12/16/1904	87	109	114	124	169	97	61	138
464	Smithville	11/13/1961	87	78	73	86	113	59		
465	Allport	4/10/1967	86	115	127	188	295	307		
466	South Lead Hill	6/21/1971	86	102	88	96	85			
467	Felsenthal	9/21/1978	85	150	152	95	220			
468	Beedeville	11/7/1963	84	107	105	141	183			
469	Springtown	6/7/1909	83	87	114					
470	Georgetown	12/27/1985	81	124	126	126				
471	Williford	12/8/1914	79	75	63	69	169	175	195	213
472	Morrison Bluff	1/16/1912	78	64	74	84	69			
473	Cale	4/16/1970	73	79	75	70	110			
474	Tupelo	12/22/1904	70	180	177	208	248	246	201	188
475	Amagon	6/2/1948	69	98	95	95	108	126	136	234
476	Nimmons	1/16/1912	69	69	100	96	112	135	154	199
477	Guion	7/19/1907	68	86	90	93	177	213	222	219
478	Roe	2/16/1968	68	114	124	135	136	127		
479	Beaver	11/26/1980	67	100	95	57	81			
480	Datto	6/22/1905	65	100	97	120	112	142	167	176
481	Oakhaven	10/4/1947	65	63	54	35	72	83	87	81
482	Delapaine	5/8/1912	64	116	127	146	161	145	186	208
483	McCaskill	8/20/1920	57	96	84	75	87	58	62	122

Pop. Rank	CITY	INC. DATE	2020	2010	2000	1990	1980	1970	1960	1950
484	Fargo	1/3/1987	57	98	118	140				
485	Patmos	11/7/1960	57	64	61	32	88	77		
486	Weldon	11/30/1961	57	75	100	106	161	133		
487	Fourche	12/5/1906	56	62	59	55	51	46	48	51
488	Sherrill	5/25/1935	53	84	126	55	161	208	241	263
489	Waldenburg	8/15/1958	53	61	80	103	124	164	113	
490	La Grange	7/24/1984	52	89	122	108				
491	Wiederkehr Village	9/15/1975	50	38	46	42	71			
492	Ozan	7/25/1888	50	85	81	69	111	134	95	124
493	Tinsman	10/11/1909	50	54	75	69	112	113		118
494	Whelen Springs	9/12/1926	47	92	84	116	156	126	155	192
495	Blue Eye	3/4/1932	46	30	36	38	43	53	69	
496	Birdsong	5/31/1984	32	41	40	104				
497	McNab	4/5/1989	30	68	37	93				
498	Gilbert	2/13/1913	26	28	33	43	43	45	52	51
499	Jerome	4/22/1965	24	39	46	47	54	76		
500	Victoria	2/24/1966	20	37	59	110	175	198		

Percent change from 2010-2020 by county

Arkansas counties that are home to the state’s largest population centers saw the biggest gains over the past decade, while the majority of rural and Delta counties experienced population losses, some significant.



Source: Arkansas State Data Center and U.S. Census Bureau



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To report suspected fraud by someone who is currently receiving benefits, please call:

501-430-1600

Workers' compensation fraud is NOT a victimless crime.
Insurance fraud costs honest Americans \$80 billion or more each year.*



A third party manages this completely anonymous line. If you would like to report suspected fraud by someone currently receiving benefits, please leave as much detail as possible—including their name and why you think they are committing fraud. Rest assured, your information is completely anonymous.

If you are willing to be contacted by us for further details, please let us know and supply contact information. Someone will reach out to you. We are happy to use any secure communications platform you choose.

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Andrew Morgan
P.O. Box 38, North Little Rock, AR 72115-0038

Managing Editor (Name and complete mailing address)

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Arkansas Municipal League	P.O. Box 38 North Little Rock, AR 72115-0038

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13. Publication Title		14. Issue Date for Circulation Data Below	
City & Town		Sept. 2021 Vol. 77 No. 9	
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f. Total Distribution (Sum of 15c and 15e)		6991	7089
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 Editor
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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	\$6.607	\$0.118	\$0.163	\$1.087	\$0.893
March	\$5.758	\$5.693	\$0.101	\$0.110	\$1.087	\$0.892
April	\$6.088	\$6.135	\$0.064	\$0.162	\$0.924	\$0.889
May	\$5.943	\$7.568	\$0.034	\$0.258	\$0.924	\$0.890
June	\$5.605	\$6.753	\$0.030	\$0.206	\$0.924	\$1.665
July	\$6.094	\$7.303	\$0.022	\$0.163	\$2.795	\$4.306
August	\$6.478	\$6.988	\$0	\$0.150	\$1.542	\$0.854
September	\$6.399	\$6.822	\$0.014	\$0.205	\$0.728	\$1.020
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	\$60.526	\$0.652	\$1.489	\$14.838	\$13.358

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	\$12,488,753.05	\$223,221.26	\$308,183.56	\$2,055,049.55	\$1,688,281.84
March	\$10,883,990.67	\$10,760,836.82	\$191,150.53	\$207,709.60	\$2,055,396.67	\$1,685,424.74
April	\$11,509,342.85	\$11,627,333.33	\$120,647.65	\$307,147.46	\$1,747,446.98	\$1,684,913.88
May	\$11,233,895.61	\$14,343,742.05	\$63,817.15	\$489,324.42	\$1,747,094.76	\$1,687,137.50
June	\$10,595,347.60	\$12,799,319.93	\$57,224.47	\$390,405.22	\$1,747,446.98	\$3,154,867.86
July	\$11,520,392.64	\$13,841,564.30	\$41,735.92	\$309,031.02	** \$5,284,317.00	*** \$8,160,945.43
August	\$12,263,537.56	\$13,245,023.56	\$0	\$285,053.21	\$2,919,346.12	\$1,617,878.89
September	\$12,097,147.76	\$12,929,805.85	\$26,456.51	\$389,181.65	\$1,376,535.41	\$1,932,348.55
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	\$114,624,000.50	\$1,232,310.40	\$2,820,684.03	\$28,052,814.66	\$25,300,263.01

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

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

***Includes \$3,513,480.88 supplemental for July 2021

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

CITY SALES AND USE	AMOUNT	AMOUNT	Gassville	23,747.19	Mountain View	227,335.51	222,209.17	Yellville	51,384.10	61,811.92
Alexander	181,484.49	166,795.23	Gentry	161,637.10	Mountainburg	16,534.79	22,206.52	Arkansas County	332,925.71	325,373.97
Alma	294,375.25	269,631.97	Gilbert	3,261.35	Mulberry	34,088.78	31,971.15	Ashley County	259,907.86	253,929.48
Almyra	3,241.67	3,595.11	Gillett	14,526.82	Murfreesboro	43,398.86	38,061.24	Crossett	63,249.85	61,794.99
Alpena	7,870.16	7,640.60	Giltham	12,634.29	Nashville	132,671.54	123,727.96	Fountain Hill	2,009.94	1,963.70
Alzheimer	4,802.54	4,054.26	Gilmore	439.80	Newport	234,616.73	219,629.05	Hamburg	32,813.66	32,058.88
Altus	8,326.00	7,136.93	Glenwood	116,502.72	Norfolk	9,062.81	8,174.67	Montrose	4,065.82	3,972.29
Amity	17,276.50	14,223.57	Goshen	38,125.61	Normal	5,645.90	6,013.75	Parkdale	3,181.44	3,108.26
Anthonyville	1,344.81	1,480.13	Gosnell	15,551.57	North Little Rock	3,698,843.08	3,084,254.35	Portland	4,938.70	4,825.10
Arkadelphia	433,462.68	413,905.73	Gould	14,173.83	Oak Grove	1,319.72	1,051.22	Wilmot	6,316.95	6,171.66
Ash Flat	138,117.34	124,412.96	Grady	4,842.49	Oak Grove Heights	13,432.89	13,211.71	Baxter County	653,637.92	613,866.58
Ashdown	168,105.43	167,341.63	Gravette	101,584.46	Ola	19,668.74	27,843.42	Big Flat	1,978.80	1,858.40
Atkins	88,566.41	70,886.49	Green Forest	129,052.85	Oppelo	4,497.27	4,232.58	Briarcliff	4,490.36	4,217.14
Augusta	33,076.17	24,158.46	Greenbrier	327,797.39	Osceola	110,515.48	113,318.61	Cotter	18,456.15	17,333.17
Austin	56,266.96	46,952.14	Greenland	45,499.89	Oxford	3,069.51	3,421.81	Gassville	39,538.02	37,132.29
Avoca	10,962.72	10,753.44	Greenwood	289,348.82	Ozark	218,144.58	196,734.68	Lakeview	14,098.98	13,241.11
Bald Knob	57,264.75	62,165.11	Greers Ferry	35,940.85	Palestine	35,454.25	29,875.96	Mountain Home	236,847.60	222,436.34
Barling	72,453.84	76,054.06	Guion	1,419.85	Pangburn	9,556.29	9,119.57	Norfork	9,722.78	9,131.18
Batesville	814,227.31	735,528.09	Gum Springs	618.73	Paragould	394,923.35	365,857.25	Salesville	8,562.14	8,041.16
Bauxite	26,469.75	15,608.98	Gurdon	31,782.02	Paris	83,273.20	83,075.95	Benton County	1,180,103.34	1,076,035.41
Bay	12,294.53	10,052.82	Guy	9,650.42	Parkdale	450.30	NA	Avoca	13,555.79	12,360.36
Bearden	12,955.05	10,202.17	Hackett	3,785.03	Parkin	3,406.98	NA	Bella Vista	736,845.83	671,866.75
Beebe	172,171.88	156,803.80	Hamburg	96,118.00	Patmos	865.71	823.61	Bentonville	980,599.96	894,125.32
Beedeville	132.69	142.16	Hampton	10,409.35	Patterson	1,341.21	1,673.35	Cave Springs	53,639.80	48,909.55
Bella Vista	600,479.55	471,227.14	Hardy	38,922.60	Pea Ridge	120,353.82	94,270.38	Centerton	264,310.04	241,001.74
Belleville	2,908.98	2,610.30	Harrisburg	75,051.34	Perla	2,814.01	3,644.86	Decatur	47,195.24	43,033.31
Benton	2,013,720.26	1,801,136.58	Harrison	605,355.19	Perryville	24,797.93	28,197.30	Elm Springs	3,805.62	3,470.02
Bentonville	3,612,892.11	3,763,764.06	Hartford	7,393.41	Piggott	77,849.44	74,012.33	Garfield	13,944.68	12,714.96
Berryville	331,230.50	313,113.40	Haskell	51,056.38	Pine Bluff	1,481,390.79	1,440,136.89	Gateway	11,250.19	10,258.09
Big Flat	33,076.17	318.55	Hatfield	6,432.94	Plainville	2,311.72	2,445.08	Gentry	95,140.50	86,750.49
Black Rock	11,548.59	7,096.35	Havana	3,958.54	Pleasant Plains	4,537.67	5,525.99	Gravette	86,473.69	78,847.97
Blevins	3,902.04	3,391.75	Hazen	94,891.76	Plumerville	12,804.84	11,100.83	Highfill	16,194.72	14,766.58
Blue Mountain	281.34	289.18	Heber Springs	204,021.93	Pocahontas	326,575.46	309,248.95	Little Flock	71,806.77	65,474.74
Blytheville	449,606.63	439,038.04	Hector	6,631.95	Portia	3,922.16	4,380.33	Lowell	203,531.23	185,582.74
Bonanza	3,753.01	2,336.88	Helena-West Helena	289,425.44	Portland	7,658.41	8,207.37	Pea Ridge	133,168.92	121,425.36
Bono	26,335.86	22,675.62	Hermitage	17,871.95	Pottsville	41,549.32	38,282.67	Rogers	1,554,581.91	1,417,490.42
Booneville	147,376.21	141,530.77	Higginson	2,081.97	Prairie Grove	185,711.92	173,181.33	Siloam Springs	417,757.08	380,916.99
Bradford	20,733.65	17,647.76	Highfill	80,938.10	Prescott	56,674.48	54,800.79	Springdale	182,003.09	165,953.06
Bradley	4,472.87	3,303.51	Highland	31,922.40	Pyatt	1,464.09	1,202.22	Springtown	2,416.71	2,203.59
Branch	2,980.15	2,524.77	Holly Grove	12,666.82	Quitman	33,348.46	29,793.40	Sulphur Springs	14,194.68	12,942.94
Briarcliff	3,589.89	1,268.14	Hope	211,902.89	Ravenden	3,447.05	3,015.20	Boone County	530,742.00	490,550.46
Brinkley	188,046.61	182,183.39	Horatio	8,307.04	Rector	31,242.47	25,133.06	Alpena	5,600.48	5,176.37
Brookland	107,653.40	92,180.31	Horseshoe Bend	31,663.29	Redfield	44,661.58	59,357.30	Bellefonte	7,970.59	7,367.00
Bryant	1,457,964.36	1,373,873.41	Hot Springs	2,337,880.64	Rison	18,533.72	18,937.13	Bergman	7,707.24	7,123.60
Bull Shoals	41,240.37	45,195.80	Hoxie	22,169.35	Rockport	20,660.23	20,596.00	Diamond City	13,729.08	12,689.41
Cabot	1,111,792.13	978,401.43	Hughes	8,215.90	Roe	733.31	813.69	Everton	2,335.00	2,158.17
Caddo Valley	73,321.01	60,438.15	Humphrey	2,700.04	Rogers	4,077,843.28	3,483,978.44	Harrison	227,231.99	210,024.38
Calico Rock	52,596.95	48,125.99	Huntington	1,577.73	Rose Bud	27,466.69	22,542.06	Lead Hill	4,757.77	4,397.48
Camden	357,754.18	351,967.96	Huntsville	168,609.31	Rudy	14,270.36	11,727.63	Omaha	2,967.03	2,742.34
Caraway	7,639.63	6,585.39	Imboden	12,056.97	Russellville	1,270,536.92	1,187,102.67	South Lead Hill	1,790.75	1,655.14
Carlisle	67,926.68	63,209.44	Jacksonville	825,494.86	Salem	28,459.35	24,698.43	Valley Springs	3,212.81	2,969.52
Cash	3,102.62	2,564.25	Jasper	42,079.84	Salesville	5,752.43	5,552.14	Zinc	1,808.30	1,671.37
Cave City	30,585.99	29,053.84	Jennette	487.29	Scranton	5,029.92	4,365.86	Bradley County	145,372.12	144,002.39
Cave Springs	145,001.47	135,015.69	Johnson	74,108.35	Searcy	1,011,598.99	912,657.69	Banks	1,122.49	1,111.92
Cedarville	9,265.48	8,756.27	Joiner	3,943.77	Shannon Hills	15,977.22	13,249.28	Hermitage	7,513.47	7,442.68
Centerton	418,145.17	339,556.66	Jonesboro	1,962,162.00	Sheridan	259,954.53	249,326.66	Warren	54,341.42	53,829.40
Charleston	39,359.66	41,514.86	Judsonia	16,210.62	Sherill	604.20	1,328.98	Calhoun County	131,110.51	108,863.26
Cherokee Village	27,014.08	24,338.16	Junction City	6,797.55	Sherwood	1,176,666.53	1,095,067.78	Hampton	37,163.42	30,857.40
Cherry Valley	3,447.60	NA	Keiser	4,963.17	Shirley	3,966.98	3,587.11	Harrell	7,129.54	5,919.78
Chidester	5,514.52	3,633.04	Keo	1,510.26	Siloam Springs	948,793.76	783,532.55	Thornton	11,424.10	9,485.62
Clarendon	36,879.98	43,178.58	Kibler	4,850.42	Sparkman	5,457.62	5,206.66	Tinsman	1,515.72	1,258.54
Clarksville	464,641.20	407,767.85	Kingsland	2,644.13	Springdale	3,418,349.33	3,114,722.78	Carroll County	237,830.02	226,304.65
Clinton	119,294.40	107,693.62	Lake City	15,682.63	Springtown	372.30	640.34	Beaver	949.19	828.47
Coal Hill	5,406.67	4,858.98	Lake Village	89,483.39	St. Charles	2,030.03	2,404.58	Blue Eye	284.76	248.54
Conway	3,427,523.60	2,885,038.51	Lakeview	5,368.11	St. Paul	3,605.23	3,093.74	Holiday Island	21,451.78	NA
Corning	75,421.39	63,551.47	Lamar	24,125.75	Stamps	15,449.55	13,657.31	Chicot County	164,731.95	180,216.63
Cotter	15,942.29	18,733.74	Lanchester	13,100.21	Star City	51,007.79	101,935.44	Dermott	29,993.74	32,813.12
Cotton Plant	5,190.81	5,937.90	Lead Hill	6,946.32	Stephens	6,375.40	6,708.51	Eudora	23,556.87	25,771.19
Cove	14,996.48	12,099.99	Lepanto	33,202.99	Strong	10,717.30	10,417.06	Lake Village	26,733.76	29,246.74
Crawfordsville	12,531.45	10,072.39	Leslie	9,088.39	Stuttgart	621,040.59	597,767.20	Clark County	533,962.95	482,674.20
Crossett	248,663.24	176,061.02	Levellville	11,588.31	Subiaco	9,293.67	NA	Clay County	102,107.62	89,936.03
Damascus	11,527.98	10,517.95	Lincoln	83,312.17	Summit	3,099.55	2,756.84	Corning	27,561.14	24,275.75
Danville	46,384.78	45,240.06	Little Flock	20,478.88	Sulphur Springs	5,779.56	6,895.38	Datto	1,224.21	1,078.29
Dardanelle	191,248.90	176,257.29	Little Rock	7,403,501.95	Summit	9,087.61	10,449.57	Greenway	2,558.61	2,253.61
Decatur	22,400.38	20,780.60	Lockesburg	6,536.30	Swifton	5,628.18	5,291.29	Knobel	3,513.49	3,094.68
Delight										

Brookland	46,461.95	41,128.16	Cave City	2,663.99	2,519.21	Blytheville	199,461.68	211,104.48	Big Flat	10.59	9.35
Caraway	30,180.21	27,155.55	Cushman	7,432.87	7,028.91	Burdette	2,439.00	2,581.37	Gilbert	296.64	261.84
Cash	8,070.08	7,143.64	Magness	3,321.77	3,141.24	Dell	2,847.63	3,013.85	Leslie	4,672.05	4,124.00
Egypt	2,642.83	2,339.44	Moorefield	2,252.88	2,130.44	Dyess	5,235.55	5,541.15	Marshall	14,355.17	12,671.26
Jonesboro	1,587,186.35	1,404,978.95	Newark	19,338.62	18,287.62	Etowah	4,482.14	4,743.77	Pindall	1,186.55	1,047.37
Lake City	49,128.38	43,488.49	Oil Trough	4,275.55	4,043.18	Gosnell	45,306.66	47,951.26	St. Joe	1,398.44	1,234.40
Monette	35,418.66	31,352.67	Pleasant Plains	5,739.10	5,427.19	Joiner	7,784.65	7,784.65	Sebastian County	1,066,140.08	945,904.34
Crawford County	568,468.10	903,403.20	Southside	64,149.62	60,663.25	Keiser	9,692.15	10,257.89	Barling	97,440.09	86,451.12
Alma	70,836.30	65,745.51	Sulphur Rock	7,498.65	7,091.13	Leachville	25,449.88	26,935.42	Bonanza	12,051.64	10,692.49
Cedarville	18,222.14	16,912.57	Izard County	57,992.92	54,289.35	Luxora	15,042.63	15,920.68	Central City	10,521.60	9,335.01
Chester	2,078.42	1,929.05	Jackson County	333,127.92	311,801.53	Manila	42,676.12	45,167.17	Fort Smith	1,806,886.00	1,603,111.40
Dyer	11,450.93	10,627.99	Amagon	1,194.83	1,118.34	Marie	1,072.65	1,135.26	Greenwood	187,628.25	166,468.16
Kibler	12,562.04	11,659.24	Beedeville	1,304.56	1,221.04	Osceola	99,054.05	104,835.95	Hackett	17,019.01	15,099.66
Mountainburg	8,248.33	7,655.55	Campbell Station	3,108.99	2,909.95	Victoria	472.48	500.06	Hartford	13,455.91	11,938.40
Mulberry	21,633.89	20,079.13	Diaz	16,069.19	15,040.47	Wilson	11,530.97	12,204.05	Huntington	13,309.20	11,808.23
Rudy	797.38	740.08	Grubbs	4,706.15	4,404.87	Monroe County	NA	NA	Lavaca	47,975.99	42,565.42
Van Buren	297,920.30	276,509.66	Jacksonport	2,584.73	2,419.26	Montgomery County	293,794.43	273,009.19	Mansfield	15,153.62	13,444.65
Crittenden County	941,455.31	1,531,364.23	Newport	96,061.59	89,911.86	Black Springs	1,092.05	1,014.79	Midland	6,811.79	6,043.58
Anthonyville	1,375.08	1,243.21	Swifton	9,729.30	9,106.44	Glenwood	463.29	430.52	Sevier County	539,395.03	506,767.10
Clarkedale	3,168.67	2,864.79	Tuckerman	22,701.70	21,248.37	Mount Ida	11,869.15	11,029.43	Ben Lomond	1,752.69	1,646.67
Crawfordsville	4,091.09	3,698.74	Tupelo	2,194.58	2,054.08	Norman	4,169.64	3,874.65	DeQueen	79,704.89	74,883.55
Earle	20,617.72	18,640.42	Weldon	914.40	855.87	Oden	2,559.15	2,378.09	Gilham	1,934.00	1,817.01
Edmondson	3,646.96	3,297.21	Jefferson County	477,668.66	463,696.04	Nevada County	127,524.53	111,678.47	Horatio	12,619.34	11,855.99
Gilmore	2,021.63	1,827.75	Altheimer	11,973.12	11,622.89	Bluff City	1,174.03	1,028.15	Lockesburg	8,932.65	8,392.32
Horseshoe Lake	2,493.94	2,254.76	Humphrey	3,747.69	3,638.06	Bodcaw	1,306.58	1,144.23	Sharp County	310,988.50	281,462.52
Jennette	883.98	799.21	Pine Bluff	597,232.60	579,762.54	Cale	747.97	655.03	Ash Flat	14,416.00	13,047.31
Jericho	1,016.37	918.89	Redfield	15,781.65	15,320.01	Emmet	4,497.30	3,938.47	Cave City	25,625.18	23,192.27
Marion	105,437.37	95,325.58	Sherrill	1,022.10	992.20	Prescott	31,206.54	27,328.85	Cherokee Village	57,046.19	51,630.08
Sunset	1,521.99	1,376.03	Wabbaseka	3,102.79	3,012.03	Rosston	2,471.15	2,164.09	Evening Shade	6,354.81	5,751.47
Turrell	4,727.39	4,274.01	White Hall	67,239.31	65,272.45	Willisville	1,439.14	1,260.31	Hardy	10,738.45	9,718.92
West Memphis	224,155.83	202,658.54	Johnson County	156,141.86	141,474.72	Newton County	58,308.53	50,721.39	Highland	15,372.17	13,912.70
Cross County	581,285.24	577,755.40	Clarksville	114,691.48	103,917.97	Jasper	3,632.59	3,159.92	Horseshoe Bend	117.68	106.51
Cherry Valley	8,756.61	8,703.43	Coal Hill	12,646.30	11,458.38	Western Grove	2,993.38	2,603.87	Sidney	2,662.55	2,409.76
Hickory Ridge	3,658.67	3,636.46	Hartman	6,485.60	5,876.38	Ouachita County	553,477.52	557,328.50	Williford	1,103.27	998.51
Parkin	14,863.36	14,773.10	Knoxville	9,134.83	8,276.75	Bearden	10,719.23	10,793.82	St. Francis County	461,635.83	458,670.03
Wynne	112,544.57	111,861.14	Lamar	20,056.65	18,172.62	Camden	135,188.84	136,129.46	Caldwell	11,354.72	11,281.78
Dallas County	166,446.91	157,062.33	Lafayette County	82,543.18	79,975.26	Chidester	3,206.89	3,229.21	Colt	7,733.48	7,683.80
Desha County	127,691.86	124,448.26	Bradley	3,890.14	3,769.12	East Camden	10,330.86	10,402.74	Forrest City	314,474.58	312,454.22
Arkansas City	4,941.87	4,616.33	Buckner	1,703.49	1,650.49	Louann	1,819.83	1,832.49	Hughes	29,481.36	29,291.94
Dumas	63,542.12	61,928.04	Lewisville	7,928.95	7,682.28	Stephens	9,886.99	9,955.77	Madison	15,732.94	15,631.86
McGehee	56,966.47	55,519.42	Stamps	10,487.28	10,161.03	Perry County	164,320.13	133,476.13	Palestine	13,932.54	13,843.04
Mitchellville	4,860.85	4,737.38	Lawrence County	421,431.61	346,338.54	Adona	1,317.65	1,338.52	Wheatley	7,262.92	7,216.26
Reed	2,322.41	2,232.41	Alicia	1,137.12	934.50	Bigelow	1,985.93	2,017.39	Widener	5,585.30	5,549.40
Tillar	283.55	276.35	Black Rock	6,070.76	4,989.04	Casa	1,078.08	1,095.16	Stone County	209,661.39	196,740.31
Watson	2,849.00	2,776.63	Hoxie	25,493.51	20,950.94	Fourche	390.88	397.07	Fifty Six	2,314.70	2,172.05
Drew County	479,449.20	442,261.76	Imboden	6,208.31	5,102.08	Houston	1,090.69	1,107.96	Mountain View	36,767.68	34,501.75
Jerome	598.21	551.81	Lynn	2,641.05	2,170.46	Perry	1,702.23	1,729.19	Union County	614,395.45	565,688.79
Monticello	145,212.57	133,949.47	Minturn	999.57	821.46	Perryville	9,204.63	9,350.47	Calion	17,911.61	16,491.65
Tillar	3,129.12	2,886.42	Portia	4,007.43	3,293.37	Phillips County	207,733.59	202,058.35	El Dorado	762,655.41	702,195.33
Wilmar	7,838.13	7,230.19	Powhatan	660.26	542.61	Elaine	9,983.62	9,710.87	Felsenthal	4,388.92	4,040.99
Winchester	2,561.59	2,362.89	Ravenden	4,310.05	3,542.06	Helena-West Helena	1,927.067	1,87,441.38	Huttig	24,549.88	22,603.67
Faulkner County	1,077,034.69	889,603.86	Sedgwick	1,393.89	1,145.52	Lake View	6,950.85	6,760.95	Junction City	21,898.65	20,162.61
Enola	3,279.56	2,708.84	Smithville	715.29	587.83	Lexa	4,480.69	4,358.28	Norphet	27,630.17	25,439.77
Holland	5,404.48	4,463.97	Strawberry	2,769.44	2,275.96	Marvell	18,612.20	18,103.71	Smackover	72,691.68	66,928.99
Mount Vernon	1,406.91	1,162.07	Walnut Ridge	48,951.23	40,228.81	Pike County	254,596.41	225,774.41	Strong	20,682.52	19,042.90
Twin Groves	3,250.45	2,684.79	Lee County	40,767.27	41,338.02	Antoine	1,632.74	1,447.91	Van Buren County	285,810.71	378,689.01
Wooster	8,344.45	6,892.30	Aubrey	1,263.30	1,280.98	Daisy	1,604.83	1,423.16	Clinton	36,023.13	33,638.84
Franklin County	345,395.00	280,015.53	Haynes	1,114.67	1,130.28	Delight	3,893.47	3,452.70	Damascus	3,461.10	3,232.02
Altus	10,730.04	8,698.96	LaGrange	661.37	670.63	Glenwood	30,505.80	27,052.34	Fairfield Bay	29,834.68	27,859.99
Branch	5,195.15	4,211.76	Marianna	30,579.17	31,007.28	Murreesboro	22,900.28	20,307.82	Shirley	4,028.72	3,762.07
Charleston	35,700.74	28,942.99	Moro	1,605.13	1,627.60	Poinsett County	295,512.95	277,834.24	Washington County	2,013,343.83	2,804,386.54
Denning	6,420.41	5,205.10	Rondo	1,471.37	1,491.97	Fisher	2,422.66	2,277.73	Elkins	60,503.42	53,469.77
Ozark	52,149.69	42,273.33	Lincoln County	160,301.92	173,164.72	Harrisburg	25,008.81	23,512.68	Elm Springs	40,122.36	35,458.05
Wiederkehr Village	537.92	436.10	Gould	5,430.34	5,866.07	Lepanto	20,565.45	19,335.15	Farmington	136,498.27	120,630.07
Fulton County	284,700.14	225,288.12	Grady	2,913.05	3,146.79	Marked Tree	27,876.89	26,209.19	Fayetteville	1,681,209.07	1,485,765.03
Ash Flat	565.66	565.66	Star City	14,753.38	15,937.21	Trumann	79,263.36	74,521.52	Goshen	24,470.98	21,626.18
Cherokee Village	5,557.45	4,397.70	Little River County	346,905.97	316,916.06	Tyronza	8,278.33	7,783.09	Greenland	29,566.25	26,129.11
Hardy	294.34	232.92	Ashdown	52,201.75	47,688.93	Waldenburg	662.70	623.06	Johnson	76,634.62	67,725.68
Horseshoe Bend	119.14	94.28	Foreman	11,174.25	10,208.24	Weiner	7,778.58	7,313.24	Lincoln	51,386.78	45,412.96
Mammoth Spring	6,846.94	5,418.10	Ogden	1,989.48	1,817.49	Polk County	341,410.24	305,247.25	Prairie Grove	101,128.45	89,372.06
Salem	11,458.29	9,067.14	Wilton	4,133.70	3,776.34	Cove	10,240.96	9,156.22	Springdale	1,466,773.80	1,296,258.30
Viola	2,131.74	1,868.88	Winthrop	2,122.11	1,938.66	Grannis	14,852.08	13,278.92	Tontitown	56,207.86	49,673.58
Garland County	3,054,133.84	2,681,211.98	Logan County	371,385.47	350,850.64	Hatfield	11,072.04	9,899.26	West Fork	52,940.49	46,786.05
Fountain Lake	10,451.29	9,175.15	Blue Mountain	1,318.10	1,245.22	Mena	153,802.16	137,511.06	Winslow	8,933.86	7,895.27
Hot Springs	337,768.75	296,525.85	Booneville	42,413.08	40,067.95	Vandervoort	2,332.36	2,085.32	White County	1,406,409.98	1,293,679.18
Lonsdale	1,953.12	1,714.64	Caulksville	2,264.16	2,138.97	Wickes	20,213.87	18,072.74	Bald Knob	43,477.57	39,992.62
Mountain Pine	15,999.00	14,045.45	Magazine	9,003.48	8,505.65	Pope County	446,622.55	426,907.40	Beebe	109,781.98	100,982.41
Grant County	259,841.66	243,346.48	Morrison Bluff	680.31	642.69	Atkins	53,638.10	51,270.37	Bradford	11,390.91	10,477.87
Greene County	444,553.53	409,257.15	Paris	37,544.61	35,468.67	Dover	24,507.06	23,425.25	Garner	4,262.21	3,920.57
Delaplaine	1,766.84	1,626.55	Ratcliff	2,147.23	2,028.50	Hector	8,003.03	7,649.76	Georgetown	1,860.97	1,711.80
Lafe	6,975.96	6,422.08	Scranton	2,381.08	2,249.43	London	18,478.11	17,662.44	Griffithville	3,376.75	3,106.09
Marmaduke	16,922.03	15,728.02	Subiaco	6,080.26	5,744.08	Pottsville	50,472.46	48,244.46	Higginsville	9,319.84	8,572.81
Oak Grove Heights	13,540.67	12,465.57	Loneke County	406,033.19	358,067.16	Russellville	496,543.69	474,624.87	Judsonia	30,300.73	27,871.97
Paragould	397,736.16	366,156.99	Allport	1,641.84	1,447.88	Prairie County	92,692.19	94,110.08	Kensett	24,732.84	22,750.38
Hempstead County	742,499.25	687,350.04	Austin	29,096.19	25,658.96	Biscoe	3,857.78	3,910.70	Letona	3,826.99	3,520.23
Blewins	4,150.99	3,842.67	Cabot	339,446.03	299,346.16	Des Arc	18,219.05	18,497.74	McRae	10,235.31	9,414.90
Emmet	566.64	524.56	Carlisle	31,608.91	27,874.85	DeValls Bluff	6,568.19	6,			

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.

ASST. FINANCE DIRECTOR—The city of Springdale is accepting applications for the position of assistant finance director. Interested persons should submit an application to the Human Resources Department no later than 4 p.m. on Friday, October 29. The incumbent is responsible for a variety of complex supervisory, professional, administrative and technical accounting and finance functions in maintaining the accounting records and systems of the city; directs the city's daily financial operations, financial management and accounting practices as well as its relationship with lending institutions and the financial community by performing the following duties personally or through subordinates. BA or BS in accounting, finance or a related field from a four-year accredited college or university; eight years of related experience and/or training, with four years in governmental accounting and finance at an administrative level, or public accounting experience with governmental clients; two years of investment experience; and two years supervisory experience. Equivalent combinations of education and experience will be considered. Annual salary \$69,651 - \$103,420. To apply, you must submit a city of Springdale application. To access the application, visit www.springdalear.gov/789/Current-Job-Openings or email kbowen@springdalear.gov for an application to be sent to you. Resumes will not be accepted without an accompanying application. The city of Springdale is an EOE and drug-free workplace.

ASSIST. SUPERVISOR, WATER AND SEWER—The city of Dumas seeks a full-time assistant supervisor for the water and sewer department. Requirements: Prefer a person with water operator license and/or wastewater treatment operator license (Class II wastewater treatment operator license) or one that has 50 percent of the hours toward certification. Applicant with no training must have the ability and willingness to start classes immediately. Good communication skills with the public. Electrical experience and ability to operate a backhoe and other such equipment an asset. Must be available for after-hours and weekend rotating shifts and have a current DL. Responsibilities: Meter reading; water inspections and sampling; water and sewer line repair; monitor pump stations and wells; some equipment repairs; add chemicals to disinfect water; clean and maintain equipment, tanks, filter beds and other work areas; document and report test results to regulatory agencies; and follow EPA regulations. Must be willing to maintain certification and attend workshops and specialized training. Some jobs require heavy lifting and climbing. Deadline: Open until filled. Pay rate negotiable depending on certification. Benefits: insurance, retirement, paid holiday, sick and vacation leave. Application can be picked up at the Dumas City Hall and returned to the same location, or request an application by writing to the City of Dumas, P.O. Box 157, Dumas, AR 71639, or visit Dumasar.net.

COURT ADMINISTRATOR—The city of Hot Springs is looking for a court administrator in District Court. This position pays \$28.82 per hour plus full benefits. Must possess HS diploma or equivalent, bachelor's degree in public administration or other related field, at least three years in public contact and supervisory work or any equivalent combination of education and experience. This position is open until filled. Apply online at www.cityhs.net/jobs or send your resume to Alisha Gruszka at Agruszka@cityhs.net.

FIRE CHIEF—The city of Warren seeks qualified applicants for a full-time fire chief. Duties include: provides chief supervisory authority for the full-time and volunteer firefighters, establishes policies and procedures and implements directives from the mayor and city council. Works a minimum of 40 hours per week. Complete background check will be required. Minimum qualifications: Must be at least 21. Prefer graduation from an accredited college or a closely related field. Prefer 12 years of experience in a supervisory field firefighting or seven years as a full-time firefighter. Knowledge of the principles, practices and techniques of modern firefighting and fire prevention. A physical examination and drug test will be required upon hire. For application information and other details, contact Mayor Denisa Pennington at 870-226-6743 or come by the mayor's office at 104 North Myrtle Street, Warren, AR 71671.

POLICE CHIEF—The city of Pangburn is seeking applications for a new police chief. Must be a certified police officer with leadership experience. The chief of police works under the direction of the mayor. For more information contact Mayor Mike Marsh, 501-270-9463. Closing date is October 29.

POLICE OFFICER—The city of Hermitage is accepting applications for the position of full-time police officer. Applicants must be 21 years old and have a minimum of HS diploma or GED. Arkansas certification preferred. Must be able to pass a background check and other pre-employment screening and possess a valid Arkansas DL. Salary, paid insurance and paid LOPFI retirement. Applications may be picked up at Hermitage City Hall between 8:30 a.m. to 4:30 p.m. Mon., Tues., Thurs., Fri., 186 U.S. Hwy. 63 South Bypass, Hermitage.

POLICE OFFICER—The city of Mansfield is accepting applications for a full-time certified police officer. Candidates must be able to meet all requirements of law enforcement standards and training. Benefits include paid health insurance, vacation, sick leave and retirement. Interested and qualified applicants, please call City Hall at 479-928-5552 or the Police Department at 479-928-5700 between 8 a.m. and 4 p.m. M-F.

PUBLIC WORKS DIRECTOR—The city of Lonoke is seeking a dedicated and qualified candidate for public works director. This position manages the city's water supply, wastewater distribution, street and drainage systems and all respective infrastructure in compliance to state and local codes; programs and executes the departmental budget; oversees the daily operation of the water and wastewater filtration facilities; and guides the installment of water and wastewater infrastructure projects as required to meet future needs of the community. State Treatment III operator's license, Distribution II operator's license and Wastewater II operator's license required. Desired qualifications include a minimum of 10 years of general experience in public works or related area and eight years of supervisory/managerial experience. Resumes may be submitted in person or emailed to creaves@cityoflonoke.com. EOE.

PUBLIC WORKS DIRECTOR—The city of Hot Springs seeks a public works director. Starting salary \$82,762-\$92,279 DOQ plus full benefits. Qualifications: Must have a HS diploma or equivalent; bachelor's degree from an accredited college or university in civil engineering, public administration, business administration or a related field. Must have at least five years in public works or civil service experience or equivalent experience, where at least three years were in a supervisory and administrative capacity or any equivalent combination of education and experience. Must possess a valid DL and clean driving record. Must obtain accreditation in floodplain management with 190 days of employment. To apply contact Human Resources Office at City Hall, 133 Convention Boulevard, Hot Springs, AR 71901, 501-321-6841. Or visit www.cityhs.net/jobs. You may also email resumes to Alisha Gruszka at Agruszka@cityhs.net. Open until filled. EOE.

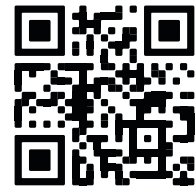
PUBLIC WORKS LEAD-WATER OPERATOR—The city of Monticello is taking applications for a FT public works lead-water operator. To be considered applicant must possess the following: Arkansas DL, Distribution and Treatment Water Operator Licensing Class 4, HS diploma or GED. A qualified candidate must have the ability to adapt to various environmental conditions. An acceptable applicant should have at least 2 years or more of experience working within a water or public works department. At least 2 years of experience taking water samplings and carryout treatment. At least 1 year of experience supervising others in the area of water treatment and distribution and be willing to train other operators in training. The city is seeking an energetic individual who has the capability and knowledge of communicating with The Department of Health, Arkansas Department of Environmental Quality as well as various other organizations in order to maintain city compliance with all required standards set forth by these entities. The public works lead-water operator will be expected to communicate effectively with the public works superintendent, mayor and utility manager on a daily basis of concerns and issues that may arise. On-the-job training provided. Salary range is \$18.00 - \$30.00 per hour; position is eligible for overtime. Full benefits package included. Interested applicants can pick up application from City Hall at 203 West Gaines St., Monticello, AR 71655, from 8:30 a.m. - 4:30 p.m. M-F. Applicants can also apply online at Indeed.com or Ziprecruiter.com with a resume or can email Patty Burchett for an application at pburchett@cityofmonticelloar.com. For more information, please contact Patty Burchett at 870-367-4400 or email at montcitypatty@att.net. Position open until filled.

SOLID WASTE DIRECTOR—The city of Fort Smith seeks applicants for the position of solid waste director. Fort Smith's next director of solid waste services will be an innovative, dedicated manager and self-motivated leader who can maintain a collaborative and supportive work environment within the department. The incoming director will evaluate and recommend improvements to existing programs and propose new initiatives as needed for department and system effectiveness, efficiency, safety and full compliance with state and federal requirements. The chosen candidate will possess a comprehensive knowledge of sanitation systems as well as the state laws and regulations governing their administration and have the technical skills required to operate and manage a municipal sanitation system. The next director should possess a well-rounded background of both technical knowledge and management experience coupled with a successful track record of delivering excellent business operations. The successful candidate should be able to interpret and develop technical drawings, specifications and contracts. Specific knowledge, training and continuing education in the solid waste industry are critical. Relevant certifications are a plus. A bachelor's degree is required with specialization in business, environmental management or public administration preferred. Knowledge of the operations of a solid waste department and/or sanitary landfill is highly desired. The selected candidate must be able to develop and maintain sound management policies and procedures and to participate in the administration of the same. The annual salary range for this position is \$88,878 - \$133,307 DOQ. Benefits include retirement, insurance and car allowance. Reasonable relocation expense reimbursement is available. Please apply online: www.governmentresource.com/executive-recruitment/open-recruitments/ft-smith-ar-director-of-solid-waste-services. Closing date: November 4. For more information contact Gary Holland at GaryHolland@governmentresource.com, 405-269-3445.

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