

# City & Town

MAY 2022 VOL. 78, NO. 05

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



In Memory of  
Ang Miller

In Memory of  
Dale

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



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Cover photo by Andrew Morgan.



**ON THE COVER**—Luminarias glow along the walking path adjacent to Sherwood City Hall. The city held a ceremony at dusk April 27 to honor the memory of those who have died during the COVID-19 pandemic and to show gratitude to first responders, public employees, nurses, educators and others who have served on the front lines during the last two years. In April Sherwood also celebrated the grand opening of the city’s new History and Heritage Museum, which houses a growing collection of artifacts and memorabilia that tell the city’s story. Read about the new museum in this issue. Read also about mindfulness strategies, disaster mitigation resources available to local governments and highlights from several recent conferences and workshops. And the 88th Convention is just around the corner. Check out the registration info and tentative agenda inside beginning on page 28.—atm

## Features

- 14 Telling Sherwood’s story**  
The Sherwood History and Heritage Museum opened its doors in April in a building that once housed city hall and a small library, and it now provides a permanent home to a growing historical collection that helps tell the tale of the city’s past.
- 20 Southern state leagues gather in Hot Springs**  
The Southern Municipal Conference, a collaborative organization of municipal leagues from 14 southern states, met in Hot Springs April 27-29 for the group’s 2022 Leadership Conference and annual business meeting.
- 22 Moving past stress through mindfulness**  
Practicing mindfulness is a neuroscience-based antidote for combating stress, and mindfulness training can help your organization create a happier and healthier workplace.
- 24 Don’t wait, mitigate**  
State and federal resources like the Hazard Mitigation Grant Programs offered by the state and FEMA, and the federal Building Resilient Infrastructure and Communities program can help cities and towns be proactive in their disaster mitigation strategizing.

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Greetings, fellow municipal officials,

I hope everyone is enjoying a lovely spring in whatever part of our beautiful state you live. After a harsh winter, it is good to see nature come alive and people start getting outside to enjoy outdoor activities. If you haven't been to one in a while, I suggest you check out some of the youth activities taking place in your city or town. Even if you don't have kids or grandkids participating, I can promise you a good time watching your local youth play softball, baseball, soccer or other outdoor activities. They do notice the support from the local community, and even if they do not admit it, it does mean a lot to them. You may also see a lot of people you haven't spoken to in a while, and as we all know, this is an election year.



Speaking of elections, early voting has started and we are off and running toward the general election in November. Aren't you glad you are not having to go through the primary process? The bill that was introduced in the last legislative session requiring cities to hold partisan primaries was about the goofiest one I saw. Our staff at the League quickly put a stop to it and it never came out of committee, but I hope all of you will remind those now in office and the candidates seeking a state office that cities are firmly against this proposal. I would ask why they want to drag us into the cesspool many of them are wallowing in, but I am sure you can all find softer words to make our point of view known.

As always, our League staff has been busy. In April we held the League's first ever hybrid City Government 101 workshop, part of the voluntary certification program for municipal officials and personnel. It was well attended and there was a record number of virtual attendees. This month features a Level 2 certification course, Leadership 101, which will cover the tenets of leadership at the local government level. To date there are more than 150 municipal officials and personnel registered.

Registration is also now open for the League's 88th Convention, June 15-17 in Little Rock. It will again be a hybrid event featuring a virtual option for those unable to attend in person. At the Convention, we'll discuss legislative issues and prepare for the next General Assembly, and we'll update the League's policies and goals and elect new officers for the year at the annual business meeting. The Convention will also feature a strong educational component and include three hours of continuing education as part of the League's certification program. I hope to see many of you there.

Best,

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

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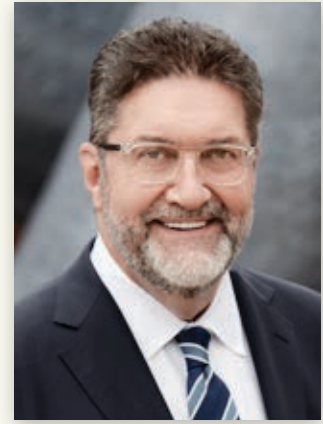
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# From the Desk of the Executive Director

April showers bring May flowers<sup>1</sup>...or something like that.

**A**nother month has flown by and here we are, full-blown spring in the month of May. How do I know it's full blown? Pollen, and allergies that come with it, which inevitably lead me to a sinus and chest infection. Every year I repeat this rite of passage. I cough like I'm in the dust bowl, my nose runs like Niagara Falls<sup>2</sup> and I feel like I've been run over by a Mack<sup>3</sup> truck. I see my family doc, who happens to be a very good friend of mine. We chat for a good while exchanging family information as well as solving the world's problems. His nurses get irritated. Apparently, his schedule includes other patients besides *moi*. The visit ends the same way every single time: cough medicine, antibiotics and a steroid shot. Joy oh joy. The local controller will tell you in no uncertain terms that the steroid shot makes me cranky. Fine, crankier. I eat constantly, can't sleep and am, generally speaking, unpleasant. I'm sure you've already guessed this but just in case you were wondering, spring is my least favorite season. As in I hate it. Perhaps hate is a tad harsh, but you get the idea.



Now, to be fair, there are some great things that happen in May. We celebrate the local controller's birthday on May 1 and Mother's Day a week or so later. May 1 is also May Day and, in Hawaii, Lei Day. Here a few more that greeting card companies love...and maybe invented.<sup>4</sup>

- The NFL draft.<sup>5</sup> Admittedly the draft is in late April, but everyone is still talking about it in May. And June. And July. And August. And, well, you see where I'm going.
- May 5: Cinco de Mayo celebrates the Mexican Army's victory over the French at the battle of Puebla in 1862.
- May 21: Armed Forces Day honors all serving in the military.
- May 22: National Maritime Day commemorates the first transoceanic trip via steamboat in 1819 by the U.S.S. Savannah and recognizes the U.S. Merchant Marine for both war and peacetime efforts.
- May 23, eh: See what I did there?! Victoria Day in Canada celebrates the birthday of Queen Victoria. Not ours of course but still cool.
- May 30: Memorial Day is a sacred day of remembrance for all who paid the ultimate military sacrifice.

The local controller is wondering where this whole thing is going. And when I say wondering, I mean she's irritated. The irritation is twofold. You know the first, of course. It is summarized as: Get to the point, BUDDY! The second fold, however, is her love of spring. Does she enjoy the pollen? No. World Tuna Day? Also no. May 1, however, is a two-fer for her. She celebrates her 35th trip around the sun for the umpteenth time, and it's May Day. She and several of her friends have the same birthday, and my former "work wife" Jamie Adams (now happily

<sup>1</sup> I dare say we've all heard and said this many, many times. It originates from England in the 1500s, specifically the poet Thomas Tusser. Chaucer got in on the action as well in *The Canterbury Tales*. Tusser is the father of the saying and Chaucer the grandfather, so to speak. <https://bit.ly/38VW40A>. <https://bit.ly/3LIw1s0>.

<sup>2</sup> This is a bucket list trip. I've been several times and I'm awe struck each and every time by the power and beauty of the river and the falls. Both the U.S. and Canadian sides are magnificent. While there, visit Old Fort Niagara and take an Ice Wine tour. Trust me. <https://bit.ly/3KK9gCX>. <https://bit.ly/38NBT4H>.

<sup>3</sup> The Mack Truck company we know today came from humble beginnings. The Mack brothers, led by "Jack," started the company in 1900 in Brooklyn, New York. The first successful vehicle was a bus. The famous Bulldog became the corporate symbol in 1921. However, the hood ornament we've all seen a thousand times wasn't put into play until 1932. For all things Mack Truck click here: <https://bit.ly/3LJamA8>.

<sup>4</sup> <https://bit.ly/3LIwN8o> This website also mentions the following May "holidays:" May 1 School Principals Day; May 2 World Tuna Day; May 4-11 Root Canal Awareness Week; May 8 No Socks Day; May 14 Dance Like a Chicken Day; and my favorite, May 28 Slugs Return from Capistrano Day. Pretty sure these ain't real as I've never seen a greeting card or t-shirt matching any of them!

<sup>5</sup> In last month's column I mentioned a variety of scents that are transcendent. Brewing coffee, popping popcorn, frying bacon, etc. However, I forgot what is perhaps the best of the best: brats on the grill during a Green Bay Packers football game! I've been properly chided by my good friend in Minnesota that is my equal in his love of all that is Green and Gold. My apologies, Dave Unmacht. Thank you for pointing out the errors of my ways. Go Pack Go!

retired) also shares May 1 as her special day. They both are big fans of Cinco de Mayo, but candidly that's more about the margaritas and cheese dip than any historic celebration. Wow. You should see her right now. Even the cat-dog is leery of being too close. Get to the point, BUDDY!

What does the month of May mean in the world of Arkansas' municipalities? A great deal it would seem. I did some research on my trusty Google<sup>6</sup> Machine<sup>7</sup> and wow, y'all are busy! Seems all the municipal websites I checked in the Land of Opportunity<sup>8</sup> had many of the same things happening or about to happen.

- Youth and adult softball-ing
- Splash padding
- Pool swimming
- Youth and adult basketball-ing
- Bike trailing
- Walking/hiking trailing
- Skeet shooting complexing
- Pickleballing
- Golf coursing
- Youth and adult soccer-ing
- Boot camping<sup>9</sup>
- Wolf Cubbing stuff.<sup>10</sup> This is very near and dear to my heart. Here's a hint: ASU<sup>11</sup> Red Wolves.

Busy indeed. That list caused me to dig a bit further into some of the challenges y'all may be facing. Some of the news was less than comforting. The vast majority of your parks and recreation summer activities are outside and played on fields of one sort or another, so let's start there. Supply chain issues are adversely affecting landscaping businesses both public and private. The National Association of Landscape Professionals reported a dearth of available products in the summer of 2021 and it continues to this day. There are multiple reasons this is occurring. The pandemic of course leads the list, but a closer look reveals some of the same things adversely affecting most of our economy. Lots of folks took to working on their homes and yards during the last two-and-a-half years, thus demand has reached record levels. Labor shortages and freight and logistics issues have been problematic to say the very least.<sup>12</sup> Just look at some of the photographs of large container ships waiting to unload their goods but having to wait days or even weeks to do so.<sup>13</sup>

Cleveland.com reports mowers, trimmers and other lawncare products remain largely back-ordered. The suggestion by several retailers is to buy immediately if you see what you want otherwise it may not be there the next time you shop. I noticed some of this recently while perusing the aisles of some of our larger retailers and hardware stores.<sup>14</sup> The local controller has reminded me that we live in condos now<sup>15</sup> thus there's no reason for me

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<sup>6</sup> Here's an interesting look at the history of Google, it's inventors and an algorithm called "BackRub." <https://bit.ly/3scOQf7>.

<sup>7</sup> I don't know if Google gets irritated with my Google Machine reference or not. Nor am I trying to find out. I just started saying it when I needed information and here we are. A machine, by the way, is defined by "Aunt Merriam-Webster" as a "mechanically, electrically or electronically operated device for performing a task." <https://bit.ly/3kDQoL1>. Seems to fit in the context I use it. I use an electronic device to find information, a task if you will, regarding the most mind-numbing of topics. Suffice it to say that sentence is the first crack in the local controller's veneer. Almost a smile. Almost.

<sup>8</sup> Yes, yes, my dear local controller, I know that's not the current moniker. I just like it! Today of course we're The Natural State and have been since 1995. Prior to that we were The Land of Opportunity for many years. Here's a couple of others formally adopted by the legislature and not: The Wonder State, The Bear State, Rackensack and The Toothpick State! <https://bit.ly/3KKT9F3>. <https://bit.ly/3vHXRPH>.

<sup>9</sup> I'm not making that up. Springdale has a boot camp-like physical exercise slash torture thingy it sponsors. That's just a big NO for me although I'm told it's quite popular.

<sup>10</sup> Again, I'm not making this up. Jonesboro sponsors Wolf Cub football and cheerleading. Pretty cool!

<sup>11</sup> My alma mater was founded on April 1, 1909. One of its greatest benefactors was R.E. Lee Wilson, known as Lee Wilson. He served on the board of trustees from 1917 until his death in 1933. Wilson Hall is named after him and was built primarily by Wilson's employees and his materials. Wilson provided a great deal of financial assistance to ASU including building its endowment.

<sup>12</sup> <https://bit.ly/3FmVEMH>.

<sup>13</sup> <https://bit.ly/38QDYgr>. The pictorial evidence in this article drives the point home, albeit from several months ago.

<sup>14</sup> Lowes, Home Depot, Walmart, Target, Sam's and Costco all had some stock but their cups did not over runneth.

<sup>15</sup> 1,000 square feet in Hot Springs and 1,000 square feet in Little Rock. Living large!

to be shopping mowers and what not.<sup>16</sup> In my ever so lawyerly way I asked her why she and the local controller in training went dress and jean shopping when they have closets full of both. BOOM! I showed them. Of course I paid dearly for my mockery! It seems I never learn. Even the dogs are snickering.

Where was I? Oh yeah, supplies and such. Along with lawn mowers not being readily available, it seems that we continue to suffer from a lack of labor. For any number of reasons folks aren't working, or at least they aren't working in the fields they were in before the pandemic. One of the largest problems in this regard: a lack of lifeguards. *Newsweek* reported in late March that at least one-third of public pools in the United States are at risk of being shut down or greatly limited in the number of hours of operation. All due to a lack of lifeguards. *Newsweek* quotes the American Lifeguard Association that there are 309,000 public pools in our country, but the country doesn't have "the youth in ratio to the population."<sup>17</sup>

I'm not telling you anything you don't already know. Finding employees right now is difficult at best. A simple Google search pulls up headlines like these:

- Labor Shortages May Wreak Havoc on Your Summer Vacation<sup>18</sup>
- Ocean City Businesses Say 'it's harder than ever' To Find Workers<sup>19</sup>
- A Historic Labor Shortage is Making Oregon Employers Downright Desperate<sup>20</sup>

I realize I've been a bit of a "Debbie Downer."<sup>21</sup> The message I want to convey is my faith in each of you. Municipalities face challenges every single day. And you rise to those challenges and overcome them. Your spirit is amazing. I know your pools and splash pads will be open and be safe. I know your fields will be filled with kids hitting fly balls and parents trying to behave. I know your trails will be filled with bikers and hikers. I know these things because I have faith in your leadership. There's a song by OneRepublic titled "I Lived." The chorus reminds me of each of you toiling away to make your city or town a better place.

I, I did it all

I, I did it all

I owned every second that this world could give

I saw so many places

The things that I did

Yeah, with every broken bone

I swear I lived<sup>22</sup>

Break a leg, folks!<sup>23</sup> The summer of 2022 will soon be upon us thanks to April showers and May flowers. Until next month, Peace.

Mark R. Hayes  
Executive Director  
Arkansas Municipal League

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<sup>16</sup> I don't know about you but my Saturday mornings as a kid largely circled around three activities with my father: visits to the hardware store, walking car lots to "kick the tires" as my old man used to say, and the occasional hair hack from whichever barber had a seat available. "Let's get our money's worth!" he'd say. Boy howdy did we. He loved looking at cars, tools and machines of any kind. Not to buy but to appreciate or critique the manufactured product. He was NOT a fan of the AMC Pacer despite Wayne and Garth's proclivity for the oversized windshield and back glass bug-like vehicle. <https://bit.ly/382D2W4>. For more info on AMC click the following link. <https://bit.ly/382BICB>. Here's a tidbit you might find interesting: AMC made Jeeps! <https://bit.ly/3OTNSHI>. For those of you who don't recognize the names Wayne and Garth, click here and I'm saddened their comedy hasn't been in life until now. <https://bit.ly/3OSIZ9X>.

<sup>17</sup> <https://bit.ly/3ydzzP7>.

<sup>18</sup> <https://bit.ly/3sdf2X1>.

<sup>19</sup> Id.

<sup>20</sup> Id.

<sup>21</sup> *Saturday Night Live* has given us some incredibly funny characters. Debbie Downer is one of the best. Check it out: <https://bit.ly/3w6o7Ca>.

<sup>22</sup> <https://bit.ly/3Fj227S>.

<sup>23</sup> A classic English idiom meaning good luck, typically offered before actors take the stage. [https://en.wikipedia.org/wiki/Break\\_a\\_leg](https://en.wikipedia.org/wiki/Break_a_leg).





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Land Development Project Manager

## Who we are ...

Born and raised in the state, "The Hill" has always been a special place to me. I now have the honor to work alongside amazing teams to serve my growing community. It is deeply rewarding to have a hand in laying the foundation for the next generation by working on meaningful projects in the educational, medical, recreational and commercial sectors.

When Zach isn't attending Razorback sports events, you might find him on the golf course, hiking trails or enjoying live music with friends and family.

## Trendsetter City Awards 2022 now accepting applications

Presented by Arkansas Business Publishing Group and Crews & Associates in partnership with the Arkansas Municipal League, the Arkansas State Chamber of Commerce, Associated Industries of Arkansas and Crafton Tull, the Trendsetter City program is designed to honor cities that are leaders in innovative programs and initiatives for improvement and growth. Award recipients are recognized at the League's annual Winter Conference.

Trendsetter City Award winners will be recognized in the following categories:

- **Infrastructure/Water:** Recognizes cities and towns that have found innovative ways to preserve existing infrastructure and minimize repair costs or time including underground utilities, streets, public waterways, wastewater and more.
- **Education/Workforce Development:** Recognizes unique programs that are improving graduation rates, raising education standards in K-12 or developing a more qualified workforce for employers.
- **Public Works (combined category):** Recognizes environmental and green management, planning and land use, parks and recreation, energy resource management and public safety programs.
- **Technology and Security (New for 2022!):** Recognizes advances in local broadband to improve education and access, using technology to improve city communications or to improve cybersecurity.
- **Diversity and Inclusion (New for 2022!):** Recognizes steps taken to promote diversity and inclusion that empowers citizens and creates opportunities for minority populations.
- **Tourism Development/Creative Culture:** Recognizes cities and towns that are building unique venues, attractions, museums and more to attract tourism and improve the quality of life of citizens.

The competition is divided into three population categories: cities less than 5,000 population, 5,000-20,000 population and more than 20,000.

Each city can submit one award application in each award category. Entries must describe programs or projects brought to conclusion or showing significant results between July 2018 and July 2022. An official entry application must be submitted for each project. Entry Forms must be received in the *Arkansas Business* office by 5 p.m. August 31 or be postmarked on or before that date. Entry forms should be submitted to: Kelli Roy, Arkansas Business Publishing Group, 114 Scott Street, Little Rock, AR 72201; or emailed to [Kroy@abpg.com](mailto:Kroy@abpg.com). Winners will be notified in September

2022. For more information and an application, please visit [www.arkansasbusiness.com/trendsetter](http://www.arkansasbusiness.com/trendsetter).

## Gassville, League celebrate recent retirements

On March 1 the city of Gassville recognized retiring Water/Street Superintendent Tony Flippin for 43 years of dedicated service. Congratulations, Tony!

On April 5 the League staff gathered over cupcakes to wish Finance Operations Manager Lori Sander a wonderful retirement after 34 years of service to the League and the cities and towns of Arkansas.



Flippin



Sander, left, with League Executive Director Mark R. Hayes.

## 2022 Act 833 deadline for Arkansas fire departments

The 2022 Act 833 application period opened January 1 and will close June 30. Act 833 of 1992, "Funding for Fire Departments," is administered by the Arkansas Fire Protection Services Board and requires all Arkansas fire departments to become certified in order to be eligible for funding. Certification requirements include possession of a NFPA 1901-compliant fire suppression apparatus, a minimum of six active members with 16 hours of certified training and personal protective equipment for all active members. An online application is available on the Arkansas Fire Portal at [arfire.arkansas.gov](http://arfire.arkansas.gov). To request log-in credentials contact your county LEMC/Fire Coordinator or State Fire Coordinator Louis Eckelhoff at 501-683-6781 or email [louis.eckelhoff@adem.arkansas.gov](mailto:louis.eckelhoff@adem.arkansas.gov).

## Obituaries

**AARON WAYNE CAMP**, 41, who served on the Greene County Quorum Court before being elected to the Paragould City Council in 2020, died April 25.

**CONNIE STORMES**, 71, who served as recorder/treasurer for the city of Knobel since 2014, died April 6.

# Summaries of Attorney General opinions

Recent opinions that affect municipal government in Arkansas

From the office of Attorney General Leslie Rutledge

## Sales tax for economic development projects: Which statute applies?

Opinion No. 2022-001

Requestor: Richard Womack, State Representative

Does the Economic Development Act of 2017 or the Public Corporations for Economic Development Act govern the levy, collection, and utilization of funds from a countywide sales tax levied to secure and repay bonds issued by the county to finance certain capital improvements or economic-development projects?

**RESPONSE:** I cannot definitively opine on the application of either of these acts in connection with the tax you mention. You have not indicated under which statutory subchapter(s) the tax in question was levied, and without that information it is difficult to draw any meaningful conclusions concerning the applicability of either act. Consequently, I can only discuss the relevant framework that is likely to apply. See opinion for discussion.

## Cities may generally set police department policy under Act 714 of 2021

Opinion No. 2022-012

Requestor: Charlene Fite, State Representative

May a city council of a city of the first class dictate or approve internal policies for a municipal police department in light of Act 714 of 2021? **RESPONSE:** The answer to your question is generally “yes.” Reference to a specific policy or policies would be necessary in order to provide a more definitive answer.

*To read full Attorney General opinions online, visit the “Opinions” page at [www.arkansasag.gov](http://www.arkansasag.gov) or email [oag@arkansas.gov](mailto:oag@arkansas.gov).*

## Meeting Calendar

**June 15-17, 2022**, Arkansas Municipal League 88th Convention

**November 15-16, 2022**, National League of Cities, City Summit





## New museum tells Sherwood's story

By Andrew Morgan, League staff

**S**herwood city leaders and members of the community cut the ribbon and opened the doors to the Sherwood History and Heritage Museum on April 22, which was also, appropriately, the 74th anniversary of the city's 1948 incorporation. The museum gathers photos, documents, mementos and other pieces of the central Arkansas community's past.

"It's a place where we can preserve our history, to know where we've come from, see where we've been and give us some direction on where to go," said Mayor Virginia Young during a brief grand opening ceremony. "It's been a true labor of love, and it's been a long time coming."

Longtime City Clerk Amy Sanders, who was first hired by the city in 1972 and went on to serve as a clerk until her retirement in 1989, was instrumental in building the museum's collection. It started with memorabilia from the attic of former Mayor Bill Henson, Sanders said. Henson, who died in 1996, served as Sherwood's mayor from

1965 to 1982. "There were five or six boxes of clippings, pictures and other things about the city, so I started putting those in books, picture albums," she said. "I was



With city mascot "Robin Hood" looking on, Sherwood Mayor and League 2021-2022 First Vice President Virginia Young welcomes community leaders to the grand opening of the Sherwood History and Heritage Museum on April 22.



doing it at my house, and it got to be too much.”

The collection grew over the next several years under the stewardship of a history committee, and it was stored first at the senior citizens’ center and later in a room at a youth center. When a small, city-run neighborhood library closed in 2019, the city decided to repurpose it as a museum to house the collection. The building itself is integral to Sherwood’s history. It was built in 1967 and served as city hall before becoming a library. It’s also where Sanders, whose family has been in Sherwood since 1947, started her career with Sherwood, answering police calls. Her connection to the museum is personal, she said. “It’s just really quite thrilling.” 🍷



The museum was largely a result of the vision of retired longtime City Clerk Amy Sanders.



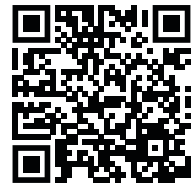
City leaders gather around Sanders as she cuts the ribbon.



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# City Government 101 draws record online attendance

City and town officials and personnel gathered in person and online April 13 for City Government 101, which offered five core hours of Level 1 certification credit as part of the League’s voluntary certification program. The hybrid workshop drew 19 in-person participants to the League’s North Little Rock headquarters and 186 online participants, a new record, according to League Deputy Director Whitnee V. Bullerwell. “Congratulations to all of you, as you’re part of League history.”

The workshop covered the basics of municipal government, including the statutory roles of each elected position, human resources, fundamentals of procurement and cybersecurity.

Education is a key element of the League’s mission, and the City Government 101 workshop has long been a staple of League Conventions and Winter Conferences, even predating the development of the certification program. “It’s exciting to talk about city government, and it’s really exciting to talk about the mechanics of it,” said Executive Director Mark R. Hayes in his opening remarks. It’s great info for newly elected officials and personnel, but it’s also beneficial for veteran city and town leaders because state laws that govern how municipalities operate change, he said. “Don’t forget, the legislature meets all the time, and they make changes when they meet. When they do that, we’ve got to make sure you all get the information.”



PHOTOS BY ANDREW MORGAN

League Executive Director Mark R. Hayes offers an enthusiastic welcome to City Government 101 participants.



From left, Brian Thomas and Jim Bryant of The Computer Hut, League Deputy Director Whitnee V. Bullerwell, and Shellie Marquis and Charlie Parker of Critical Edge Technology discuss cybersecurity and the importance of keeping municipal data safe.



From left, League Senior Legal Counsel Lanny Richmond II and Legal Counsel Blake Gary cover the basics of municipal office in Arkansas.



Alzheimer Mayor Zola Hudson participates in a panel discussion on the importance of building a relationship with your local planning and development district.

# Arkadelphia welcomes ACMA Spring Conference

The Arkansas City Management Association held its 2022 Spring Conference and annual business meeting April 21-22 in Arkadelphia, home of current ACMA President, City Manager Gary Brinkley. “It was so good to gather in person again!” Brinkley said. “I was very pleased to be able to show off all the good things that are happening in Arkadelphia.” Cities and towns share common issues and challenges, though they may vary by community, he said, which is why it’s important to gather and share best practices. “We are fortunate to have so much talent in public administration in Arkansas and nowhere is it seen more than at the ACMA meetings.”

The conference agenda covered a broad array of topics, including American Rescue Plan Act reporting, cybersecurity, mindfulness in the workplace, the so-called “Great Resignation” and a state legislative update.

Attendance was strong with more than 40 participating in the two-day conference, and ACMA membership is at a five-year high, said League Deputy Director Whitnee V. Bullerwell. She thanked Arkadelphia and its administration for being excellent hosts. “The city’s new Fairfield Inn and Suites provided the perfect meeting space, and Arkadelphia pulled out all the stops for Thursday’s luncheon held at the amazing DeSoto Bluff Pavilion,” she said. “The setting was absolutely beautiful and it’s always nice to take a break from the meeting room.”



The conference featured an update from the Arkansas Student Chapter of ICMA, based at the University of Arkansas. From left, University of Arkansas student Michal Bilyeu, League Deputy Director Whitnee V. Bullerwell, Arkadelphia City Manager and ACMA President Gary Brinkley, University of Arkansas student Allison “Freda” Hayes, and University of Arkansas student and ICMA Student Chapter President Carson Rein.

The ACMA is a chapter of the International City/County Management Association ([www.icma.org](http://www.icma.org)), and membership is open to all city managers, city administrators and their staff, as well as mayors, chiefs of staff, department directors, administrative assistants, college students and anyone interested in the objectives of the ACMA. For more information, please visit [www.arml.org/acma](http://www.arml.org/acma). 🌐



The pavilion at the end of the 25-mile Desoto Bluff Trail, which overlooks the Ouachita River, right, provided a scenic meeting spot for part of the ACMA’s Spring Conference in Arkadelphia.

PHOTOS BY WHITNEE V. BULLERWELL

# Hot Springs hosts Southern Municipal Conference

By Andrew Morgan, League staff

State league staff members and city officials from the 14 states that comprise the Southern Municipal Conference gathered at the Hot Springs Convention Center April 27-29 for the organization's annual Leadership Conference. The conference provides an opportunity for state municipal leagues to share best practices and discuss the challenges unique to southern states and their municipalities. The SMC also hosts an annual IT conference that focuses on cybersecurity.

Members of the Arkansas Municipal League staff led several sessions on Thursday, April 28, sharing information about the League's initiatives and programs designed to assist member cities and towns. 🏛️



State legislatures attempting to preempt local control is an issue that challenges municipalities across the nation, and Arkansas is no different. League Deputy Director Whitnee V. Bullerwell provided an overview of the League's "Be Local. Be Heard." campaign, which aims to spread the message about the importance of local control to our state legislators, municipal officials, and the residents of our cities and towns. The initiative was launched with great fanfare during the League's 2020 Winter Conference. "We wanted to send a clear message and a unified message from the League, from our members, more specifically," Bullerwell said. "We also wanted to make certain that all stakeholders were brought together, and we did our darndest to protect local control." Another legislative session is approaching in 2023, so it's time to ramp up our efforts again, she said.



League General Counsel John L. Wilkerson discussed the League's immersive efforts over the past two years to help our member cities and towns navigate the CARES Act, American Rescue Plan Act and the new federal infrastructure legislation, each of which has presented new and, in the case of ARPA, once-in-a-generation funding opportunities for local governments. It's been an exciting process but a challenge to distribute and spend the funds correctly, Wilkerson said. "The goal for our folks is to teach them enough to know what they don't know and teach them enough to ask the right questions." Navigating the grant programs has been a shifting process, he said, demonstrated by the fact that, though they were originally scheduled to join the panel discussion at the conference, League Grants Attorney Caran Curry and Legal Counsel Blake Gary had to remain in North Little Rock working toward Treasury's reporting deadline.

PHOTOS BY ANDREW MORGAN



Rex Nelson, senior editor at the *Arkansas Democrat-Gazette*, treated the conference to a fast-paced ride through Arkansas history, covering the warts-and-all ups and downs of our unique state and its people. He also provided an introduction to the conference's host city Hot Springs, aka "Vegas before Vegas," which itself has a wild history of gambling, baseball, gangsters and, of course, the hot springs of the city's namesake. Despite the many challenges, natural and manmade, that Arkansas and the South have faced, the future looks bright, Nelson said. "We've had a rough go of it historically, but I think as we look forward in 2022, if we continue to take the right steps, our best days of the American South are still ahead of us."



When it comes to cyber threats, "yes, the world is on fire," said Jeff Melton, the League's general manager of IT services. With proactive action, however, our cities and towns can mitigate the risks, he said. He covered several of the security measures state leagues and municipalities can take to protect data and how the League is working to make solutions affordable for member cities and towns of all sizes.



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## An antidote for chronic stress

By Kerri Lauck, J.D.

**A**lthough we don't always see it this way, stress is a normal and natural part of our lives. We think that we shouldn't have any stress and should feel good all the time, but that's not how things work. When we encounter anything that we perceive to be a challenge or a threat to our health or well-being, we have an automatic physiological response, often referred to as the fight, flight, freeze or fawn response. It's not typically the stress that causes problems, but how we manage the response. Many of us don't have adequate tools to effectively respond to stress and are often in a state of merely surviving, operating on autopilot and going through the motions, reactively acting on that physiological stress response without intentionally managing it. We may have some strategies that help us deal with some of our stress, but when things start to pile up those strategies just don't work anymore.

These last few years have been like a case study in chronic stress: the pandemic, social upheaval, political upheaval, increasing violence, economic instability, increasing extreme weather events and more. It seems like everywhere we turn there's adversity, discomfort and rapid change. Things have piled up, and our everyday stressors have created a situation in which most of us are experiencing chronic stress. Chronic stress is the result of long-term activation of the stress response, and it

leads to disengagement in the workplace and elsewhere, and to burnout, anxiety, and focus and memory impairment. Chronic stress can create physical problems, too, including sleep disturbances, muscle problems, heart disease and digestive issues.

The good news is that there is a neuroscience-based antidote for chronic stress. Mental resilience is the ability to avoid chronic stress by effectively managing stressful events. The way to build this resilience is through practicing mindfulness, which is just another way of saying paying attention to what's happening around you without trying to change it. We're usually caught up in an ongoing mental narrative that we're not even aware of and that shapes our reactions and our responses. In fact, most of us are usually in the past or in the future in our minds.

Mindfulness practice is intentionally disentangling yourself from that ongoing story in your head. It can be accomplished in numerous ways, from sitting quietly to walking to playing music, and from formal practices to informal practices. All you need is yourself. In fact, it's sometimes referred to as "portable equilibrium." Mindfulness practice is basically fitness training for your brain. Like physical exercise changes the body, mental exercise changes the brain and its stress arousal response, which leads to better decision-making, problem-solving and self-regulation; more focus and

clarity; increased well-being and performance; and more composure during crisis.

Gallup research reflects that in 2021, burned-out employees were 63 percent more likely to take a sick day and nearly three times as likely to actively seek a different job. Before the pandemic began, 60 percent of employees said they thought mental health was something they should handle without employer assistance, but by June 2021, 62 percent of employees thought just the opposite—they believe their employer has a responsibility for their mental well-being (MetLife).

Workplace mindfulness training has been proven to increase employee retention rates, lower medical costs and absenteeism, and boost performance. Workplaces that use the training have seen higher morale and increased collaboration among employees. American Rescue Plan Act funds are eligible to use for this training. At this writing, more than 75 percent of large employers across the country employ workplace mindfulness training. It is increasingly used in government, including in the Department of Defense and in the Department of Veterans Affairs.

Even though we can't control what happens to us, we can always control how we respond. A hack for better controlling how you respond is to use the **S.T.O.P.** practice the next time you find yourself in acute distress.

**S: Stop** what you're doing and connect with your intention to slow down.

**T: Take** three mindful breaths, paying attention all the way through the inhale and the exhale.

**O: Observe** your mind, your body and your environment, without judgment.

**P: Proceed** with increased awareness. This practice can be done in as little as 30 seconds or up to several minutes, and you can close your eyes or not. It can also be practiced each time you see the word "stop," as a kind of visual cue for yourself.

This antidote for chronic stress is something that's always been important, but now it has become critical. We're at a turning point in the pandemic and in our lives. This is a fulcrum opportunity to reinvent our cities and our towns into places that are more balanced, more resilient and more connected. Mindful cities and towns = thriving cities and towns. 🏡



*Kerri Lauck, J.D., is a certified workplace mindfulness facilitator and the owner of KlauckWork (www.klauckwork.com), a center in downtown Little Rock that offers mindfulness training for individuals, groups and organizations.*

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More than 200 safe rooms have been built in Arkansas communities with assistance of federal disaster mitigation grant programs.

## Disaster mitigation resources for cities and towns

By Blake Gary, League staff

I have wanted to write about various state agencies and the programs they offer to municipalities and the benefits those programs would provide your communities for quite some time. And the topic of disaster mitigation could not come at a more perfect time.

As I begin typing it is 4:14 p.m. on April 13, looking out my window on the second floor of the League’s North Little Rock campus I see storm clouds rolling east, as the long-awaited sun begins poking through clouds from my west. It is only Wednesday, but it has already been a rough week due to the longevity of the latest weather system that has caused baseball-size hail and at least four EF-1 tornadoes to touch down across the state over the past couple days.

It wouldn’t be life if we didn’t have to confront disasters from time to time. Some disasters are simply unavoidable, and we do our best to tackle the situation and salvage what we can; however, some are capable of being mitigated. On Monday, April 11, as the first storm front rolled in, I found myself in quite the predicament. As I looked out my back porch, I saw 3-4 inches of standing water against my back door. “This can’t be good,” I said aloud to my 8-month-old goldendoodle Jax—falling on deaf, floppy ears per usual. A few minutes later I began hearing the all too familiar sound of puppy paws splashing in a puddle. “Isn’t Jax inside?” I thought.



Bank stabilization (above) and elevated bridges at low-water crossings (facing page) are a few examples of projects eligible for mitigation assistance.

Long story short, every towel in the house was used to soak up water pouring into my living room—which unfortunately includes a rug my fiancée holds dear. Three hours later, with blistered hands from ringing out towels into a bucket, I couldn’t help but laugh. This could have all been avoided. You see, this is the second time this has happened in the past six months. After the first, I knew what needed to be done. A simple French drain would divert the water from my backyard to the front. But I had dealt with that disaster when it occurred months ago and with the clear and relatively nice weather that followed, I forgot—or maybe willfully ignored—the situation and never gave it another thought. This “disaster” could have been easily



mitigated, as many disasters in our communities can be, so long as you are proactive and stay on top of the issues that arise in your cities and towns.

## State of Arkansas Hazard Mitigation Grant Program

The Governor's Disaster Fund was established through Act 1049 of 1993 and provided \$1 million from the Governor's Disaster Emergency Fund to be solely used for hazard mitigation assistance. In 1999, Act 646 was passed to increase state hazard mitigation funds from \$1 million to \$2 million. In 2001, Act 1278 would once again increase annual funds from \$2 million to \$3 million. And, finally, just last year the legislature increased the mitigation funds from \$3 million to where it currently sits at \$6 million.

The goal of the State Hazard Mitigation Grant Program is simple—to assist local jurisdictions that have suffered repetitive disaster losses. The program is a 75/25 match, where the state reimburses 75 percent of the project cost to the local jurisdiction up to \$300,000. The remaining 25 percent of the project cost must come from local funds. The purpose of this program is to fund permanent, long-term solutions to repetitive problems. If you have a project in mind that could help your city or town mitigate damages from natural hazards, i.e., seasonal flooding, it might be a good candidate for this program.

Eligible projects under this program include but are not limited to replacing low-water crossings and existing bridges with an elevated bridge, installing or upsizing culverts, critical infrastructure retrofits to reduce natural hazard risk, drainage improvements, bank stabilization, construction of retention and detention basins, and

other activities that reduce risk from natural hazards within the jurisdiction.

This grant program is administered by the Arkansas Division of Emergency Management. ADEM will accept notices of intent (NOIs) during the month of May for potential projects that will be funded during the 2023 fiscal year (July 1, 2022-June 30, 2023). In fiscal year 2022, 41 projects in cities and towns of all sizes were funded.

## FEMA Hazard Mitigation Grant Program (HMGP)

The FEMA Hazard Mitigation Grant Program is a federal program, with funding becoming available when authorized under a presidential major disaster declaration in the areas of the state requested by the governor. The amount of HMGP funding available is based on the estimated total federal assistance that FEMA provides for disaster recovery under the presidential disaster declaration. In other words, what is the cost of the damage the disaster caused in your community? Areas impacted by the disaster will receive funding priority. This reimbursement program has a 75-percent FEMA cost share and 25 percent local. To be eligible, jurisdictions must have a FEMA-approved hazard mitigation plan.

A significant example of HMGP funding is the \$7.9 million the state received following the 2019 flooding of the Arkansas River. This money funded 19 projects, including eight mitigation plan updates, multiple property acquisitions that were impacted by the flooding, two community safe rooms and a berm to protect a college from flooding. Phase 1 of a berm project to protect a critical facility along the Arkansas River is also underway.



## Building Resilient Infrastructure and Communities (BRIC)

Like the HMGP, the Building Resilient Infrastructure and Communities program is federally funded. The BRIC program makes federal funds available to states, U.S territories, federally recognized tribal governments and local communities for hazard mitigation activities. This reimbursement program is nationally competitive and available on an annual basis. The cost share is typically 75 percent FEMA funded and 25 percent local. To be eligible, jurisdictions must have a FEMA-approved hazard mitigation plan. The application period for this grant will open in the fall.

These three programs could be very valuable programs for your municipality. In fact, more than 200 community safe rooms were built across the state under the federal mitigation grant programs. The State of Arkansas Hazard Mitigation Grant Program is an extremely valuable resource as it is funded annually to the tune of \$6 million, and because it is a grant from the State of Arkansas, you do not have to compete with municipalities and counties from across the country for these dollars. Never performing mitigation activities for your city or town is like not having an insurance plan for yourself.

I cannot speak highly enough about ADEM and everyone that works there, especially Mitigation Branch Manager Lacye Blake, who contributed her time and incredible knowledge to this article. Without her, this article would have been nothing more than a one-page narrative of me rambling about my problems! I have had the opportunity to work with them on various projects over the past six years and there is no doubt in my mind that their sole purpose is to serve you and provide the help that your municipality needs. If you are interested in any of the three programs mentioned above, please reach out to the Mitigation Branch at 501-683-6700 or [mitigationbranch@adem.arkansas.gov](mailto:mitigationbranch@adem.arkansas.gov).



*Blake Gary is legal counsel for the Arkansas Municipal League. Contact him at 501-374-3484 or [bgary@arml.org](mailto:bgary@arml.org).*



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# CLE Offered During League Convention

**T**welve hours of continuing legal education (CLE) will be available for city attorneys who attend the 88th Arkansas Municipal League Convention, June 15-17 at the Statehouse Convention Center and Marriott Hotel in Little Rock. The Arkansas City Attorney's Association (ACAA) sponsors the CLE. League General Counsel John Wilkerson urges members to register for the Convention as soon as possible.

The 12 hours will be offered June 15-17, and the tentative agenda includes an update on opioid litigation and settlements, pre-pandemic and pandemic drug use in Arkansas, how to condemn and abate blighted properties, strategies on decreasing crime and more. The program will also include at least one hour of ethics.

Four hours of on-demand CLE classes will be made available during the week of convention. Similar to Winter Conference in March, Thursday's CLE classes will also be a part of the 88th Convention agenda, with four hours available on that day. Friday's final four hours of CLE classes will be held in the Drew Room at the Statehouse Convention Center. Thursday and Friday CLE classes will be available for in-person and virtual attendance.

To attend the CLE program, you must register for the 88th Convention. The deadline for early bird pricing is 5 p.m. May 18 for both virtual and in-person attendees. Registration closes 5 p.m. on June 1. You must register online at the link below. In-person registration will not be available. To view pricing, the tentative agenda and to register, please visit the 88th Convention site at <https://cvent.me/Bxvw4a>. For registration information or assistance, please contact Tricia Zello at 501-374-3484, ext.285, or [tzello@arml.org](mailto:tzello@arml.org). For CLE information, please contact Mary Caffee at [mcaffee@arml.org](mailto:mcaffee@arml.org).



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# 88th ANNUAL CONVENTION

The Arkansas Municipal League 88th Convention will be a hybrid event. You may choose to attend in-person or virtually. Online registration at [www.arml.org/reg](http://www.arml.org/reg) for both options will close on Wednesday, June 1, at 5 p.m.

## REGISTRATION

**PLEASE NOTE:** Registration for both attendee types must be done online at [www.arml.org/reg](http://www.arml.org/reg). Telephone registration will not be accepted. **On-site registration is not available.** No refunds will be given for either attendee type after Wednesday, June 1, 2022, at 5 p.m. Deadline to transition from virtual to in-person or vice versa is Wednesday, June 1, 2022, at 5 p.m.

## IN-PERSON & VIRTUAL ATTENDEE

### MEMBERS

Advanced Registration—**\$229.**

*Must register before Wednesday, June 1, 2022, at 5 p.m.*

After June 1, 2022—**\$279.**

Registration for **guest/significant other** is **\$125.**

**Non-Member/Other—\$300.**

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

**REGISTRATION DEADLINE FOR ALL ATTENDEE TYPES:  
WEDNESDAY, JUNE 1, 2022, 5 P.M.**

## RESERVATIONS

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 May 18, 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.

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# 88th ANNUAL CONVENTION

Register online at [www.arml.org/reg](http://www.arml.org/reg).

## SUBMIT RESOLUTIONS & YEARS OF SERVICE RECOGNITIONS FOR 88TH CONVENTION

In preparation for the 88th Convention, the League is now accepting resolutions for consideration, as well as the names of elected officials who have served their city or town for 25 years. The deadline for both is Friday, May 13. See below for complete details.

### RESOLUTIONS

The League is accepting resolutions for consideration at the 88th Convention. Resolutions may be drafted by an official of any member city or town and can relate to any matter of municipal concern. See your **2021-2022 Policies and Goals** for resolutions adopted at the 87th Convention.

Resolutions can be emailed to Sheila Boyd at [sboyd@arml.org](mailto:sboyd@arml.org), or mailed to:

88th Convention Resolutions

Arkansas Municipal League

P.O. Box 38

North Little Rock, AR 72115-0038

**The deadline for resolution submission is Friday, May 13.**

### YEARS OF SERVICE RECOGNITION

Were you elected and began serving your city or town in 1997? The League would like to know. The League will give special recognition to **elected city and town officials** who are in their 25th year of municipal service at the 88th Convention, June 15-17.

To submit names, please contact Sheila Boyd at 501-537-3785 or [sboyd@arml.org](mailto:sboyd@arml.org); or write to P.O. Box 38, North Little Rock, AR, 72115-0038.

**Names must be submitted to the League by Friday, May 13.**

### NOTICE TO EXHIBITORS

At the 88th Convention, a special Exhibit Hall is available for businesses, companies and manufacturers to display their products and services that are available to Arkansas municipalities. In-person exhibitors will also have a virtual exhibit booth on the event's Attendee Hub and app. You may also choose to be a virtual-only exhibitor.

To guarantee your firm's exhibit booth, contact the League immediately to reserve your space. Your name will be added to the list of exhibitors, and we will reserve a space for your exhibit when you arrive.

The cost this year is \$550 for a regular exhibit space or \$1,100 for a large exhibit space. The cost for a virtual-only exhibit space is \$550. We cannot guarantee in-person space for companies that do not register before June 1.

If you did not receive an exhibitor invitation by email, or for more information on how to register, please contact Tricia Zello at 501-374-3484, ext. 285, or [tzello@arml.org](mailto:tzello@arml.org).

# The Arkansas Municipal League 88th Convention



# 88th ANNUAL CONVENTION

**Wednesday, June 15, 2022**

1:00 P.M. to 3:00 P.M.	<b>ARKANSAS CITY CLERKS, RECORDERS AND TREASURERS ASSOCIATION (ACCRTA) ANNUAL BUSINESS MEETING</b>	ARKANSAS BALLROOM, MH
1:00 P.M. to 6:30 P.M.	<b>REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE)</b> <i>Stop by to receive your badge, tote bag, thumb drive containing updated publications and Handbook coupon to redeem at League Services.</i>	OSAGE ROOM, SCC
1:00 P.M. to 6:30 P.M.	<b>EXHIBIT HALL OPENS</b> <i>Drop by during the breaks and exhibit hall hours to visit with exhibitors and sponsors about services they provide to municipalities. Virtual attendees, be sure to head to the virtual booths in the Attendee Hub!</i>	GOVERNOR'S HALLS I-III, SCC
3:00 P.M. to 4:00 P.M.	<b>*RESOURCES PROVIDED TO KEEP MUNICIPALITIES' IT INFRASTRUCTURE SAFE AND SECURE**</b> <i>*Continuing certification workshops offer three hours of continuing certification credit. Participants will be scanned for two hours of continuing certification credit at the conclusion of the Thursday workshop at 11:45 a.m.</i> <i>**This session will serve as one hour of CLE for city attorneys.</i>	GOVERNOR'S HALL IV, SCC
4:15 P.M. to 4:30 P.M.	<b>BREAK</b>	GOVERNOR'S HALL I-III, SCC
4:30 P.M. to 5:30 P.M.	<b>PRACTICING MINDFULNESS IN A FAST AND FURIOUS WORLD</b>	GOVERNOR'S HALL IV, SCC
5:30 P.M. to 6:30 P.M.	<b>RESOLUTIONS COMMITTEE</b> <i>Each municipality has a designated representative who will vote on legislative matters to be included in the League's Policies and Goals for the coming year.</i>	GOVERNOR'S HALL IV, SCC
7:00 P.M.	<b>OPENING NIGHT BANQUET</b> Sponsored by JTS Financial	WALLY ALLEN BALLROOM, SCC
MH = Marriott Hotel, SCC = Statehouse Convention Center, * = Certification Credit, ** = CLE		

# Tentative Agenda



# 88th ANNUAL CONVENTION

**Thursday, June 16, 2022**

7:00 A.M. to 8:30 A.M.	<b>HOST CITY BREAKFAST</b>	GOVERNOR'S HALL I-III, SCC
7:00 A.M. to 5:30 P.M.	<b>REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE)</b> <i>Stop by to receive your badge, tote bag, thumb drive containing updated publications and Handbook coupon to redeem at League Services.</i>	OSAGE ROOM, SCC
7:00 A.M. to 5:30 P.M.	<b>EXHIBIT HALL OPENS</b> <i>Drop by during the breaks and exhibit hall hours to visit with exhibitors and sponsors about services they provide to municipalities. Virtual attendees, be sure to head to the virtual booths in the Attendee Hub!</i>	GOVERNOR'S HALL I-III, SCC
7:15 A.M. to 7:45 A.M.	<b>VOLUNTARY PRAYER SESSION</b>	FULTON ROOM, SCC
8:45 A.M. to 10:00 A.M.	<b>OPENING GENERAL SESSION</b>	GOVERNOR'S HALL IV, SCC
10:00 A.M. to 10:15 A.M.	<b>BREAK</b>	GOVERNOR'S HALLS I-III, SCC
10:15 A.M. to 11:45 A.M.	<b>*OPIOID SETTLEMENT &amp; LITIGATION UPDATE AND *PRE-PANDEMIC &amp; PANDEMIC DRUG USE IN ARKANSAS**</b> <i>*Continuing certification workshops offer three hours of continuing certification credit. Participants will be scanned for two hours of continuing certification credit at the conclusion of this workshop.</i> <i>**This session will serve as one hour of CLE for city attorneys.</i>	GOVERNOR'S HALL IV, SCC
12:00 P.M. to 1:15 P.M.	<b>FUN LUNCH WITH FAIR FOODS</b> Sponsored by American Fidelity Assurance	WALLY ALLEN BALLROOM, SCC

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# The Arkansas Municipal League 88th Convention



## 88th ANNUAL CONVENTION

### THURSDAY CONCURRENT SESSIONS Round 1

1:30 P.M. to 2:30 P.M.	<b>ARKANSAS NATURAL RESOURCES DIVISION: FUNDING SOURCES FOR CITIES/TOWNS</b>	GOVERNOR'S HALL IV, SCC
1:30 P.M. to 2:30 P.M.	<b>REQUIRED TRAINING FOR WATER SYSTEMS</b>	CARAWAY ROOMS I-II, SCC
1:30 P.M. to 2:30 P.M.	<b>**STRATEGIES ON DECREASING CRIME</b> <i>**This session will serve as one hour of CLE for city attorneys.</i>	DREW ROOM, SCC
2:30 P.M. to 2:45 P.M.	<b>BREAK</b>	GOVERNOR'S HALLS I-III, SCC

### THURSDAY CONCURRENT SESSIONS Round 2

2:45 P.M. to 3:45 P.M.	<b>UPCOMING GRANT FUNDING</b>	GOVERNOR'S HALL IV, SCC
2:45 P.M. to 3:45 P.M.	<b>**BLIGHTED PROPERTIES: HOW TO CONDEMN AND ABATE</b> <i>**This session will serve as one hour of CLE for city attorneys.</i>	DREW ROOM, SCC
2:45 P.M. to 3:45 P.M.	<b>PLANNING AND ECONOMIC DEVELOPMENT DISTRICTS: HOW THEY CAN BEST ASSIST YOUR HOMETOWN</b>	CARAWAY ROOMS I-II, SCC
3:45 P.M. to 4:00 P.M.	<b>BREAK</b>	GOVERNOR'S HALLS I-III, SCC

### THURSDAY CONCURRENT SESSIONS Round 3

4:00 P.M. to 5:00 P.M.	<b>PARTICIPATION IN THE LEAGUE'S MUNICIPAL PROPERTY PROGRAM (MPP) AND DISCUSSION OF NEW REQUIREMENTS FOR CYBERSECURITY INSURANCE AND MORE</b>	DREW ROOM, SCC
4:00 P.M. to 5:00 P.M.	<b>**HOW TO COMPLY WITH THE \$5,000 POLICE STIPEND</b> <i>**This session will serve as one hour of CLE for city attorneys.</i>	CARAWAY ROOMS I-II, SCC
4:00 P.M. to 5:00 P.M.	<b>**LEGISLATIVE AUDIT BEST PRACTICES</b> <i>**This session will serve as one hour of CLE for city attorneys.</i>	FULTON ROOM, SCC
4:00 P.M. to 5:00 P.M.	<b>RESOLUTIONS COMMITTEE</b> <i>Each municipality has a designated representative who will vote on legislative matters to be included in the League's Policies and Goals for the coming year.</i>	GOVERNOR'S HALL IV, SCC
	<b>DINNER ON YOUR OWN</b>	

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# Tentative Agenda



# 88th ANNUAL CONVENTION

**Friday, June 17, 2022**

7:00 A.M. to 8:30 A.M.	<b>BREAKFAST BUFFET</b>	GOVERNOR'S HALLS I-III, SCC
7:00 A.M. to 10:45 A.M.	<b>EXHIBIT HALL OPENS</b> <i>Drop by during the breaks and exhibit hall hours to visit with exhibitors and sponsors about services they provide to municipalities. Virtual attendees, be sure to head to the virtual booths in the Attendee Hub!</i>	GOVERNOR'S HALLS I-III, SCC
7:00 A.M. to 12:00 P.M.	<b>REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE)</b> <i>Stop by to receive your badge, tote bag, thumb drive containing updated publications and Handbook coupon to redeem at League Services.</i>	OSAGE ROOM, SCC
8:15 A.M.	<b>CONTINUING LEGAL EDUCATION</b> <i>**City attorneys will receive 4 hours of CLE.</i>	DREW ROOM, SCC
8:45 A.M. to 9:45 A.M.	<b>ANNUAL BUSINESS MEETING</b> <i>During this session, Executive Director Mark Hayes will present his annual report, The State of the League. During the business meeting, attendees are presented with the League's Policies and Goals and voting is involved. The Nominating Committee presents their recommended slate of new officers for 2022-2023. Business meetings will then begin for the following League programs: Municipal League Workers' Compensation Program, Municipal Vehicle Program, Municipal Property Program and the Municipal Health Benefit Program.</i>	GOVERNOR'S HALL IV, SCC
9:45 A.M. to 10:00 A.M.	<b>BREAK</b>	GOVERNOR'S HALLS I-III, SCC
10:00 A.M. to 11:00 A.M.	<b>LEGISLATIVE MATTERS OF INTEREST</b>	GOVERNOR'S HALL IV, SCC
11:00 A.M. to 12:00 P.M.	<b>*CONSOLIDATION OF PSAPS IN ARKANSAS</b>	GOVERNOR'S HALL IV, SCC
12:15 P.M. to 1:30 P.M.	<b>NEW OFFICERS' AND AWARDS LUNCHEON</b> <i>To close out the 88th Convention, the New Officers' and Awards Luncheon will recognize individuals who have made significant contributions to the cities and towns of Arkansas, and League President and Berryville Mayor Tim McKinney will give his farewell address. The introduction of the 2022-2023 officers will be announced, followed by the inaugural address by 2022-2023 League President and Sherwood Mayor Virginia Young.</i>	GRAND BALLROOM, MH

MH = Marriott Hotel, SCC = Statehouse Convention Center, \* = Certification Credit, \*\* = CLE



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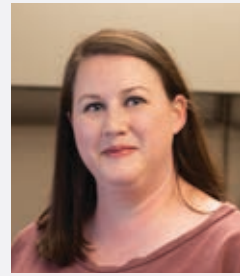
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### Meet Amber Kidd, League finance and program analyst.

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



**Amber:** As a finance and program analyst, my duties include accounting and financial reporting for the Municipal Health Benefit Program, accounting and reporting for League investment portfolio accounts, annual Affordable Care Act reporting for League staff, payroll processing and other various finance duties.

**How long have you been working at the League? How did you get started?** I have been with the League for 19 years. I started at the League in 2003 as an MHBP customer service rep. I worked in MHBP for 10 years in customer service and enrollment/eligibility before moving to the finance department in 2013.

**How has the League changed since you started? What has stayed the same?** Just about everything has changed since I started at the League. Our programs have grown in size and benefits provided, and buildings have been renovated to accommodate our growing staff, but probably the biggest changes happened due to the pandemic. From transitioning employees to teleworking, creating additional safety protocols for employees, to hosting virtual meetings and conferences, the one thing that has been a constant is the League's mission to provide the best services possible for Arkansas municipalities.

**What advice would you have for someone just getting into public service?** Ask questions! If you don't know or are not sure about something, ask someone. Take advantage of the resources you have around you to provide the best service for the people in your community.

**Where did you grow up?** I was born in Arkadelphia and grew up in Sherwood.

**What is your favorite spot in your hometown? Why?** While I did not grow up in Beebe, I am claiming it as my hometown. My husband and I have lived there for over 20 years and are raising our family there. I love the close-knit, small-town feel of Beebe, where everyone knows just about everyone, and we all look out for each other.

**What is your favorite part about working for the League and the cities and towns of Arkansas?** The people I have met! I have had the privilege of working with not only great co-workers at the League, but also many wonderful municipal employees over the years. Great cities really do make a great state! 🍷

## Meet Sgt. Thomas Freeman-Miller of the Warren Police Department.

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

**Thomas:** I patrol the beautiful city of Warren, keeping our citizens safe. Also, I work in the capacity of narcotics officer, keeping drugs off the street and from falling into the hands of vulnerable youth.



**Why did you choose your profession? Did it choose you?** A little of both. There is a long line of law enforcement officers in my family. However, I chose the profession because of my love for helping young people; I feel compelled to defend people who can't defend themselves.

**What's your favorite aspect of your job? What is your biggest challenge?** My favorite aspect of my job is talking to young people and convincing them that the police are their friend. I don't like when adults tell children that if they don't behave, they will have the police arrest them. If you teach children that police are the bad guys, then when a child encounters a true bad guy, they will be confused as to who they should trust. That's my biggest challenge—convincing the public that we are not the bad guys. We exist to serve and protect the public. Another challenge is dealing with friends and family who find themselves on the wrong side of the law.

**What's your favorite spot in Warren?** Lumberjack Stadium [at Warren High School], because that's where all of the magic happens in the fall. We have an excellent athletic program that has produced some great athletes under the direction of Head Football Coach Bo Hembree.

**What season does Warren shine the most?** During the summer when the kids are out of school, and of course during the Pink Tomato Festival.

**What's the biggest lesson that you've learned from working for city government?** That this is a very hard job and it's not for the faint at heart. Not everyone is cut out for it, but for the ones who are selfless enough to do it, the profession offers a rewarding feeling that no dollar amount can compensate for.

**What would you say for someone who would like to follow your footsteps into this job?** I'd say that you need a strong mind and the ability to communicate with people of all ethnicities and socio-economic backgrounds. It's something different every day. Many days you're more of a counselor than a police officer.

**What are the three "can't miss" things that someone can do if they visit Warren?** You've got to visit the YMCA, eat at the Golden Girls restaurant, and get your car cleaned at #1 Wash and Shine Detail Shop on North Main across from the YMCA. 🍷

# Call us



You may now reach the Municipal Health Benefit Program, the Workers' Compensation Program, and the Municipal Property & Vehicle Programs directly, by phone or by fax, 8 a.m. to 5 p.m., Mon.–Fri.

**Municipal Health Benefit Program**  
**501-978-6137**  
Fax 501-537-7252

**Municipal League Workers' Compensation Program**  
**501-978-6127**  
Fax 501-537-7260

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**501-978-6123**  
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# Workers' comp 101: Addressing cumulative trauma injuries

By Allen Green, League staff

In last month's article, the second in our three-part series on workers' comp basics, we discussed the various types of injuries and illnesses covered under workers' compensation and briefly touched on cumulative trauma injuries. In this final edition, we'll cover this injury category in more detail.

Cumulative trauma injuries, sometimes called cumulative trauma disorders, are some of the most complex workers' compensation claims. These injuries typically arise over time and not from a single incident or occurrence, making them more difficult and expensive to treat. What's more, these injuries can often be long and painful experiences for employees. As such, it's important for your organization to mitigate the risk of these injuries.

Cumulative trauma injuries, also known as repetitive movement, repetitive motion or overuse injuries, can result when employees perform repeated movements while working within their job tasks over a long period of time. These repetitive job tasks can lead to degeneration of the impacted body parts, be it back, shoulders, elbows or wrists, eventually becoming symptomatic and needing treatment.

Cumulative trauma injuries can present in several different ways. Symptoms may include inflammation, numbness or tingling of extremities, swelling of joints, or decreased range of motion, among other issues. Common examples of cumulative trauma injuries are tendinitis (knees and elbows), carpal tunnel syndrome (wrist) and bursitis (shoulder). It is important to identify these symptoms early to avoid greater damage and increased treatment costs.

Typically, office personnel who engage in heavy keyboarding or operators who use their hands repetitively to operate equipment are more susceptible to cumulative trauma injuries. Material handlers who perform repetitive lifting, carrying, pushing and pulling tasks are also at higher risk for cumulative trauma injuries. Each of these occupations requires employees to perform the same job tasks repeatedly. Cumulative trauma injuries are a result of wear and tear on a specific body part, so they tend to show up more in older workers who have been doing the same job tasks for years. However, cumulative injuries can show up in workers who practice poor posture and have inadequate ergonomics.

Workers new to a task who are not acclimatized or "work hardened" to the task can also suffer cumulative trauma injuries. Work hardening is the

practice of gradually allowing the body to get used to moving in new ways or becoming accustomed to more manual labor.

In a similar scenario, an employee may have a preexisting injury, degeneration from previous work or other activities not related to work that was exacerbated by the new job task. If it's an exacerbation of a preexisting injury but the symptoms flared up when the employee was performing job tasks, the employer could be responsible for the resulting workers' compensation claim, unless the injury source is proven otherwise.

The exact sources of cumulative trauma injuries are typically difficult to determine, and injury claims can be complicated and costly. Since these claims occur over an extended length of time, it's often challenging to determine the root cause of the injury. If an employee has been working within your organization for several years and has had several job tasks, it may be hard to pinpoint the exact task or exposure that caused their injury. Employees may have symptoms that began months, even years before. They may not mention the pain, thinking it'll go away on its own. It's typically after an employee has dealt with the injury for some time on their own and the symptoms worsen that they finally report the injury. If it had been addressed and treated when the symptoms began, the injury could have been less invasive and less costly.

Cumulative injuries often take longer to heal than more traditional injuries, leading to elevated treatment costs. Treatment options for cumulative injuries can include resting the injured body part, using ice on the affected area, using contrast bath therapy, receiving physical therapy or, in extreme cases, surgery. Cumulative injuries can result in long periods of time off from work, especially if an employee's current job task aggravates their symptoms. Sometimes the employee may be unable to return to their previous job tasks.

It is important to try and eliminate or reduce the repetitiveness of any job tasks that could potentially cause cumulative trauma injuries. Be proactive. Conduct an ergonomic risk assessment to determine where potential hazards are present and provide effective solutions to those hazards. Solutions might include:

- Providing ergonomically designed tools to make the task easier while maintaining a neutral posture.
- Offering additional training in ergonomics to reduce incidents of sprains or strains.

- Monitoring employees' work practices to make sure they are using the correct tools, maintaining good posture and working within their physical limitations.
- Creating a wellness program to improve fitness, posture and ergonomics.
- Educating employees on the importance of early reporting when cumulative trauma is suspected and changing how job tasks are designed and completed.
- Automating repetitive tasks or utilizing mechanical assistance rather than manual labor for certain tasks if applicable.

If your organization needs help performing an ergonomic risk assessment, reach out to your workers' compensation insurance provider for assistance. Taking steps to avoid cumulative trauma injuries will reduce risks, identify signs and symptoms of cumulative trauma injuries early and minimize workers' compensation costs. 🏠



*Allen Green is the League's loss control liaison. Contact Allen at 501-374-3484, ext. 122, or email him at [agreen@arml.org](mailto:agreen@arml.org).*

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**Our People Do.**

A.J. joined HW's Little Rock office in 2013, became a Partner in 2019, and currently serves as Assistant Vice President. Since joining HW, he has played a key role in the growth of the Little Rock office and the firm's continued success. He received a Bachelor of Science in Biological Engineering from the University of Arkansas and is a licensed Professional Engineer in Arkansas. His project experience includes all aspects of water and wastewater engineering, working with both large municipalities and rural water utilities alike. The thing that A.J. has enjoyed the most about his career has been the relationships made with the utility managers, engineers, and operators that he has had the privilege of working alongside. He also finds reward in mentoring and assisting in the development of young engineers.

A.J. is a native Arkansan who grew up on a row crop farm in McGehee and attended high school at Subiaco Academy. He credits his time working on his family's farm for the strong work ethic that he has carried throughout his engineering career. He currently lives in Faulkner County with his wife Stephanie and their three children, and enjoys spending time with his family. He is also an avid Razorback fan and outdoorsman, and enjoys hunting and fishing.

**Adrian J. (A.J.) Kaufman, PE,**  
Assistant Vice President & Principal

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PHOTO BY JIM VON TUNGELN

Good civic design and arrangement is a proper function of planning. This modern building on Pine Bluff's Main Street fits well in its historical context.

# Easy questions, easy answers. Hard questions, hard answers.

By Jim von Tungeln

**T**hose attending the 2022 Winter Conference of the Arkansas Municipal League posed numerous questions about the planning function. Some are common among cities and towns. This month, we examine a few.

**Question:** Must our city engage in planning, zoning and development control?

**Answer:** Only if your conditions demand it. Our state does not. What our planning statutes demand is that all cities and towns follow the same procedure if they do engage in planning. This means that Little Flock would follow the same process as Little Rock. This process appears in A.C.A. §§ 14-56-401 through 426.

**Question:** Are all statutes affecting planning found in that series?

**Answer:** Unfortunately, they are not. They are scattered throughout the code. That's why we still need planners with some wear on their shoe soles.

**Question:** What is a so-called "tiny house"?

**Answer:** There is no "bright line" specification for tiny houses. Planners sometimes use 400 square feet or less as a working definition. Units up to, say, 800 square feet are

considered small houses. This standard, by the way, was common for developments built to accommodate selected veterans returning from World War II. In contrast, the median (half above and half below) size of a new single-dwelling house in 2015 was 2,500 square feet. According to the National Association of Home Builders, that figure shrank by 2021 to 2,300 square feet. This might be a trend worth watching in future planning.

**Question:** Must we allow tiny houses in our city?

**Answer:** This answer has two parts. First, your city or town cannot regulate the size of a single-family residential building by means of a minimum square footage. Second, your city can regulate the construction of a conventional (non-Department of Housing and Urban Development-manufactured) home through your building code, i.e., the Arkansas Fire Prevention Code or a more stringent one. In many if not most cases, the intent is not to build a small home. Rather, it is to place a substandard structure on concrete blocks with a water hose and extension cord connecting it to an adjacent structure and a wastewater pipe going to the nearest stormwater drain. Cities and towns can, and should, disallow this.

**Question:** Can our city disallow mobile homes?

**Answer:** If by “mobile home” you mean those derelict, unsafe and unsightly structures built before 1976 and unregulated in design or construction, often with aluminum wiring and 2x2-inch studs, you may certainly disallow them. If by “mobile homes” you mean manufactured homes built from 1976 on, for which HUD oversees the design and construction, which afford livability and affordability to many families, which are often undistinguishable from “stick-built” homes, and whose zoning prerogatives exist in our state’s “Affordable Housing Accessibility Act” beginning at A.C.A. § 14-54-1601, seek legal advice.

**Question:** What happens when the Fire Prevention Code conflicts with our zoning code?

**Answer:** The state law, according to attorneys, prevails. Seek proper legal advice for troublesome issues.

**Question:** What is a short-term rental (STR)?

**Answer:** A short-term rental is typically defined as the rental of any dwelling unit for a short period of time, most often 30 days or less. This means that unlike other rental situations, they don’t serve permanent residents of your city or town. Rather, they cater to transient customers, as do conventional hotels and motels. A short-term rental can involve a room, an entire house, an apartment unit, a vacation unit or an accessory building.

**Question:** Will our city be affected by STRs or is it a “big city problem”?

**Answer:** A large transition from permanent residents to STRs can affect any city or town. Small municipalities in high-tourism areas suffer disproportionately from the loss of permanent residents.

**Question:** Should our governing body approve our city’s land use plan and master street plan by ordinance?

**Answer:** Consult your city attorney, but a planner’s opinion will be “no.” Those plans are policy statements. They forecast the intents of the city to grow and develop in a certain manner. As such they are adopted in almost all cases by resolution. Actually, the planning statutes only mention plan adoption by the planning commission. In reality, cities routinely require approval by the governing body.

**Question:** What is the first step in setting up a planning and zoning commission?

**Answer:** The first step is to vow to never call it a “planning and zoning commission.” It is a planning commission. Zoning is simply a regulatory tool used to carry out or protect provisions of an adopted land use plan. The second step is to establish a commission by ordinance or, if you are a city of the second class or incorporated town, ordain that your city council will act as the planning commission. It is possible to have a functioning planning commission in your city that has not yet decided that it needs a zoning code. In short, planning is planning. Zoning is zoning.

**Question:** What should be the focus of our planning commission?

**Answer:** The planning statutes list nine examples of issues a planning commission may address. While the list is not exclusive, it presents a good place to start:

1. Efficiency and economy in the process of development;
2. The appropriate and best use of land;
3. Convenience of traffic and circulation of people and goods;
4. Safety from fire and other dangers;
5. Adequate light and air in the use and occupancy of buildings;
6. Healthful and convenient distribution of population;
7. Good civic design and arrangement;
8. Adequate public utilities and facilities; and
9. Wise and efficient expenditure of funds.

**Question:** Since our city does not have to enact planning and zoning, should we?

**Answer:** Since the question is in two parts, allow a two-part answer. First, planning for the future of your community is a sound move. If you don’t do it, someone else will. Trusting others invites disaster, a fact borne out daily among our cities and towns. Your plan does not require a high degree of complexity. It can include graphics, along with written policies, goals and objectives. It can include, as your Planning Area, your city limits and any designated portion of your territorial jurisdiction outside the city limits.

After adopting plans, you may adopt regulations to carry out the plans where appropriate. Zoning regulations are limited to the city limits except for cities over 8,000 in population that are located on a navigable stream. You can enforce development (subdivision) regulations within your Planning Area. **The question is:** Should you enact zoning and/or development regulations? **The answer is:** Only if your planning process has determined that you must and if you have the means to enforce it.

**There is one unasked question looming above the rest:** How do we keep our city attorney happy?

**Answer:** Remember that every step and decision in the planning process exists under your city’s police power. This is the power to act in defense of the public health, safety and welfare. If you don’t think you could defend an act by this standard, seek legal advice. The Arkansas Municipal League can help. Good luck. 🍀



*Jim von Tungeln is staff planning consultant and available for consultation as a service of the Arkansas Municipal League. He is a member of the American Institute of Certified Planners. Persons having comments or questions may reach him at 501-944-3649. His email is [uplan@swbell.net](mailto:uplan@swbell.net).*



IMAGE COURTESY CITY OF CABOT

A 120,000-square-foot “sportsplex,” which will feature indoor courts and turf fields for a variety of sports, full concessions, meeting space and more, is just part of what Cabot will be able to accomplish thanks to voters’ willingness to extend the city’s existing sales tax.

## Broad sales tax initiative a success for Cabot

By Shelby Fiegel

To create thriving communities with sustainable infrastructure while effectively managing growth, municipal leaders must focus on fiscal management and identify funding sources that best fit their communities’ needs. While there are multiple tools available to fund community and economic development efforts, one of the most common remains the local sales tax initiative. Creating a sales tax devoted to economic development can be a big ask of our citizens, especially if our leaders do not have a plan in place to utilize that funding.

In a local sales tax election in August of 2021, Cabot citizens overwhelmingly approved an initiative to maintain the city’s current sales tax rate and issue \$72 million in bonds for community and economic development projects. Voters approved 10 separate ballot initiatives that included restructuring current bonds and funding infrastructure, public safety and efficiency improvements.

How did Cabot accomplish this win? City leadership focused on the following community and economic development aspects.

### Fiscal responsibility

When Cabot leaders began discussing the current and future needs of their city, their first concern was to be good stewards of public funds. They determined that they could meet these needs without a tax increase. Instead, they could extend the existing 1-percent sales and use tax. The city contracted Stephens Inc. to develop a plan to restructure the bonds. Stephens presented

multiple options to city leadership, who then determined which were most necessary for the city to maintain what it had and what it needed to positively position itself for the future.

### Transparency

Instead of pitching the extension of the sales tax as a general fund for community and economic development efforts, the city identified 10 specific initiatives that could be funded through the extension: internet infrastructure, streets, drainage, early warning system, animal services, parks and recreation, public health facilities, and police and fire department improvements. Citizens were given the power to determine what would and would not be funded. The city also created a website that included detailed information about each initiative and a way to contact the city with questions.

### Marketing

The city focused its marketing efforts on engaging with residents directly, taking a proactive approach when sharing information about the sales tax extension, said Cabot Director of Economic Development Alicia Wilmoth, who served as the main point of contact for the extension. “We focused on delivering a consistent message, providing opportunities for one-on-one engagement and being as transparent as possible. We were in front of residents as often as possible, normally two to three times per week over the course of six weeks leading up to the election.”



Marketing efforts included town hall presentations, presentations at civic and social organizations, development of a website dedicated to the bond extension, physical signage, creation of a brochure, and word of mouth. No PAC (political action committee) was formed to support the extension. All marketing was done by city leaders and a passionate group of citizens who volunteered their time.

### Developing a united front

Cabot administration worked in tandem to support the sales tax extension. All department heads participated in community meetings, answered questions about the funding goals and delivered a consistent message to generate excitement. City leaders engaged with both nonprofits and businesses. They were also intentional about connecting with residents from every ward in the city.

Because the city followed this plan of action, Cabot has already begun to see positive outcomes from the passage of the extension. The city has:

- Completed several building and land acquisitions for upcoming projects.
- Allocated \$20 million for broadband, which the city will own.
- Purchased an old Price Cutter building on Main Street that will house a variety of city services, meeting space and the community pantry. This

project will also be a catalyst for downtown revitalization.

- Begun an expansion of its recreational facilities that will further develop Cabot as a sports tourism destination.
- Secured a location for new police and fire training facilities, which will support surrounding communities as well.

“Moving Cabot forward is our top priority,” Mayor Ken Kincade said. “Our administration, the city council and community leaders support our city and want Cabot to be a city that can support itself economically. This bond issue is really an infrastructure plan to make Cabot a top city in the state of Arkansas to live. Investing in ourselves makes private industry want to invest here because they know we are serious about economic development and have skin in the game.”

To learn more about the Cabot bond extension, contact Alicia Wilmoth at [awilmoth@cabotar.gov](mailto:awilmoth@cabotar.gov) or visit [www.cabotbond.com](http://www.cabotbond.com). 🏠



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

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# The truth about kidney stones

By Julie Riley, M.D.

**K**idneys are part of the urinary tract system. They filter blood, removing acids and maintaining a balance of water, salt and minerals. Specifically, they balance such electrolytes as sodium, calcium and potassium. These minerals help nerves, muscles and other tissues function properly. The waste products are removed from the blood and are expelled as urine.

## What is a kidney stone?

Sometimes, those minerals can build up in the kidney, forming hard, pebble-like deposits called kidney stones. Many are as small as a grain of sand, but some grow very large—even as large as the kidney itself. They are often yellow or brown in color.

There are different types of stones depending on which mineral has built up. The most common type is a calcium-based kidney stone. About 10-15 percent of kidney stones are made of uric acid. Other types of stones are struvite stones, which form related to urinary infections, and cystine stones, which are a rare genetic stone that often effects children.

Once minerals crystallize, there is no way for the body to dissolve them. Smaller stones can pass through the urinary tract on their own, while larger ones may get stuck in the ureter and block the flow of urine. This can cause back, abdominal or groin pain, as well as nausea, urinary urgency and blood in the urine.

## You can be predisposed to stones

Stone formation is often related to dietary intake. The most common reason stones form is due to dehydration, or not drinking enough fluids. The next most common reason is high salt intake.

Kidney stones are often associated with hypertension, diabetes, obesity and metabolic syndrome. Half of kidney stone patients have a recurrence in five years and up to 75 percent experience recurrence in 10 years. While rare, it is possible for kidney stones to cause enough damage to warrant removal of the kidney because of infection or poor function.

There is a familial pattern to kidney stones, but no true genetic abnormalities have been identified for common types of stones.

Kidney stones are most common in people 30-50 years old. They are more common in men; however,

women have seen increased incidence of kidney stones over the past decade. White people are more likely to suffer from kidney stones than other races and ethnicities, but incidence is rising in all groups. The risk of getting a kidney stone is 1 in 12 over a lifetime.

## Treatment and prevention steps

Treatment of kidney stones depends on size and location as well as symptoms the patient is experiencing. When a person is passing a kidney stone (meaning it moves into the ureter from the kidney), typically observation is warranted. Providers often give someone four to six weeks to pass the stone and avoid surgery. Most patients with stones 5 millimeters or smaller will pass the stone and avoid surgery. However, if the stone does not pass within six weeks, is too large or is causing harm to the patient, then surgical removal is required. This is typically done through minimally invasive outpatient techniques.

If the stones are located within the kidney, they usually do not cause pain. Surgery or observation will be offered for kidney stones depending on the risk of future problems like infections or kidney damage.

To prevent kidney stones, patients can receive a metabolic evaluation to determine what minerals are in their urine that may cause increased risk of stone formation. In general, however, someone with a history of kidney stones should drink more than 2.5 quarts of fluid a day and decrease salt intake to less than 2,300 milligrams a day. They should also be sure to have a normal calcium intake, which is 800-1,200 milligrams a day, as restricting calcium increases the risk of kidney stones. Eating less animal protein and more fresh fruits and vegetables will also help prevent kidney stones. It is also important to maintain a healthy weight, stop smoking, and control blood pressure and blood sugar. 🍷



*Julie Riley, M.D., is an associate professor in the Department of Urology at UAMS and the urology residency program director. She completed a fellowship in endourology, robotics and laparoscopy with a focus on complex kidney stone management. She is a fellow of the American College of Surgeons (FACS) and is active in numerous other national professional organizations, including the American Urologic Association and the Society of Endourology.*

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PHOTO COURTESY MCE

Native plant species, like the trees, flowers and grasses Pine Bluff chose when landscaping the city's new downtown streetscape, provide numerous ecological benefits, while non-native species can decrease the biodiversity of the local ecosystem.

## Ecologically responsible design: Native plants in the landscape

By Ed Hankins, PLA

Spring in Arkansas is one of the most magical times of the year. The days are longer and warmer, and the world around us is absolutely teeming with new life. Design professionals in the field of landscape architecture and their clients are excitedly awaiting the new planting season to see a recently completed project come back to life. Although we celebrated Earth Day last month, the season itself always offers the opportunity to reflect on how amazing Mother Earth is and to find ways to give back to her by making ecologically responsible choices. One very simple thing we can do is use native plants in the landscape.

Plants' basic needs include sunlight, water and soil or some other planting medium in which to grow. Of course, you can give a palm tree all the water, sun and soil, but if you plant it in Minnesota the odds are that tree will not survive the winter! While plants can adapt to change, they typically have a native range in which they thrive. Native ranges have very specific climates, soil types, and shade/sun characteristics, to name a few traits. Native plants that are planted within their native

range typically have far better success than non-natives because they are already adapted to their surroundings.

Native plants have numerous benefits in the landscape that ultimately save the owner time and money. For instance, they are more resilient and require less water once they become established. They reduce, if not eliminate, the need for pesticides and herbicides because they are hardier and can choke out weeds. Native landscape plants allowed to remain in their natural form generally require less weeding, pruning, shaping and trimming maintenance. From a sustainability and ecological standpoint, all of these qualities make native plants very attractive.

The ecological benefits don't end with maintenance, however. Plants provide a tremendous amount of habitat infrastructure for many animals, insects and microbial life. At the microscopic level, plant roots extend downward into the soil media and break apart existing compacted soils allowing air and water to permeate the soil strata. As some of the roots die over time, they leave behind good organic matter to enrich the soils, which

become micro-ecosystems for microbial activity. This in turn helps support the nutrient cycle that feeds the plants. Some native prairie grasses can have roots that extend 10-15 feet below the surface. That provides ample space for these natural nutrient cycles of soil conditioning that provide vastly improved soil health.

Healthy soils sustain healthy plants, and healthy plants can typically fend off unwanted pests while also attracting a diverse range of animals. Native plants support diverse pollinator species such as bees, butterflies, moths, flies, birds and bats, which are critical to sustaining our ecosystem. Planting non-native plants reduces feeding and nesting habitats. The use of pesticides also contributes to pollinator species becoming less diverse. The good news is that many landscape architects recognize the need for biodiversity across these ecosystems and there is a movement in our industry to expand the use of native plants in the landscape.

One of the tricky parts of our job as landscape architects and engineers is convincing clients and project owners of the benefits of utilizing native plant species on projects. MCE has been fortunate to be part of several projects where the inclusion of native species was high on the checklist for owners. One such project is the Pine Bluff Main Street Streetscape project, where native plants were part of the city's vision for the improvements along 13 blocks of a revitalized

downtown. The new streetscape's landscaping includes native grasses and sedges like muhly grass and little bluestem, and perennial flowering plants like lavender, black-eyed Susan, coneflower and asters. Princeton elms were the native street tree of choice for the project. They provide shade for pedestrians and nesting habitat for a wide variety of bird species. On a recent site visit I was amazed at the amount of bee and butterfly activity the showy perennials attracted.

Now is the time to get outside and enjoy your local community! This spring season, I hope you find time to reflect on how amazing our world truly is. I hope you find space to appreciate the bees buzzing around the flowering shrubs in your park. I hope you understand their purpose. From the microbes in the soil to the animals that pollinate our world, we are all connected and have the ability to make a difference. Whether you are improving your streetscapes and parks or planning your personal garden, please consider the enormous benefits of using native plants in your landscape. 🌱



*Edwin Hankins is a professional landscape architect in MCE's Land Development Department and works out of our Little Rock office. Contact Ed at 501-371-0272 or email [ehankins@mce.us.com](mailto:ehankins@mce.us.com).*

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# 2021/2022 State Turnback Funds

Actual Totals Per Capita						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2021	2022	2021	2022	2021	2022
January	\$6.659	\$6.744	\$0.071	\$0.485	\$1.951	\$1.961
February	\$6.607	\$6.648	\$0.163	\$0.486	\$0.893	\$0.964
March	\$5.693	\$5.544	\$0.110	\$0.411	\$0.892	\$0.964
April	\$6.135	\$6.689	\$0.162	\$0.314	\$0.889	\$0.964
May	\$7.568		\$0.258		\$0.890	
June	\$6.753		\$0.206		\$1.665	
July	\$7.303		\$0.163		\$4.306	
August	\$6.988		\$0.150		\$0.854	
September	\$6.822		\$0.205		\$1.020	
October	\$6.597		\$0.295		\$0.964	
November	\$6.306		\$0.285		\$0.964	
December	\$6.12		\$0.374		\$0.96	
<b>Total Year</b>	<b>\$79.549</b>	<b>\$25.625</b>	<b>\$2.443</b>	<b>\$1.696</b>	<b>\$16.250</b>	<b>\$4.852</b>

Actual Totals Per Month						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2021	2022	2021	2022	2021	2022
January	\$12,587,621.61	\$13,523,371.95	\$134,647.89	\$971,650.77	* \$3,688,464.32	*\$3,933,044.80
February	\$12,488,753.05	\$13,330,126.26	\$308,183.56	\$974,949.61	\$1,688,281.84	\$1,932,029.37
March	\$10,760,836.82	\$11,116,392.03	\$207,709.60	\$824,985.57	\$1,685,424.74	\$1,932,175.48
April	\$11,627,333.33	\$13,413,142.61	\$307,147.46	\$629,375.82	\$1,684,913.88	\$1,932,175.48
May	\$14,343,742.05		\$489,324.42		\$1,687,137.50	
June	\$12,799,319.93		\$390,405.22		\$3,154,867.86	
July	\$13,841,564.30		\$309,031.02		** \$8,160,945.43	
August	\$13,245,023.56		\$285,053.21		\$1,617,878.89	
September	\$12,929,805.85		\$389,181.65		\$1,932,348.55	
October	\$13,228,061.49		\$592,445.41		\$1,933,129.73	
November	\$12,644,574.33		\$571,049.30		\$1,932,763.61	
December	\$12,272,528.63		\$749,777.69		\$1,933,129.71	
<b>Total Year</b>	<b>\$152,769,164.95</b>	<b>\$51,383,032.85</b>	<b>\$4,733,956.43</b>	<b>\$3,400,961.77</b>	<b>\$31,099,286.06</b>	<b>\$9,729,425.13</b>

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

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

# Local Option Sales and Use Tax in Arkansas



KEY: Counties not collecting sales tax

Source: Rachel Garrett, Office of State Treasurer

See also: [www.dfa.arkansas.gov](http://www.dfa.arkansas.gov)

Sales and Use Tax Year-to-Date 2022 with 2021 Comparison (shaded gray)								
Month	Municipal Tax		County Tax	Total Tax		Interest		
January	\$79,509,192	\$68,199,990	\$67,235,746	\$59,726,912	\$146,744,937	\$127,926,902	\$7,996	\$14,602
February	\$90,989,478	\$79,611,239	\$75,394,289	\$68,300,663	\$166,383,767	\$147,911,902	\$20,291	\$20,412
March	\$71,237,219	\$66,877,931	\$60,990,849	\$57,918,592	\$132,228,069	\$124,796,523	\$13,414	\$13,492
April	\$70,722,847	\$60,600,707	\$61,123,066	\$53,282,134	\$131,845,913	\$113,882,841	\$23,045	\$16,537
May		\$83,488,059		\$73,792,913		\$157,280,972		\$10,492
June		\$78,858,097		\$67,860,902		\$146,718,999		\$9,681
July		\$76,784,978		\$65,778,959		\$142,563,936		\$12,566
August		\$78,501,622		\$67,970,242		\$146,471,864		\$9,395
September		\$77,398,158		\$65,883,715		\$143,281,872		\$13,951
October		\$77,705,438		\$66,726,221		\$144,431,660		\$11,344
November		\$76,869,137		\$65,831,542		\$142,700,679		\$8,299
December		\$76,860,225		\$65,183,723		\$142,043,948		\$9,939
<b>Total</b>	<b>\$312,458,736</b>	<b>\$901,755,580</b>	<b>\$264,743,950</b>	<b>\$778,256,518</b>	<b>\$577,202,686</b>	<b>\$1,680,012,098</b>	<b>\$64,746</b>	<b>\$150,710</b>
Averages	\$78,114,684	\$75,146,298	\$66,185,988	\$64,854,710	\$144,300,672	\$140,001,008	\$16,187	\$12,559

April 2022 Municipal Levy Receipts and April 2022 Municipal/County Levy Receipts with 2021 Comparison (shaded gray)

CITY SALES AND USE . . . . .	AMOUNT	LAST YEAR	Gassville . . . . .	2021	2022	Mountainburg . . . . .	19,910.09	13,832.20	COUNTY SALES AND USE . . . . .	AMOUNT	LAST YEAR
Alexander . . . . .	184,739.48	145,789.23	Gentry . . . . .	135,315.69	112,572.73	Mulberry . . . . .	32,119.83	25,728.67	Arkansas County . . . . .	311,593.46	267,459.70
Alma . . . . .	274,188.77	232,994.39	Gilbert . . . . .	346.45	254.68	Murfreesboro . . . . .	34,871.72	29,205.53	Ashley County . . . . .	254,698.54	224,564.68
Almyra . . . . .	2,827.81	2,878.25	Gillett . . . . .	14,740.41	11,698.82	Nashville . . . . .	129,198.89	141,204.14	Crossett . . . . .	61,496.99	54,648.92
Alpena . . . . .	6,036.65	6,089.50	Gillham . . . . .	9,382.30	3,941.84	Newport . . . . .	215,628.73	189,477.12	Fountain Hill . . . . .	1,377.37	1,736.62
Altheimer . . . . .	4,435.08	3,586.24	Gilmore . . . . .	727.56	487.00	Norfolk . . . . .	7,228.89	5,414.87	Hamburg . . . . .	32,342.67	28,351.54
Altus . . . . .	8,211.94	6,635.43	Glenwood . . . . .	106,545.88	79,472.19	Norman . . . . .	3,956.79	3,435.09	Montrose . . . . .	3,099.08	3,512.93
Amity . . . . .	17,532.54	13,731.53	Goshen . . . . .	32,192.97	26,328.25	North Little Rock . . . . .	3,320,907.39	2,859,142.88	Parkdale . . . . .	2,193.59	2,748.82
Anthonyville . . . . .	2,047.91	1,233.50	Gosnell . . . . .	19,175.36	10,079.75	Oak Grove . . . . .	1,505.10	1,466.66	Portland . . . . .	4,144.86	4,267.12
Arkadelphia . . . . .	438,371.37	343,418.37	Gould . . . . .	18,622.08	12,871.00	Oak Grove Heights . . . . .	22,620.44	13,242.77	Wilmore . . . . .	5,305.42	5,457.95
Ash Flat . . . . .	114,450.84	102,289.96	Grady . . . . .	4,169.54	3,530.08	Ola . . . . .	29,871.27	18,213.52	Baxter County . . . . .	563,768.18	485,445.46
Ashdown . . . . .	172,682.49	141,397.67	Gravette . . . . .	101,969.22	85,874.16	Oppele . . . . .	3,961.14	3,906.76	Big Flat . . . . .	1,454.26	1,469.62
Atkins . . . . .	66,950.68	63,878.65	Green Forest . . . . .	118,368.65	157,014.28	Osceola . . . . .	110,407.61	94,548.44	Briarcliff . . . . .	3,900.05	3,334.91
Augusta . . . . .	32,115.74	25,144.68	Greenbrier . . . . .	303,409.53	264,646.93	Oxford . . . . .	3,478.22	3,027.04	Cotter . . . . .	14,641.72	13,707.06
Austin . . . . .	52,090.60	44,875.40	Greenland . . . . .	40,593.88	30,182.31	Ozark . . . . .	167,207.32	163,826.10	Gassville . . . . .	35,877.17	29,364.20
Avoca . . . . .	8,970.33	7,506.62	Greenwood . . . . .	280,835.08	245,683.85	Palestine . . . . .	26,250.10	26,080.06	Lakeview . . . . .	12,807.37	10,471.06
Bald Knob . . . . .	60,920.81	50,499.51	Greers Ferry . . . . .	26,483.48	20,728.60	Pangburn . . . . .	8,967.96	8,609.50	Mountain Home . . . . .	211,941.37	175,902.57
Barling . . . . .	57,207.65	74,024.32	Guion . . . . .	7,666.81	1,267.48	Paragould . . . . .	369,185.88	297,670.42	Norfork . . . . .	7,684.42	7,220.94
Batesville . . . . .	769,467.93	621,811.12	Gum Springs . . . . .	648.20	549.17	Paris . . . . .	84,076.29	69,685.11	Salesville . . . . .	7,816.64	6,358.96
Bauxite . . . . .	43,109.41	16,396.73	Gurdon . . . . .	31,655.73	24,206.77	Parkdale . . . . .	844.81	NA	Benton County . . . . .	887,370.31	867,571.56
Bay . . . . .	13,930.72	7,533.77	Guy . . . . .	7,696.47	7,262.22	Parkin . . . . .	5,816.91	NA	Avoca . . . . .	9,647.27	9,965.75
Bearden . . . . .	12,527.02	10,266.74	Hackett . . . . .	9,460.83	7,266.32	Patmos . . . . .	184.92	769.83	Bella Vista . . . . .	596,347.71	541,703.82
Beebe . . . . .	198,811.47	130,428.77	Hamburg . . . . .	100,015.23	90,461.53	Patterson . . . . .	1,152.71	876.14	Bentonville . . . . .	1,072,966.30	720,903.51
Beedeville . . . . .	171.44	200.00	Hampton . . . . .	6,173.27	6,855.23	Pea Ridge . . . . .	96,691.05	74,782.77	Cave Springs . . . . .	108,853.66	39,434.14
Bella Vista . . . . .	547,311.07	424,416.89	Hardy . . . . .	29,070.77	21,950.27	Perla . . . . .	1,668.28	1,769.71	Centerton . . . . .	352,452.12	194,311.69
Belleville . . . . .	3,065.15	2,317.14	Harrisburg . . . . .	80,865.63	72,066.87	Perryville . . . . .	27,043.98	22,756.25	Decatur . . . . .	35,122.39	34,696.33
Benton . . . . .	1,935,838.92	1,479,402.13	Harrison . . . . .	767,593.10	490,460.70	Piggott . . . . .	73,052.60	62,480.09	Elm Springs . . . . .	9,211.46	2,797.76
Bentonville . . . . .	3,596,465.46	2,744,811.18	Hartford . . . . .	7,430.32	4,938.31	Pine Bluff . . . . .	1,203,243.88	1,207,906.97	Garfield . . . . .	11,747.08	10,251.65
Berryville . . . . .	287,545.72	249,463.14	Haskell . . . . .	53,135.74	45,578.93	Pineville . . . . .	1,377.01	2,248.43	Gateway . . . . .	8,636.98	8,270.75
Big Flat . . . . .	448.42	471.12	Hatfield . . . . .	5,956.13	5,135.84	Plainview . . . . .	10,550.44	4,878.97	Gentry . . . . .	75,078.32	69,944.04
Black Rock . . . . .	8,033.61	7,218.33	Havana . . . . .	4,301.45	3,587.83	Pleasant Plains . . . . .	10,047.18	10,213.32	Gravette . . . . .	70,264.59	63,572.49
Blains . . . . .	4,575.04	3,451.90	Hazen . . . . .	74,197.50	74,952.71	Plumerville . . . . .	12,727.06	11,483.35	Highfill . . . . .	31,437.81	11,905.80
Blue Mountain . . . . .	276.30	335.78	Heber Springs . . . . .	171,900.55	145,459.84	Pocahontas . . . . .	334,848.23	291,330.93	Little Flock . . . . .	60,518.28	52,789.88
Blytheville . . . . .	401,782.19	385,721.88	Hector . . . . .	7,150.19	5,923.56	Portia . . . . .	4,511.65	3,258.45	Lowell . . . . .	194,906.50	149,629.19
Bonanza . . . . .	2,577.36	NA	Helena-West Helena . . . . .	291,951.35	228,324.55	Portland . . . . .	9,034.14	8,883.68	Pea Ridge . . . . .	129,931.06	97,901.23
Bono . . . . .	23,143.57	19,928.16	Hermitage . . . . .	15,289.41	6,783.05	Pottsville . . . . .	44,994.92	26,267.86	Rogers . . . . .	1,384,848.39	1,142,875.39
Booneville . . . . .	139,228.96	121,819.28	Higginson . . . . .	1,690.98	3,719.02	Prairie Grove . . . . .	190,126.50	163,312.82	Siloam Springs . . . . .	342,448.28	307,120.70
Bradford . . . . .	18,555.72	16,929.11	Highfill . . . . .	50,362.34	25,573.26	Prescott . . . . .	49,588.72	54,124.18	Springdale . . . . .	239,557.30	133,802.44
Bradley . . . . .	4,708.68	3,882.23	Highland . . . . .	31,085.49	24,889.04	Pyatt . . . . .	1,121.93	673.57	Springtown . . . . .	1,644.20	1,776.68
Branch . . . . .	1,932.82	2,161.31	Holly Grove . . . . .	11,629.93	10,292.21	Quitman . . . . .	26,950.65	21,503.99	Sulphur Springs . . . . .	9,528.42	10,435.45
Briarcliff . . . . .	2,105.49	2,740.73	Hope . . . . .	212,641.88	168,038.20	Ravenden . . . . .	3,640.91	3,345.91	Boone County . . . . .	488,666.88	445,769.00
Briarley . . . . .	149,757.89	151,539.12	Horatio . . . . .	10,233.03	7,421.48	Reactor . . . . .	32,307.18	29,872.32	Alpena . . . . .	4,586.75	4,703.83
Brookland . . . . .	121,938.42	79,648.04	Horseshoe Bend . . . . .	33,348.43	27,786.71	Redfield . . . . .	43,563.50	36,096.77	Bellefonte . . . . .	6,500.53	6,694.48
Bryant . . . . .	1,298,432.35	1,149,769.85	Hot Springs . . . . .	2,000,578.97	1,599,659.18	Rison . . . . .	19,141.92	18,328.16	Bergman . . . . .	6,737.78	6,473.30
Bull Shoals . . . . .	32,059.59	32,619.53	Hoxie . . . . .	23,097.22	16,554.39	Rockport . . . . .	16,140.74	14,783.01	Diamond City . . . . .	11,973.00	11,531.02
Cabot . . . . .	983,948.83	835,120.81	Hughes . . . . .	6,602.79	7,332.92	Roe . . . . .	879.29	711.62	Everton . . . . .	1,644.90	1,961.16
Caddo Valley . . . . .	47,441.22	39,897.98	Humphrey . . . . .	2,926.46	2,235.08	Rogers . . . . .	3,631,505.45	2,991,591.20	Harrison . . . . .	206,704.29	190,851.64
Calico Rock . . . . .	41,421.74	43,818.57	Huntington . . . . .	5,070.93	4,317.11	Rose Bud . . . . .	20,495.38	17,539.40	Lead Hill . . . . .	4,333.69	3,996.04
Camden . . . . .	363,139.40	309,906.81	Huntsville . . . . .	178,875.25	144,477.81	Rudy . . . . .	11,380.79	9,709.36	Omaha . . . . .	2,024.50	2,492.00
Caraway . . . . .	8,749.09	6,953.24	Imboden . . . . .	10,079.96	9,918.01	Russellville . . . . .	1,077,679.84	1,077,679.84	South Lead Hill . . . . .	1,360.21	1,504.05
Carlsle . . . . .	60,378.20	58,716.27	Jacksonville . . . . .	852,095.51	744,731.14	Salem . . . . .	26,485.54	22,912.92	Valley Springs . . . . .	2,894.40	2,698.44
Cash . . . . .	3,050.34	2,381.06	Jasper . . . . .	35,977.11	31,630.11	Salesville . . . . .	5,289.91	3,780.63	Zinc . . . . .	1,455.11	1,518.77
Cave City . . . . .	32,881.04	24,815.88	Jennette . . . . .	289.11	451.69	Scranton . . . . .	4,887.63	5,733.05	Bradley County . . . . .	157,590.11	126,318.58
Cave Springs . . . . .	113,072.97	104,323.89	Johnson . . . . .	132,630.50	56,394.89	Searcy . . . . .	919,691.34	823,939.62	Banks . . . . .	912.50	975.37
Cedarville . . . . .	8,675.79	8,488.46	Joiner . . . . .	3,581.57	3,239.74	Shannon Hills . . . . .	18,585.52	12,666.65	Hermitage . . . . .	5,506.48	6,528.70
Centerton . . . . .	384,488.95	332,456.42	Jonesboro . . . . .	1,888,135.01	1,467,798.28	Sheridan . . . . .	272,457.00	226,030.22	Warren . . . . .	57,193.94	47,219.03
Charleston . . . . .	38,048.85	33,753.80	Judsonia . . . . .	14,408.79	13,158.55	Sherrill . . . . .	940.75	607.92	Calhoun County . . . . .	156,714.19	113,894.17
Cherokee Village . . . . .	27,567.66	24,995.00	Juncton City . . . . .	6,453.50	6,805.26	Sherwood . . . . .	1,058,881.33	914,120.43	Hampton . . . . .	44,664.72	32,283.42
Cherry Valley . . . . .	20,789.01	NA	Keiser . . . . .	5,302.94	4,983.52	Shirley . . . . .	3,086.57	2,880.72	Harrell . . . . .	7,942.08	6,193.34
Chidester . . . . .	5,440.09	3,631.03	Keo . . . . .	1,611.37	1,425.30	Siloam Springs . . . . .	800,585.60	692,135.00	Thornton . . . . .	12,820.78	9,923.98
Clarendon . . . . .	57,629.99	41,408.54	Kibler . . . . .	6,143.25	3,660.02	Sparkman . . . . .	5,027.60	4,478.79	Tinsman . . . . .	1,890.96	1,316.72
Clarksville . . . . .	438,426.98	361,332.07	Kingsland . . . . .	3,323.06	2,425.11	Springdale . . . . .	3,302,250.78	2,396,331.45	Carroll County . . . . .	182,177.18	169,111.74
Clinton . . . . .	101,253.03	87,378.31	Lake City . . . . .	15,355.23	12,860.09	Springtown . . . . .	1,265.42	1,265.42	Beaver . . . . .	474.05	674.94
Coal Hill . . . . .	5,696.55	4,725.41	Lake Village . . . . .	80,883.26	64,354.64	St. Charles . . . . .	2,124.72	2,059.97	Blue Eye . . . . .	325.47	202.48
Concord . . . . .	2,386.89	NA	Lakeview . . . . .	7,708.91	3,843.63	St. Paul . . . . .	3,771.38	3,435.52	Holiday Island . . . . .	16,973.86	15,253.53
Conway . . . . .	3,131,309.98	2,584,492.27	Lamar . . . . .	24,954.26	25,634.88	Stamps . . . . .	15,914.70	14,086.71	Chicot County . . . . .	160,075.60	129,378.62
Corning . . . . .	77,570.98	65,832.94	Leachville . . . . .	15,077.39	11,442.07	Star City . . . . .	56,370.62	51,712.07	Demott . . . . .	22,155.37	23,556.74
Cotter . . . . .	15,737.95	13,890.57	Lead Hill . . . . .	7,088.64	5,990.48	Stephens . . . . .	6,535.24	7,529.08	Eudora . . . . .	18,943.34	18,501.30
Cotton Plant . . . . .	2,099.93	11,099.40	Lepanto . . . . .	38,130.42	30,918.06	Strong . . . . .	11,688.22	9,011.38	Lake Village . . . . .	22,637.73	20,996.40
Cove . . . . .	14,537.45</										



Egypt	2,052.37	1,954.20	Newark	18,205.43	16,519.66	Gosnell	48,759.13	43,462.71	Sebastian County	340,680.51	823,303.23
Jonesboro	1,427,139.44	1,173,620.78	Oil Trough	3,486.80	3,652.31	Joiner	8,344.35	7,055.95	Barling	89,626.12	75,245.97
Lake City	42,246.06	36,327.23	Pleasant Plains	5,430.77	4,902.52	Keiser	12,583.54	9,297.69	Bonanza	11,001.78	9,306.61
Monette	27,352.78	26,189.79	Southside	66,017.82	54,798.63	Leachville	34,164.90	24,414.09	Central City	8,640.24	8,125.08
Crawford County	494,317.86	751,029.01	Sulphur Rock	9,395.85	6,405.57	Luxora	15,783.88	14,430.40	Fort Smith	1,670,734.42	1,395,327.95
Alma	70,960.98	54,656.92	Izard County	60,875.19	49,002.50	Manila	61,694.54	40,939.22	Greenwood	178,352.61	144,891.78
Cedarville	17,347.37	14,059.98	Jackson County	291,454.41	254,521.99	Marie	1,809.62	1,028.99	Hackett	14,694.04	13,142.51
Chester	1,754.23	1,603.69	Amagon	802.27	912.89	Osceola	116,887.17	95,022.61	Hartford	9,352.45	10,391.03
Dyer	9,404.61	8,835.40	BeeDEVille	976.68	996.73	Victoria	335.11	453.25	Huntington	9,183.77	10,277.73
Kibler	12,243.05	9,692.71	Campbell Station	2,697.49	2,375.38	Wilson	12,834.89	11,061.67	Lavaca	45,918.86	37,048.40
Mountainburg	6,432.17	6,364.31	Diaz	14,231.61	12,277.46	Monroe County	NA	NA	Mansfield	12,819.80	11,702.05
Mulberry	18,797.05	16,692.45	Grubbs	3,499.77	3,595.67	Montgomery County	217,107.51	178,336.47	Midland	4,254.52	5,260.26
Rudy	1,583.68	615.25	Jacksonport	1,744.07	1,974.83	Black Springs	875.18	662.89	Sevier County	557,942.89	446,471.45
Van Buren	282,845.00	229,871.63	Newport	93,075.19	73,394.59	Glenwood	565.22	281.22	Ben Lomond	1,878.56	1,450.74
Crittenden County	960,112.84	844,466.05	Swifton	8,522.69	7,433.54	Mount Ida	9,079.95	7,204.70	DeQueen	81,918.46	65,973.83
Anthonyville	1,214.98	1,233.42	Tuckerman	19,847.51	17,344.93	Norman	2,762.27	2,531.02	Gillham	2,106.67	1,600.82
Clarkedale	3,023.71	2,842.23	Tupelo	813.90	1,676.74	Oden	1,640.96	1,553.43	Horatio	12,344.80	10,445.36
Crawfordsville	4,157.60	3,669.62	Weldon	668.75	698.65	Nevada County	122,986.08	105,279.81	Lockesburg	7,970.44	7,393.79
Earle	16,477.41	18,493.67	Jefferson County	367,310.32	374,180.57	Bluff City	1,171.30	969.24	Sharp County	269,542.36	233,798.71
Edmondson	2,186.79	3,271.25	Altheimer	7,390.17	9,379.12	Bodcaw	1,201.07	1,078.67	Ash Flat	13,069.18	10,837.84
Gilmore	1,425.47	1,813.37	Humphrey	2,272.26	2,935.74	Cale	724.62	617.50	Cave City	22,207.40	19,264.81
Horseshoe Lake	2,375.77	2,237.01	Pine Bluff	438,026.56	467,840.70	Emmet	3,940.72	3,712.82	Cherokee Village	50,375.07	42,886.87
Jennette	955.71	792.92	Redfield	15,980.17	12,362.52	Prescott	30,781.26	25,763.03	Evening Shade	5,360.41	4,777.50
Jericho	881.92	911.66	Sherrill	562.76	800.66	Rosston	2,699.94	2,040.09	Hardy	9,036.12	8,038.08
Marion	123,756.07	94,575.15	Wabbaseka	1,911.25	2,430.56	Willisville	1,469.07	1,188.11	Highland	12,533.14	11,556.67
Sunset	1,490.26	1,365.19	White Hall	59,259.35	52,671.75	Newton County	44,109.40	44,856.60	Horseshoe Bend	165.92	88.47
Turrell	4,187.30	4,240.37	Johnson County	147,776.83	125,701.96	Jasper	3,815.28	2,794.54	Sidney	2,450.47	2,001.68
West Memphis	220,658.73	201,063.18	Clarksville	109,562.51	92,332.34	Western Grove	2,469.12	2,302.80	Williford	1,008.28	829.43
Edmondson	535,023.78	453,602.46	Coal Hill	9,576.94	10,180.90	Ouachita County	520,864.46	499,190.06	St. Francis County	397,437.71	364,701.49
Cherry Valley	7,579.55	6,833.16	Hartman	6,026.46	5,221.23	Bearden	9,342.64	9,667.84	Caldwell	9,922.74	8,970.46
Hickory Ridge	3,005.46	2,855.02	Knoxville	7,708.27	7,353.99	Camden	127,763.07	121,928.93	Colt	6,446.48	6,109.60
Parkin	10,466.37	11,598.54	Lamar	20,076.53	16,146.60	Chidester	3,045.99	2,892.35	Forrest City	286,351.40	248,441.18
Wynne	109,593.65	87,823.49	Lafayette County	96,745.79	83,611.72	East Camden	9,607.51	9,317.56	Hughes	23,233.74	23,290.86
Dallas County	161,831.19	161,875.02	Bradley	3,422.01	3,940.50	Louann	1,842.04	1,641.33	Madison	16,699.24	12,429.34
Desha County	136,278.19	98,738.79	Buckner	1,394.15	1,725.54	Stephens	9,270.42	8,917.24	Paestine	11,132.84	11,006.98
Arkansas City	6,228.72	6,281.34	Lewisville	7,731.21	8,031.60	Perry County	170,087.85	122,932.25	Wheatley	6,138.46	5,737.86
Dumas	66,279.59	49,134.48	Stamps	10,629.38	10,623.04	Adona	1,009.80	1,232.79	Widener	4,664.34	4,412.48
McGehee	63,761.59	44,049.80	Lawrence County	377,384.72	297,137.72	Bigelow	2,385.56	1,858.03	Stone County	168,253.17	164,398.62
Mitchellville	4,853.77	3,758.69	Alicia	1,207.62	801.75	Casa	813.26	1,008.64	Fifty Six	1,714.71	1,814.99
Reed	2,153.55	1,795.82	Black Rock	4,982.48	4,280.29	Fourche	379.52	365.71	Main View	31,222.91	28,830.08
Tillar	530.10	219.26	Hoxie	21,939.79	17,974.65	Houston	969.13	1,020.44	Union County	609,861.66	421,031.63
Watson	3,064.67	2,203.01	Imboden	5,404.72	4,377.28	Perry	1,775.61	1,592.60	Calion	16,844.11	12,274.43
Drew County	483,700.10	412,902.76	Lynn	2,178.78	1,862.12	Perryville	9,305.03	8,611.82	El Dorado	746,750.76	522,630.90
Jerome	0.00	515.18	Minturn	734.70	704.76	Phillips County	194,921.62	160,374.95	Felsenthal	3,199.89	3,007.64
Monticello	136,461.18	125,057.40	Portia	3,580.63	2,825.51	Elaine	9,751.68	7,707.58	Huttig	21,813.89	16,823.49
Tillar	2,263.04	2,694.80	Powhatan	878.27	465.53	Helena-West Helena	184,329.10	148,773.38	Junction City	20,594.38	15,006.65
Wilmar	6,385.00	6,750.22	Ravenden	3,597.52	3,038.88	Lake View	6,443.27	5,366.21	Marphlet	26,520.15	18,934.34
Winchester	2,214.55	2,206.05	Sedgwick	1,376.52	982.79	Lexa	4,101.70	3,459.19	Smackover	68,753.97	49,814.00
Faulkner County	954,815.08	797,545.12	Smithville	734.70	504.32	Marvell	16,996.12	14,369.03	Strong	18,003.71	14,173.28
Enola	2,507.46	2,428.52	Strawberry	2,263.23	1,952.64	Pike County	226,680.44	182,557.79	Van Buren County	341,167.20	203,312.31
Holland	4,620.67	4,002.02	Walnut Ridge	45,467.22	34,513.91	Antoine	1,566.47	1,170.76	Clinton	22,280.00	25,625.16
Mount Vernon	1,135.45	1,041.82	Lee County	37,103.38	30,185.75	Daisy	1,219.90	1,150.74	Damascus	3,152.09	2,462.06
Twin Groves	2,499.58	2,406.96	Aubrey	910.10	935.39	Delight	3,992.41	2,791.80	Fairfield Bay	25,049.48	21,222.99
Wooster	8,216.28	6,179.07	Haynes	1,028.07	825.35	Greenwood	27,808.28	21,874.12	Shirley	3,190.69	2,865.84
Franklin County	269,057.97	239,497.50	LaGrange	438.20	489.71	Murreesboro	20,724.51	16,420.60	Washington County	1,780,256.87	2,404,656.97
Altus	7,791.22	7,440.23	Marianna	30,125.96	22,642.06	Poinsett County	313,281.13	251,396.83	Elkins	62,889.24	45,848.34
Branch	3,467.97	3,602.33	Moro	1,491.55	1,188.50	Fisher	2,258.90	2,060.99	Elm Springs	33,103.27	30,403.96
Charleston	30,321.30	24,754.96	Rondo	1,373.57	1,089.46	Harrisburg	27,759.37	21,275.33	Farmington	132,413.09	103,435.79
Denning	3,384.65	4,451.92	Lincoln County	161,230.54	138,985.89	Lepanto	21,735.63	17,495.31	Fayetteville	1,640,305.61	1,273,988.15
Ozark	41,498.47	36,160.69	Gould	4,700.58	4,708.24	Marked Tree	28,688.02	23,715.24	Goshen	36,699.94	18,543.64
Wiederkehr Village	585.81	373.00	Grady	2,162.41	2,525.69	Trumann	92,853.32	67,430.40	Greenland	21,178.41	22,404.74
Fulton County	252,450.59	209,028.75	Star City	15,406.27	12,791.56	Tyrannon	8,985.40	7,042.48	Johnson	63,011.45	58,072.25
Ash Flat	712.03	524.83	Little River County	424,598.02	304,080.34	Waldenburg	665.12	563.77	Lincoln	40,052.17	38,939.92
Cherokee Village	5,248.87	4,080.31	Ashdown	62,813.87	45,757.44	Weiner	8,119.50	6,617.35	Prairie Grove	123,002.41	76,633.21
Hardy	220.54	216.11	Foreman	14,402.52	14,402.52	Poik County	321,947.83	252,704.16	Springdale	1,310,914.07	1,111,493.20
Horseshoe Bend	69.31	87.47	Ogden	1,931.15	1,743.88	Cove	8,762.92	7,580.14	Tontitown	75,093.45	42,593.24
Mammoth Spring	5,853.79	5,027.07	Wilton	4,230.83	3,623.39	Grannis	13,625.10	10,993.18	West Fork	40,698.17	40,117.29
Salem	9,867.63	8,412.75	Winthrop	1,710.02	1,860.14	Hatfield	9,477.14	8,195.28	Winslow	6,372.73	6,769.91
Viola	2,255.82	1,734.02	Logan County	355,395.95	322,221.13	Mena	153,529.56	113,840.89	White County	1,326,151.25	1,156,287.19
Garland County	2,613,287.48	2,088,803.61	Blue Mountain	936.26	1,143.61	Vandervoort	3,159.04	1,726.36	Bald Knob	35,864.79	35,745.30
Fountain Lake	8,043.84	7,147.91	Booneville	40,525.18	36,798.40	Wicks	17,498.34	14,961.82	Beebe	119,980.68	90,257.82
Hot Springs	275,280.50	231,009.06	Caulksville	1,638.46	1,964.43	Pope County	398,972.95	378,487.63	Bradford	9,641.69	9,365.10
Lonsdale	1,744.24	1,335.79	Magazine	7,873.10	7,811.59	Atkins	44,283.86	45,455.29	Garner	3,000.58	3,504.20
Mountain Pine	9,906.61	10,942.16	Morrison Bluff	829.87	590.25	Dover	20,709.17	20,768.37	Georgetown	1,151.88	1,530.00
Grant County	299,005.33	218,206.47	Paris	33,790.49	32,574.42	Hector	6,366.10	6,782.12	Griffithville	2,204.22	2,776.21
Greene County	420,682.38	337,643.44	Ratcliff	1,776.77	1,862.98	London	14,497.97	15,659.17	Higginson	10,025.65	7,662.35
Delaplaine	881.24	1,341.93	Scranton	2,606.63	2,065.87	Pottsville	48,636.35	42,772.58	Judsonia	26,365.32	24,911.90
Lafe	5,755.60	5,298.32	Subiaco	4,266.37	5,275.35	Russellville	448,259.85	420,793.00	Kensett	19,909.09	20,334.23
Marmaduke	16,688.50	12,852.47	Lonoke County	765,214.37	307,765.19	Prairie County	78,324.14	73,320.13	Letona	3,412.99	3,146.38
Oak Grove Heights	15,201.41	10,284.29	Allport	1,003.84	1,244.48	Biscoe	2,972.36	3,046.79	McRae	8,760.00	8,415.01
Paragould	406,706.45	302,085.13	Austin	40,387.17	22,054.34	Des Arc	18,565.07	14,411.39	Pangburn	7,110.39	7,415.58
Hempstead County	726,821.06	607,135.41	Cabot	310,129.14	257,293.43	DeValls Bluff	5,067.63	5,195.49	Rose Bud	7,025.06	5,947.27
Blevins	4,166.74	3,394.23	Carlisle	23,730.38	23,958.94	Hazen	14,433.00	12,321.44	Russellville	2,616.62	2,665.17
Emmet	260.42	463.34	Coy	1,015.52	1,038.87	Ulm	1,705.46	1,426.86	Searcy	326,181.92	282,038.72
Fulton	1,663.80	2,165.84	England	28,913.01	30,570.91	Pulaski County	966,239.92	910,933.66	West Point	2,417.53	2,282.67
Hope	129,516.14	108,776.86	Humnoke	2,556.30	3,073.32	Alexander	4,433.77	4,409.67	Woodruff County	95,470.23	102,580.58
McCaskill	824.67	1,034.43	Keo	2,416.23	2,770.32	Cammack Village	15,679.43	14,350.12	Augusta	23,799.07	24,033.11
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# MUNICIPAL MART

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

**APPRENTICE OR LICENSED WASTEWATER OPERATOR**—The city of Mountain Home is accepting applications for a F/T apprentice or experienced wastewater operator. Benefits include insurance, paid vacation/holidays and retirement. Salary negotiable. Contact Human Resources at City Hall, 720 S Hickory St., Mountain Home, AR 72653; (870) 425-7042; or email resume to [sedwards@cityofmountainhome.org](mailto:sedwards@cityofmountainhome.org). Open until filled. EOE.

**ASSISTANT SUPERINTENDENT/STREET DEPARTMENT**—The city of Bella Vista is looking for an experienced Street Department assistant to join our city. This position will report directly to the street superintendent. This role oversees work that includes street maintenance and repair, mowing, snow removal, and the work of the city's fleet maintenance. We're seeking candidates with seven or more years of applicable work experience. We are looking for someone who is interested in training to assume the superintendent role in the future. Candidates can view the entire job posting and must apply at the city's website, [www.bellavistaar.gov](http://www.bellavistaar.gov). EOE.

**BOOKKEEPER**—The city of Cotter is seeking a F/T employee in the Bookkeeping Department starting July 1. Job description: Bookkeeping, payroll, benefits and human resources. Education and experience: Municipal accounting experience preferred but not necessary. BS in accounting or 5+ years of accounting experience. Working knowledge of Generally Accepted Accounting Principles (GAAP). Salary range \$16.00-\$18.00 per hour DOE. Includes vacation plan, 15 paid holidays, 12 sick days per year, APERS, and health insurance. Applications may be obtained at [www.cityofcotter.org](http://www.cityofcotter.org) under business forms or picked up at Cotter City Hall, 115 McLean Ave., Cotter, AR 72626. Mail to: City of Cotter, P.O. Box 9, Cotter, AR 72626. Open until filled. No phone calls, please. Email application and resume to [cottermayor@infodash](mailto:cottermayor@infodash). EOE.

**BUILDING INSPECTOR**—The city of Bella Vista is looking for an experienced building inspector to join our city. This position is part of the Community Development Department and reports to the chief building official. The individual in this position will perform mostly residential inspections. We are seeking someone with a minimum of two years of building inspection experience. Interested candidates can view the entire job posting and must apply at the city's website, [www.bellavistaar.gov](http://www.bellavistaar.gov). EOE.

**BUILDING INSPECTOR I**—The city of Benton seeks applicants for the position of building inspector I. Oversees permitting process, plan review process, inspection process. Inspects all buildings in all phases of construction. Manages and oversees any and all construction in floodplain, determines what is and what is not a floodplain. Education: HS diploma or GED and additional college or trade related courses. Two years of related experience or equivalent combination of education and experience. Minimum qualifications: certification in National Building Code, certification in State Plumbing Code, certification in state HVACR code, certification as a National Floodplain Administrator. For complete job description and city application, please visit [www.bentonar.org](http://www.bentonar.org).

**CERTIFIED POLICE OFFICER**—The city of Mountain Home is accepting applications for a F/T certified police officer. Applicants must be 21 years of age and must be able to meet all requirements of law enforcement standards and training. Experienced officers certified in the state of Arkansas preferred. Competitive pay and benefits. Please email resumes to [sedwards@cityofmountainhome.com](mailto:sedwards@cityofmountainhome.com).

**FINANCE DIRECTOR**—The city of Hot Springs seeks applicants for the position of finance director. Starting salary DOQ plus full benefits. For a full job description and a city application, please visit [www.cityhs.net/jobs](http://www.cityhs.net/jobs). You may send your resume to [Agruszka@cityhs.net](mailto:Agruszka@cityhs.net). All applicants are subject to pre-employment testing; individual in this position will be subject to random testing. Contact Human Resources Office at City Hall, 133 Convention Boulevard, Hot Springs, AR 71901, (501) 321-6841. Open until filled. EOE.

**FINANCE DIRECTOR**—The city of Centerton is accepting applications for the position of full-time finance director. Starting salary DOQ. For more information contact Human Resources at 479-795-2750, ext. 103. To send your resume, or to request a job description email [careers@centertonar.us](mailto:careers@centertonar.us). All applicants are subject to a state background check and pre-employment drug testing. To learn more about our great city visit [www.centertonar.us](http://www.centertonar.us). Applications will be accepted until the position is filled. EOE.

**FINANCE DIRECTOR/TREASURER**—The city of Sherwood is looking for a finance director/treasurer to lead and manage all aspects of the city's financial operations. Applicants should have a bachelor's in accounting, finance, or business. CPA or CMA required. Minimum of seven years of experience in accounting role. Minimum three years in government accounting and management. Must live within the Sherwood city limits or be willing to relocate within six months of hire date. Salary commensurate with experience and excellent benefits. Please visit our website for a full job description. Interested applicants should go to [www.cityofsherwood.net](http://www.cityofsherwood.net) to complete the online application and attach their resume. Please contact Jill Ross at [Jill@cityofsherwood.net](mailto:Jill@cityofsherwood.net) with any questions.

**HR BENEFITS SPECIALIST**—The city of Benton seeks applicants for the position of human resources benefits specialist. The human resources benefits specialist manages and controls city benefits for all city employees and reports to the human resources director. Qualifications: associate's degree in human resources, business administration or related field; two-plus years benefits, Human Resources, or payroll experience. For a complete job description and city application, please visit [www.bentonar.org](http://www.bentonar.org).

**PATROL OFFICER**—The city of Benton is accepting applications for the position of patrol officer. The patrol officer works under the general supervision of the patrol sergeant and is responsible for enforcing traffic and criminal laws. This position is governed by state and federal laws, department policy and civil service rules and regulations. Requires HS diploma or equivalent, 12 to 18 months of related experience. Other job-related education and/or experience may be substituted for all or part of these basic requirements upon approval of the chief of police. Special requirements: certified by the Arkansas Law Enforcement Standards Commission. For a complete job description and city application, please visit [www.bentonar.org](http://www.bentonar.org).

**POLICE CHIEF**—The city of Forrest City is seeking a full-time police chief. Annual salary is \$67,600. Forrest City offers certificate, education and longevity pay; health, dental, vision, hospitalization and prescription insurance offered through MHBP with the city paying 80 percent of individual and family; 12 paid holidays annually, vacation days accrue monthly up to 15 during the first year of employment and sick days accrue monthly beginning one year after the date of employment. Interested parties may submit resumes to Mayor Cedric Williams, City of Forrest City, 225 N. Washington Street, Forrest City, AR 72335; or receive and submit applications at Arkansas Workforce Center, 300 Eldridge Road, Suite 2, Forrest City, AR. Position closes May 20. EOE.

**POLICE CHIEF**—The city of Stuttgart is accepting applications for the position of police chief. This position requires a close working relationship with the mayor. This position entails all manner of police policy and advanced knowledge of city ordinances and state and federal laws. The position requires certified law enforcement training and experience in a supervisory position for at least five years. Benefits include 100 percent of the premium for employee's full insurance coverage paid by the employer, sick and vacation pay accruing at the beginning of employment, holiday pay and benefits through the LOPFI retirement system. Salary DOQ. Please request applications from Personnel Director Carol Ables at 870-673-8817. No online applications, please. Open until filled.

**PROBATION OFFICER**—The city of Mountain Home is accepting applications for a F/T probation officer/district court. The employee will oversee the issuance of warrants and related tasks which will conform to state and local legal procedures. Competitive pay and benefits. Please email resumes to [sedwards@cityofmountainhome.com](mailto:sedwards@cityofmountainhome.com).

**SANITATION SUPERINTENDENT**—This exempt position directs, plans, promotes, organizes and administers all duties related to sanitation for the city of Jonesboro. Minimum qualifications: broad knowledge of such fields as business administration or operating heavy equipment, etc. Waste disposal is preferred. Equivalent to a four-year college degree, or equivalent combination of education and experience. Three years related experience and/or training in similar operations, and two years related management experience. Valid DL, CDL preferred. Submit a cover letter and resume with your application. Salary Grade/Range: Grade 123/Range \$62,802 - \$69,082. Review position and apply online at [www.jonesboro.org](http://www.jonesboro.org). Applicants may also contact the Jonesboro Human Resources Office, 300 South Church Street, Suite 100, Jonesboro, AR 72401, 870-933-4640. Open until filled. EOE.

**SOLID WASTE DIRECTOR**—The city of Hot Springs seeks applicants for the position of solid waste director. Starting salary DOQ plus full benefits. For a full job description and city application, please visit [www.cityhs.net/jobs](http://www.cityhs.net/jobs). You may send your resume to [Agruszka@cityhs.net](mailto:Agruszka@cityhs.net). All applicants are subject to pre-employment testing; individual in this position will be subject to random testing. Contact Human Resources Office at City Hall, 133 Convention Boulevard, Hot Springs, AR 71901, (501) 321-6841. Open until filled. EOE.

**STREET/WATER DEPARTMENT EMPLOYEE**—The city of Wickes is accepting applications for a street/water department employee. Experience in street and water systems maintenance to perform a variety of semi-skilled and skilled tasks in the construction, lawn maintenance and repair of city streets, water line, parks, and related facilities. Operate mowers, tractors, vehicles and other equipment; utilize a variety of hand and power tools for maintenance work; assist in routine maintenance of such equipment. CDL preferred but not required. Salary starts at \$13/hr. Applications may be filled out online at city of Wickes Facebook page or obtained at Wickes City Hall 8 a.m. to 4 p.m. M-F. Open until filled. No phone calls please. EOE.

**TRAFFIC SIGNAL TECHNICIAN**—The city of Bentonville has an opening for a traffic signal technician. Installs, maintains and repairs all types of traffic control and Intelligent Transportation System (ITS) devices. Oversees the installation of traffic signals, from initial design to final installation of devices in compliance with the Manual of Uniform Traffic Control Devices (MUTCD). Ensures adherence to city, ARDOT, IMSA and FHWA standards. Operates the TMC for data collection, traffic counts and video recordings. Assists the police department with accessing video recordings and monitoring BBS status and video detections. Hiring pay range: \$21.70 - \$27.12/hr. with opportunity to earn up to \$32.54/hr. Complete job description available on request. Send resume to Ed Wheeler, HR Manager, at [ewheeler@bentonvillear.com](mailto:ewheeler@bentonvillear.com). EEO.

# YOUR COMMUNITY'S SAFETY IS WORTH INVESTING IN.



Greenbrier Fire Department  
Photo by Infinity Wedding Photography



**Dan Lovelady**

Director

501.978.7985

dlovelady@crewsfs.com

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*Seated L-R: Warren Simpson, Executive Vice President & Manager, Larry Middleton, Bo Brister, Alex Jordan, Cheryl Daughenbaugh  
Standing L-R: Mimi Hurst, Brian Bush, Tammy Stewart, Doug Seelicke, Robert Jones, Ed Frost, Brete Garland*

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**We welcome an opportunity to visit with you regarding your city's related needs.**

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**Alex Jordan**  
Senior Vice President  
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## Stephens Capital Management

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