

City & Town

JULY 2022 VOL. 78, NO. 07

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



How do you think new money becomes old money?



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Pine Bluff, AR*



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Conway, AR*



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*Trust Officer
Jonesboro, AR*



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Cover photo by Andrew Morgan.



ON THE COVER—During the 88th Convention held in June in Little Rock, League Executive Director Mark R. Hayes, left, on behalf of the State of Arkansas, presented Alabama’s Jerome Tapley, right, who has been lead attorney on our unified opioid litigation, with the Arkansas Traveler Award for his outstanding service to the citizens of this state. Coverage of the litigation and settlements was a key component of this year’s Convention. Read full coverage of the event inside beginning on page 18. Also check out the “State of the League 2021-2022” report, which is included in this issue as a special supplement on page 43. And to bring a smile your face during these dog (and cat, and bird, and lizard) days of summer, enjoy a collage of the pets that bring love and joy into the lives of your League staff.—atm

Features

18 League elects officers, preps for year at 88th Convention

The Arkansas Municipal League elected a new slate of officers for 2022-2023, adopted its policies and goals statement for the year, voted on a package of resolutions to guide legislative efforts during the approaching session of the Arkansas Legislature and covered an array of issues important to cities and towns at its 88th Convention, held June 15-17 at the Little Rock Marriott and Statehouse Convention Center.

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The annual report of the Arkansas Municipal League provides an overview of the past year’s participation rates and other key statistics for the League’s optional benefit programs and member services.

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Dear public officials and friends,

What a great 88th Convention! It was wonderful to visit with our colleagues and friends throughout the state. It was also exciting to meet new friends. For many attendees, this was their first opportunity to attend a “near normal” Convention. Thank you also to those who were not able to attend in person but took the opportunity to attend virtually.

I want to express my thanks for the vote of confidence to serve as the 2022-2023 president of the Arkansas Municipal League. It is an honor and responsibility that I do not take lightly. I truly believe that local government is closest to the people. We have been given the privilege to make our communities stronger as we all work together. Many of you have volunteered to help in any area. I appreciate your willingness to serve.



Many thanks to our immediate past president, Mayor Tim McKinney. He served our League the past year diligently and intentionally during unprecedented times. I want to thank Tim personally for the help that he has graciously given me. He is a true public servant and leads with passion and sincerity. The city of Berryville is fortunate to have him as their mayor.

Our residents, first responders and many of our employees are experiencing the impacts of a quickly changing environment. We must work to ensure that the importance of mental health is addressed by making it more accessible while removing the stigma. During the next year my platform as president will focus on ways to improve the mental health needs in our cities and towns. We will be forming a task force to begin exploring the initiative. Also, cybersecurity and protecting municipal IT infrastructure were top priorities during Mayor McKinney's year as president. A task force was formed to address the issues. The mission is so important that we must continue the progress that task force has made. I believe that both initiatives will help us better serve our communities.

The Annual Planning Meeting will be August 24-26 in Sherwood. At this meeting, the newly elected officers, past presidents, executive committee members and chairs of the advisory councils, along League staff will meet to plan the upcoming year.

We have a busy year ahead! Please do not hesitate to reach out to me personally if I can be of assistance in any way. My contact information is vyoung@cityofsherwood.net or 501-590-4428. I look forward to working together and still believe that Great Cities Make Great States!

Purposely in His service,

A handwritten signature in blue ink that reads "Virginia R. Young". The signature is fluid and cursive.

Virginia R. Young
Mayor, Sherwood
President, Arkansas Municipal League

ARKANSAS MUNICIPAL LEAGUE OFFICERS

Mayor Virginia Young, Sherwood	President
Mayor Jonas Anderson, Cave City	First Vice President
Mayor Doyle Fowler, McCrary	Vice President, District 1
Clerk/Treasurer Diane Whitbey, North Little Rock	Vice President, District 2
Mayor Doug Kinslow, Greenwood	Vice President, District 3
Mayor Crystal Marshall, Crossett	Vice President, District 4
Mark R. Hayes	Executive Director

EXECUTIVE COMMITTEE: TBA

PAST PRESIDENTS ADVISORY COUNCIL: Mayor Rick Elumbaugh, **Batesville**; Mayor Frank Fogleman, **Marion**; Tim McKinney, **Berryville**; Mayor Gary Baxter, **Mulberry**; Mayor Jackie Crabtree, **Pea Ridge**; Mayor Doug Sprouse, **Springdale**; Mayor Robert Patrick, **St. Charles**; Mayor Harry Brown, **Stephens**

CITIES OF THE LARGE FIRST CLASS ADVISORY COUNCIL: TBA

CITIES OF THE FIRST CLASS ADVISORY COUNCIL: TBA

INCORPORATED TOWNS AND CITIES OF THE SECOND CLASS ADVISORY COUNCIL: TBA

PUBLIC SAFETY ADVISORY COUNCIL: TBA

ECONOMIC DEVELOPMENT ADVISORY COUNCIL: TBA

MUNICIPAL HEALTH BENEFIT PROGRAM BOARD OF TRUSTEES:

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

MUNICIPAL LEAGUE WORKERS' COMPENSATION PROGRAM

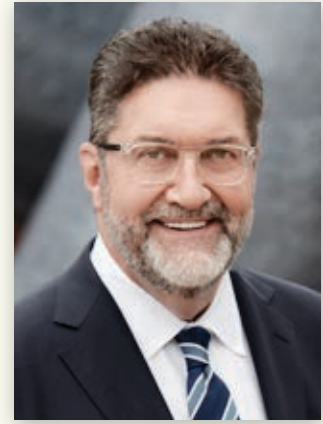
BOARD OF TRUSTEES: Human Resources Director Charlette Nelson, **Jacksonville**, District 1; Human Resources Director Lisa Mabry-Williams, **Conway**, District 2; Clerk/Treasurer Sharla Derry, **Greenwood**, District 3; Mayor Paige Chase, **Monticello**, District 4; City Attorney Howard Cain, **Huntsville**, At-Large Member and Group Manager

PENSION MANAGEMENT AND OPEB TRUSTS, BOARD OF

TRUSTEES: Treasury Manager Scott Massanelli, **Little Rock**, Chair; Comptroller Mandy Spicer, **Benton**, Vice Chair; City Manager Gary Brinkley, **Arkadelphia**; Finance Director Ember Strange, **North Little Rock**; City Manager E. Jay Ellington, **Texarkana**

From the Desk of the Executive Director

The dog days of summer: Vacations, movies, pets and such



I start this month's column with a quote from the local controller. "Don't get off on too many tangents and muddle your message." She says she meant it in the kindest way possible. Speaking of tangents, as a dog parent and a kid parent (adults now but I do remember them as little tykes) there's nothing like stepping on a dog bone¹ or a Lego² block barefooted! Those things hurt! What's that you say? An incongruous start to my column dedicated to the heroic efforts of municipal officials and employees? Oh, and I hear others saying "What's new about that?! He needs to listen to his local controller, but I fear 'tangential' is what he does." Fine. Back to the basics.

The dog days of summer are here.³ One hundred degrees with humidity thick enough to cut with a butter knife. Some days I feel certain we're breathing as much water as we are air! This time of the year usually gives me some additional time with family. Whether a vacation or a few extra days boating on Lake Hamilton,⁴ there seems to be a modest break in the action. With convention over and Father's Day passing by, we now sit ready to celebrate the Fourth of July and those weeks of Arkansas heat. The local controller loves summertime and the heat. For her, 70 degrees and lower is winter. I'm not kidding. When it's "cold" she will say, "The cold hurts!" I don't get it, but I always find her a sweatshirt and a blanket. I'd say she must have some reptilian blood, but I don't want to sleep on the couch for the next five years.

I've made no secret of my love for movies. I watch parts of movies I've seen dozens of times. I watch new movies and old movies. I watch action movies and rom-coms. I watch westerns and sci-fi. I *love* movies. So, it's not a surprise that I also love the summer blockbuster⁵ season.⁶ I don't know this for certain but logically it makes sense to me (cue an eyeroll from the local controller and the mumbled comment, "You mean mansplaining"): I think lots of us flock to movie theaters to see summer blockbusters because of the air conditioning.⁷ Of course, these new-fangled theaters have lounge chairs and drink and food service brought right to ya. And let's not forget the dark theater, the surround-and-around sound and boldness of moving pictures on an enormous screen. I love

¹ Bad pet owner admission: Hard nylon chew bones are everywhere at Casa Hayes and they are BAD. <https://bit.ly/3QYVQan>. We are now switching to acceptable chew toys. Mea Culpa.

² The LEGOs we all know have an incredible history. Originally made of wood and invented and built by Ole Kirk Kristiansen. He started in 1932 and the toys were originally called LEG GODT ("play well" in Danish). <https://bit.ly/3yn2iR6>.

³ According to the *Farmer's Almanac* (I bet nobody saw that reference coming!) the dog days of summer begin July 3 and end August 11. Clearly the editors have never been to a late August or early September football game in the Natural State! I feel certain you are now asking why the reference to dogs. Well, I'll tell ya. During that July-to-August stretch the Sun occupies the same part of the sky as Sirius. That's the brightest star visible from anywhere on Earth and is a part of the constellation—wait for it—Canis Major, the Greater Dog. Boom! Sirius is often referred to as the dog star. <https://bit.ly/3bkKdk0>

⁴ Lake Hamilton is a 7,460-acre manmade lake. It was created in 1930 by the Arkansas Power and Light Co., now known as Entergy. <https://bit.ly/3QT7VxA> There are hydro-electric dams on both ends of the lake. Those dams create Lake Ouachita (<https://bit.ly/39YkWWe>) and Lake Catherine with Hamilton in the middle.

⁵ There is much debate about the greatest summer blockbusters of all time. I have several that stick in my mind: *Independence Day* starring Will Smith; *E.T.* starring E.T.; *ALIEN* and *ALIENS* starring Sigourney Weaver; all the *Star Wars* and *Star Treks* starring all the Wookies, Skywalkers, Kirks, Spocks, Vaders, Leias, Solos, Vulcans and Enterprises; *Jaws* starring Robert Shaw ("a shark's eyes are like a doll's eyes"). Not to mention the *Batmans*, the *Terminators* (same Arnold but one's good and the other bad), The Tom Cruise, Linda Hamilton, Clint Eastwood, Morgan Freeman, Danny Glover, Tom Hanks, Harrison Ford, Mark Hamill and a gazillion other stars that I could mention but the local controller is looking for a blunt object and I fear my days may be numbered.

⁶ Here are a few lists of the greatest/best-est/money making-est summer movies of all time: <https://bit.ly/3NoITVt>. <https://bit.ly/3yoUFKf>. (That one includes a Rambo movie so proceed with caution.) <https://bit.ly/3nmRtbq>. (Avatar: \$2.847 Billion!) <https://bit.ly/3nITvsw>. (Stanley Kubrick, best director of all time? I don't think so!)

⁷ Score one for the local controller, because the A/C can't deal. According to a 37-page research paper written by Lesley Chiou in July of 2007, one of the main reasons for summer release is money. Many folks have more time in the summer to watch movies than they do during the remainder of the year. You know, kids out of school, vacations etc. Thus, higher attendance and bigger gate (\$) collections. The paper was published by Occidental College. <https://bit.ly/3xZYGMG>.

every bit of it. It's nice to know that we have a way to escape the harsh, hot reality of the dog days of summer. Off to the picture show we go! We go with a date, our spouse, our friends, our kids and our neighbors. We go to see the newest BIG movie. We want to hear the roar of the jet engines, the charge of the thundering hooves, the loud laughter at ridiculous pratfalls. It's fun with a capital F!

On Father's Day my eldest son took me to see *Top Gun: Maverick*. Oh. My. What a movie! It has everything you'd ever want in a summer escapism movie. Excitement, check. Romance, check. Comedy, check. Drama, check. Action, check. Good guys, check. Bad guys, check. Old heroes, check. Young heroes, check. Iceman, check. Goose's son, CHECK! An F-14 Tomcat fighter, DOUBLE CHECK! The flight scenes are real, primarily using F-18 Super Hornets. I'm sure there's some green screen here or there, but the vast majority is the real deal. I candidly admit that I would have both passed out and thrown up if I'd been subjected to the turns, flips and G-forces those actors endured. Go see it. I'm also stoked about seeing the new Elvis movie, *Emergency*, *Jurassic World Dominion*, *Thor: Love and Thunder*, *Where the Crawdads Sing*, *Nope* and *Bullet Train*. The local controller is having a conniption. I better get moving along.

I can't help but think about how hard the heat can be on all of us. Heat stroke and heat exhaustion are very real and quite dangerous. Heat exhaustion is the precursor to heat stroke but should not be ignored. Heat exhaustion begins with general muscle weakness, sudden excessive sweating and nausea, and vomiting and fainting are possible. Heat stroke can follow if the body's internal temperature reaches over 103 degrees. Some of the stroke indicators are loss of consciousness, agitation, unexplained behavior changes, and hot, red and dry skin.⁸ I mention these conditions because the dog days of summer are here, and we all need to be careful. I also mention them because many of our municipal employees are routinely outside for extended periods of time. Here are a few tasks and people that come to mind:

- Street department folks are outside filling potholes, mowing right of ways and performing numerous other maintenance tasks. Hot asphalt at production runs between 300 and 350 degrees. Add in the ambient temperature and, if you're not cautious, things can get out of control quickly.⁹
- Firefighters routinely dress out and regularly work fires, vehicle wrecks, overdoses and injuries outside in the heat. "The total weight of a firefighter's PPE depends on the tools needed for the job, but basic PPE (helmet, hood, pants, coat, gloves, boots and air pack) weighs about 45 pounds. Add a thermal imaging camera, radio, box light and set of irons (Halligan bar and axe) and you're up to about 75 pounds."¹⁰
- Police officers often work 10- or 12-hour shifts with a fully loaded duty belt. The belts typically weigh around 30 pounds.¹¹ Tactical gear worn by SWAT officers weighs around 40 to 50 pounds.¹²
- Recreational workers often work an entire day outside, seven or eight hours depending on the job.¹³
- Code enforcement officers spend large quantities of time outside inspecting properties and communicating with property owners.
- Utility workers (water, wastewater, electricity, gas, cable) all work outside for long periods doing maintenance, installation and meter reading.
- Animal control officers find themselves outside for most of the day and often in difficult physical situations like being under houses, in unairconditioned out buildings and large areas of overgrown vegetation.

⁸ <https://bit.ly/3yjNwKZ>.

⁹ <https://bit.ly/3yhKohJ>.

¹⁰ <https://bit.ly/3A7i97D>.

¹¹ <https://bit.ly/3OP7Idj>.

¹² According to Marcus Paxton, retired Little Rock Police Department major and current League general manager of operations and security.

¹³ <https://indeedhi.re/3NDHNnX>.

“Summers are warm and humid in Arkansas, with average high temperatures of 93°F at the peak of July. Temperatures often exceed 100°F during the summer and occasionally reach 110°F ...”¹⁴ According to *Forbes*, Arkansas is the 20th most-humid state in the Union with an average of 70.9 percent relative humidity. Number one is Alaska at 77.1 percent!¹⁵ I don’t know about you, but I was a tad shocked that Alaska was number one, but let’s face reality: A difference of six or seven percentage points is, to me, like drawing a distinction between the wealth of the heirs of Sam Walton’s¹⁶ fortune. Humid is humid. Big money is big money. You take my point, I’m sure.

All those facts got me thinking about the working conditions of our outdoor city and town employees. It also reminded me of that little thing we call the heat index.¹⁷ You know, when the local weather person says hey it’s this hot outside, but the heat index is equivalent to putting your face under a rocket engine.^{18 19} Let’s do a little math with the help of that National Weather Service calculator I mentioned in footnote 17. Using Arkansas’ July averages of temperature (93 degrees) and relative humidity (71 percent)²⁰ the heat index calculator says it’s—wait for it—116 degrees! Yikes! That’s *really* hot! Now think about all our folks working outside day in and day out.

Garbage is being collected. Meters are being read. Public safety folks are doing their thing. Kids and adults are using your outdoor facilities being run by your outdoor employees. Business goes on. The pandemic didn’t stop your municipality. The record snow in February 2021²¹ didn’t stop you. The dog days of our 2022 summer won’t stop you.

As you try to stay cool over the next couple of months, please remember our furry family members need to stay cool, too. By furry family members I mean your pets, not your uncle who looks like Cousin Itt!²² Keep those pets protected and well hydrated. Remember, they need you.

Before I sign off, I want to mention that the next few pages have pictures of League staff members and their pets. I thought you might enjoy seeing them and knowing they are healthy, safe, cooled off and well-watered!

Until next month, Peace.

Mark R. Hayes
Executive Director
Arkansas Municipal League



¹⁴ <https://bit.ly/3Ooumch>.

¹⁵ <https://bit.ly/3QQMZrm>.

¹⁶ <https://bit.ly/3bsdfYK>. At his death in 1992 his net worth was estimated to be \$8.6 billion. In today’s money that equates to roughly \$17 billion. <https://bit.ly/3bwigzz>.

¹⁷ The National Weather Service (part of the National Oceanic and Atmospheric Administration of the U.S. Department of Commerce) has a handy dandy calculator to determine heat index. <https://bit.ly/3bv0oVE>.

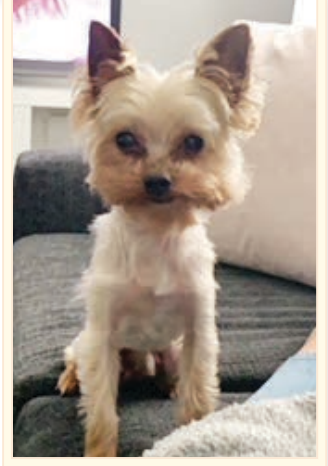
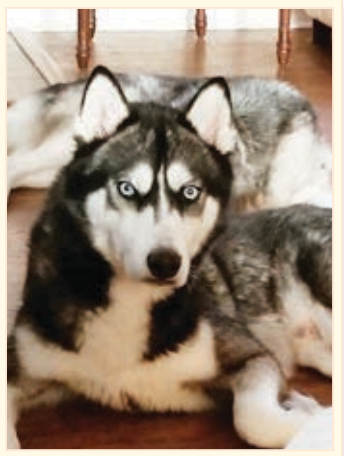
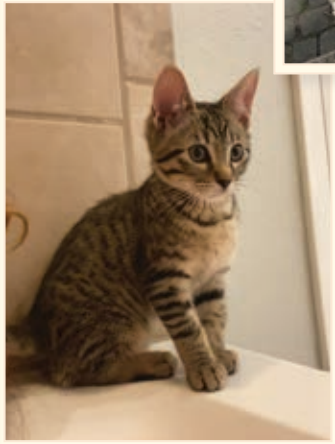
¹⁸ The local controller is rubbing her temples. I can hear her mumbling something but it’s incoherent. Probably the heat. See what I did there?!

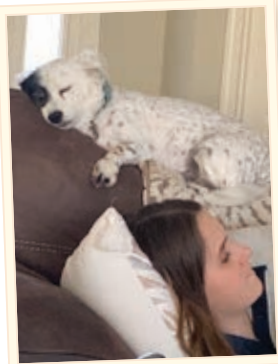
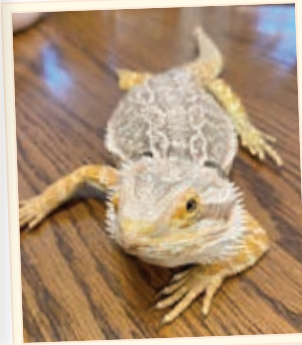
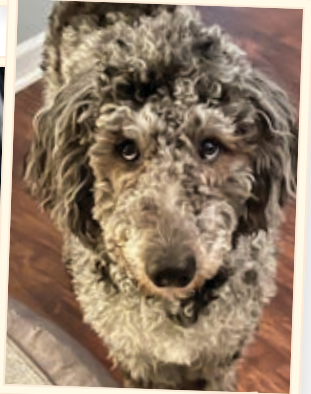
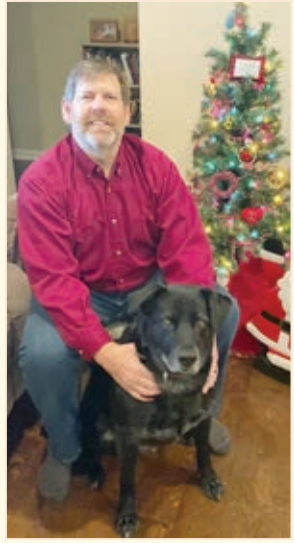
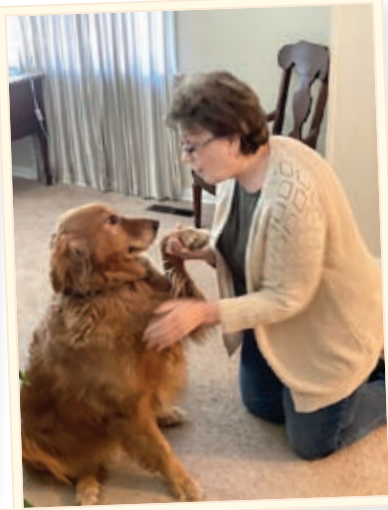
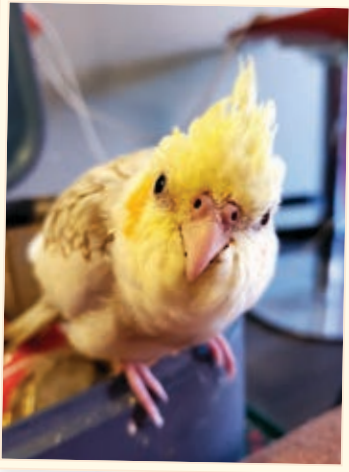
¹⁹ Rocket engine combustion can reach temperatures of 3,500 K! K is for Kelvin by the way. That calculates to 5,800 degrees Fahrenheit. <https://bit.ly/3u0zzz9>.

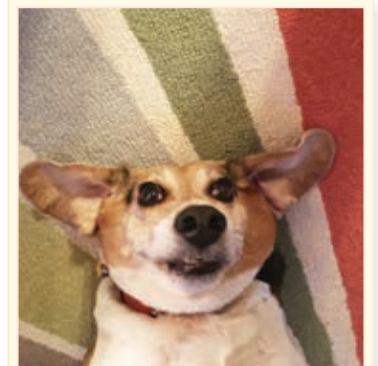
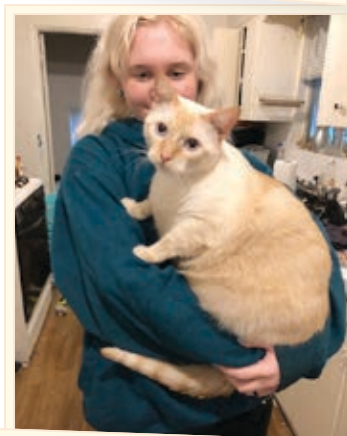
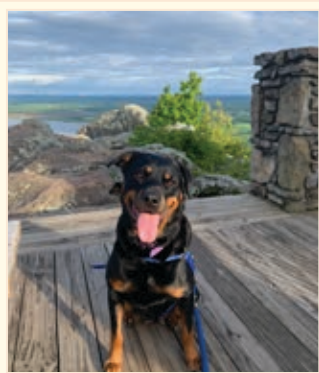
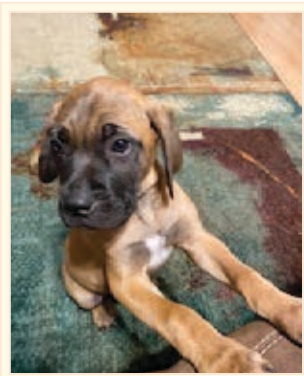
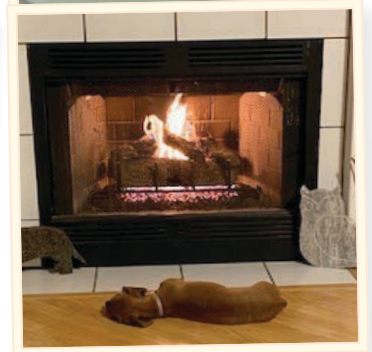
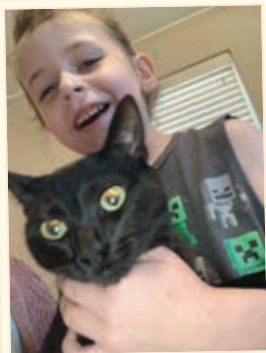
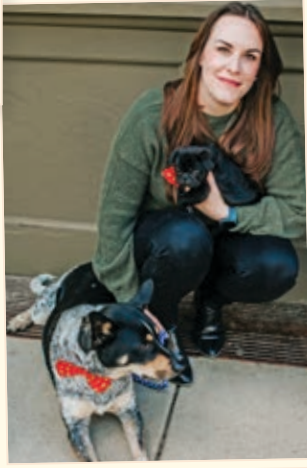
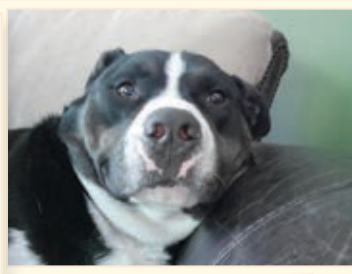
²⁰ Yeah, yeah, yeah. I know. The average relative humidity for Arkansas is 70.9 percent not 71. Feel free to do your own math and make sure you show your work! Oh man, that was a good one.

²¹ If you want to relive some of that coldness here ya go: <https://bit.ly/3u4O6K9>.

²² Cousin Itt was a member of the Addams Family and appeared regularly in the sitcom. <https://bit.ly/3OqqcRs>.







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



Brett Budolfson, PLA
Project Manager

Who we are ...

"I enjoy working with communities to help them maximize the use of their outdoor spaces. I'm passionate about bikes, and creating well-connected, multimodal active transportation networks for pedestrians and cyclists, and really just trying to create a better quality of life for communities to make them great places to live, work, play and ride."

Outside of work, Brett enjoys traveling and getting outdoors with his family. When he's not coaching his two girls in soccer, he's likely on a mountain bike.

IIMC honors NLR's Whitbey at annual conference

More than 500 municipal clerks from across the country gathered in Little Rock May 22-25 for the 76th annual conference of the International Institute of Municipal Clerks (IIMC), where the organization honored North Little Rock Clerk/Treasurer Diane Whitbey with the Quill Award. The Quill is IIMC's most prestigious award, presented to members who have made significant contributions to their profession and to the communities they serve. Arkansas Governor Asa Hutchinson, Little Rock City Manager Bruce Moore, North Little Rock Mayor Terry Hartwick and Arkansas Municipal League Executive Director Mark R. Hayes were among the local dignitaries who made remarks and welcomed the clerks to the capital city. 🏛️



PHOTOS BY JEFF CAPLINGER

Arkansas clerks (and one volunteer) from across the state stand ready for the flag procession. From left, John Strickland (volunteer), Mountain View Clerk/Treasurer Peggy Lancaster, Fayetteville Clerk/Treasurer Kara Paxton, Beebe Clerk/Treasurer Carol Westergren, Batesville Deputy City Clerk Donna Smith, Cherry Valley Recorder/Treasurer Stacey Bennett and Little Rock City Clerk Susan Langley.



North Little Rock Clerk/Treasurer Diane Whitbey, center, with Arkansas Municipal League Executive Mark R. Hayes, left, and Gov. Asa Hutchinson, right, was presented the IIMC's prestigious Quill Award at their 76th annual conference held in Little Rock in May.



WOO! PIG! SOOIE! For out-of-towners, a visit to Arkansas isn't complete until your hosts teach you how to call the Hogs.

Obituaries

DON HOWARD, 83, who served as a council member for the city of Ward from 2007 to 2018, died June 23.

DANNY MILBURN, 77, a council member in the town of Cale, died June 18.

BOBBY O'NEAL USELTON, Jr., 58, wastewater supervisor for the city of Gosnell, where he was employed for the past 16 years, died May 23.

TOMMY WAYNE WAGNER, Sr., 76, who served 10 years on the Manila School Board, 12 years as a state legislator and was currently serving his 12th year as mayor of Manila, died June 30.

Meeting Calendar

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

January 11-13, 2023,
Arkansas Municipal League Winter
Conference

Filing dates approaching for municipal office seekers

The **November 8, 2022**, general election is right around the corner, and several important filing dates are approaching for those seeking municipal offices.

Mayor-council form of government

Candidates for municipal office in cities and towns with the mayor-council form of government must file with the county clerk a petition, political practices pledge and an affidavit of eligibility between **August 3, 2022**, and noon on **August 10, 2022**.

City manager form of government

A municipal candidate in a city manager form of government must file a petition, political practices pledge and an affidavit of eligibility between **July 29, 2022**, and noon on **August 19, 2022**.

City administrator form of government

The nonpartisan primary for municipal candidates in a city administrator form of government will be held **August 9, 2022**. Candidates in a city administrator form

of government seeking election in the November 8, 2022, general election must have filed a statement of candidacy, a \$10 fee and a petition between **May 11, 2022**, and **May 26, 2022**.

- **November 8, 2022**—General election and nonpartisan runoff election.
- **December 6, 2022**—General runoff election.
- **January 1, 2023**—Candidates elected take office.

Key resources

For an in-depth look at candidate guidelines for local, state and federal office and the state statutes that govern their elections, see the 2022 handbook *Running for Public Office: A “Plain English” Handbook for Candidates*, a publication of the State Board of Election Commissioners, the Arkansas Ethics Commission and the Office of the Secretary of State. The handbook is available for download at www.sos.arkansas.gov. The site also features downloadable filing forms for candidates, district maps and other important information. 📄



Voluntary Certification Program

ADVANCED LEVEL TRAINING

The new advanced level classes include 15 hours of Advanced Level 2 training and 20 hours of Advanced Level 3 training. Participants pursuing all levels of certification must obtain six hours of continuing education on an annual basis to maintain certification status. If you have achieved Level 1 certification, you may advance to Level 2 or Level 3 training depending on the year. However, you can still attend Level 2 or Level 3 training if you haven't completed your Level 1 certification. Those hours will be applied after Level 1 certification is achieved.

MAINTAINING CERTIFICATION

Once CMOs/CMPs complete Levels 1, 2 and 3, the League encourages participants to maintain their certification by obtaining six hours of continuing education annually.

Voluntary Certification Program for Municipal Officials & Personnel

LEVEL 1	CONTINUING EDUCATION	ADVANCED LEVEL 2	ADVANCED LEVEL 3
City Government 101 Municipal Finance 101 Human Resources	Various topics of interest to municipalities	Municipal Finance 201 Disaster Preparedness Leadership 101	Personnel Management IT Infrastructure Conflict Management Leadership 201
15 hours	6 hours	15 hours	20 hours

Voluntary Certification Program Course Schedule

	Even Year: Level 2	Odd Year: Level 3
January	Winter Conference (3 hours Continuing Education)	Winter Conference City Government 101 (5 hours Level 1) (Plus 3 hours Continuing Education)
February	Municipal Finance 201 (5 hours Advanced Level 2)	Personnel Management (5 hours Advanced Level 3)
March	Disaster Preparedness (5 hours Advanced Level 2)	IT Infrastructure (5 hours Advanced Level 3)
April	City Government 101 (5 hours Level 1)	Planning & Zoning (5 hours Continuing Education)
May	Leadership 101 (5 hours Advanced Level 2)	Conflict Management (5 hours Advanced Level 3)
June	Annual Convention (3 hours Continuing Education)	Annual Convention (3 hours Continuing Education)
September	Municipal Finance 101 (5 hours Level 1)	Municipal Finance 101 (5 hours Level 1)
October	Human Resources (5 hours Level 1)	Human Resources (5 hours Level 1)
November	MHBP/MLWCP Seminar (If applicable)	Leadership 201 (5 hours Advanced Level 3)

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- Employee Benefit Booklets
- Customized Smart Phone Apps
- Wellness Programs
- Customer Advocacy
- HR Consulting



Charles Angel

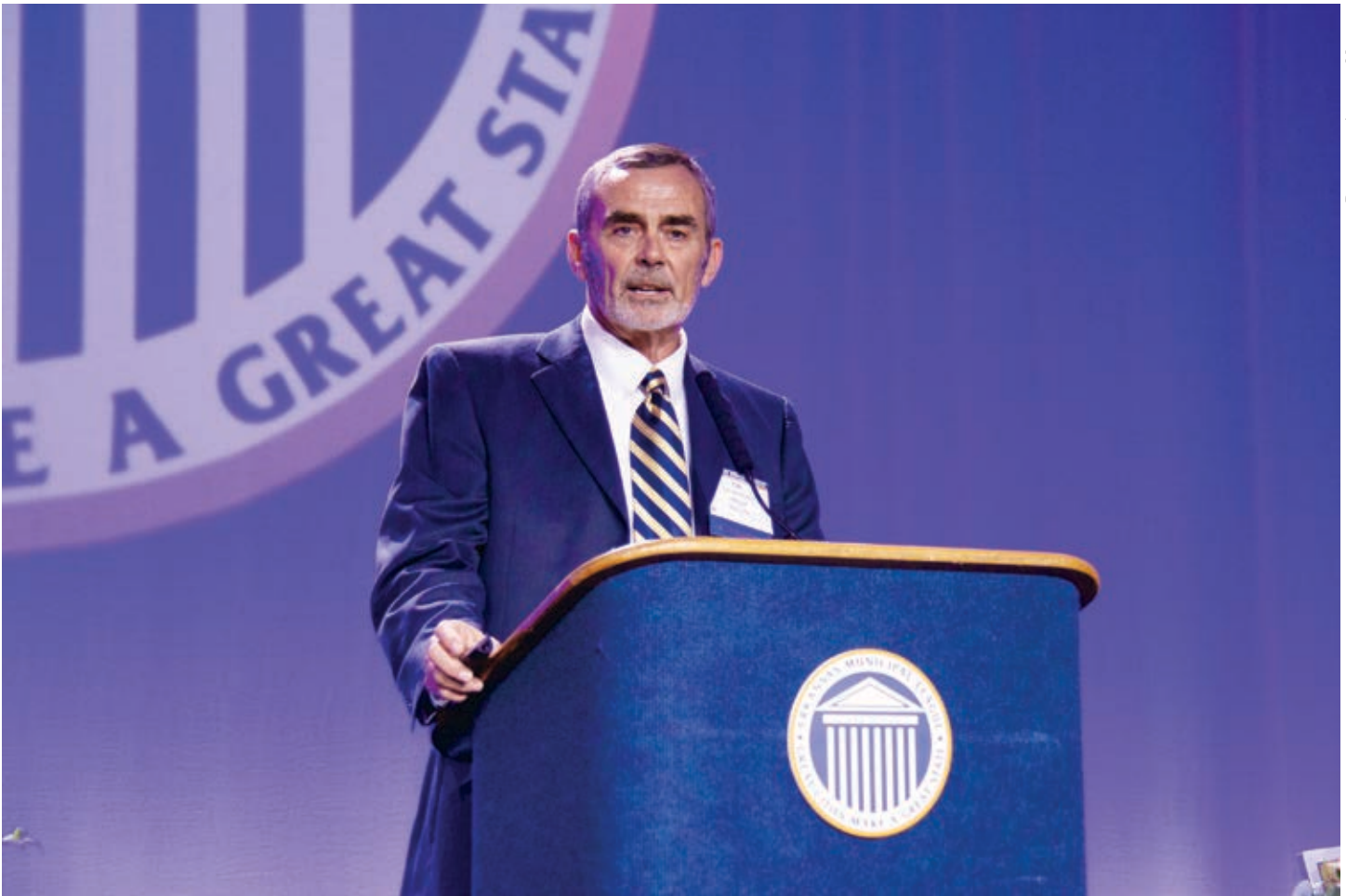
VP of Employee Benefits Programs

501-690-2532

charles.angel@jtsfs.com

www.jtsfs.com | 1616 Brookwood Drive, Little Rock, AR 72202





Berryville Mayor and 2021-2022 League President Tim McKinney welcomes delegates to the 88th Convention.

Opioid litigation success, upcoming legislative session in the spotlight at **88th** Convention

By Andrew Morgan, League staff

The Arkansas Municipal League set its agenda for the coming year, elected a new slate of officers for 2022-2023 and covered a variety of issues important to cities and towns during the 88th Convention, held June 15-17 at the Little Rock Marriott and Statehouse Convention Center. After two years of hosting virtual meetings due to the ongoing COVID-19 pandemic, this year's Convention was a hybrid event, offering members the option to attend in person or online. More than 600 delegates representing 188 cities and towns were in attendance.

A late addition to the program, Governor Asa Hutchinson addressed the Convention during the opening general session on the morning of June 16. As he approaches the remaining six months of his second



Hutchinson

and final term, there is plenty left to do, he said. “We’ve had eight years and have had great partnerships together, but there’s a lot more still to be done in the coming days.” He thanked the state’s municipalities for working with the administration and the legislature during his two terms on important issues like infrastructure funding and public safety, including the recent \$5,000 stipend for full-time, certified law enforcement officers across the state that he recently signed. “Some things are hard to pass, some things are easier. That was easier,” Hutchinson said. He also touted a new \$10 million grant fund available to public safety departments.

A major concern is the inaccurate returns from the 2020 Census, which may have resulted in an undercount of an estimated 130,000 people in Arkansas, Hutchinson said. “I, like you, have been very disappointed that we were not able to count everybody in our communities. We worked hard at it; we had a Complete Count Committee. [Fort Smith] Mayor George McGill chaired that for me and they did an outstanding job.” The governor hopes to be able to adjust the results, perhaps with recounts in certain communities. “We’re monitoring that very carefully,” he said.



Lane

One of the League’s most successful recent partnerships has been the unified litigation strategy with the state and counties against opioid manufacturers and distributors in an attempt to stem the abuse and overdose crisis in Arkansas. The Convention featured back-to-back sessions on these efforts on June 16. Kirk Lane, Arkansas’ state drug director, and Jerome Tapley, principal co-chair of Alabama-based Cory Watson Attorneys, joined League General Counsel John L. Wilkerson for a discussion of what the settlements will mean for our state. Wilkerson also acknowledged



Wilkerson

Arkansas Association of Counties General Counsel Colin Jorgensen, who has been another key legal team member in this litigation.

With settlement money soon to begin arriving, “now we have to figure out a way to make sure that we use the money for good,” Wilkerson said. The settlement requires that the money be used in certain approved ways, all for opioid abatement.

Lane provided an overview of Arkansas’ most pressing needs in the battle against addiction and overdoses. They include increasing access to overdose-reversing drug Naloxone, expanding addiction treatment options, expanding the state’s successful drug takeback program, and prevention and education initiatives. Recovery programs can work but require destigmatizing addiction, he said. “We need to support treatment and also support recovery, and we need to get people who have lived experience sitting at the table with us to help us in that resolve.”

The settlement monies will be doled out over an 18-year period, Tapley said, which will present some immediate relief and some future challenges in the ongoing epidemic. “We didn’t get here in a day and we won’t get out of here in a day,” he said. “What we also know from prior epidemics throughout this country is



Tapley

that as communities begin to improve, as change is made and we begin to heal, the epidemic will mature. What we need today to combat the epidemic won't be the same thing we need two years from now once we're successful in turning the tide."

Tapley is hopeful for Arkansas, he said, thanks to the buy-in he has seen at the state and local levels. "You've got the real thinkers here, thoughtful people who care about home and will really put the time and effort into

making this work in Arkansas." No other state's legal efforts have been as unified, he said. "Y'all are lucky, and you need to take real stock of that, because I believe—and I'll go ahead and foretell the future—Arkansas is gonna be a shining star in this epidemic. Arkansas is gonna make a bigger difference than is going to happen anywhere else in the country, and y'all should be proud of that."

In the second opioid-focused session, Arkansas Professional Firefighters Political Director Matthew Stallings and Hot Springs Police Chief Chris Chapmond joined Lane and Tapley to discuss some of the evidence-based strategies that have shown promise. These are the kinds of best practices that the settlement money must support, Tapley said. "Let's make Arkansas a bad market for the drug profiteers."

Tapley, who has since 2018 worked closely with the League, the counties and that state as lead attorney in this litigation, was honored during the Convention's opening night banquet, where he was presented with the Arkansas Traveler Award. The award recognizes individuals who, through their work, prove to be incredible ambassadors for the State of Arkansas. It is considered the highest honor the state can bestow upon someone who is not an Arkansas resident.

League Executive Director Mark R. Hayes presented the award to Tapley on behalf of the State of Arkansas. "I'm going to take a point of personal privilege to tell you



The League, on behalf of the State of Arkansas, presented Jerome Tapley with the Arkansas Traveler Award for his work on the historic opioid litigation, a cooperative effort among the cities, counties and the state. From left, League General Counsel John L. Wilkerson, League Executive Director Mark R. Hayes, Tapley and Association of Arkansas Counties General Counsel Colin Jorgensen.

how happy I am to recognize somebody who has become a real member of the League family and a really incredible human being who has done Arkansas very proud in a way I'm not sure any of us believed we could really do."

The 94th General Assembly of the Arkansas Legislature will meet in January 2023, and the League's legislative advocacy team will again be promoting bills that benefit municipalities and support local control and fighting proposals that harm cities' ability to self-govern. The sessions can be long and grueling, and it's essential for city and town officials to get involved in the process and stay in communication with their legislators, Wilkerson said. "It's because of you, who are there behind us and empowering us that make this so...I won't say easy, because it's very hard out there, but you make it easier," he said.



Anderson

have let the League know that they do not want that, Wilkerson said. "Partisanship does not have to have a role in city government." Cities are already permitted to decide for themselves whether or not to hold partisan elections, he added. "That's your prerogative because that is local control. I think how to fill a pothole is not a Democrat or Republican issue, personally, and I think a lot of legislators responded to that, but some legislators didn't."

Cave City Mayor Jonas Anderson, who joined the panel discussion, recalled impressing upon his legislator that his city and other municipalities across the state thought this was a bad idea and eroded local control. "I methodically went through why, and also I was very frank. You've just got to be honest with them. I said, no offense, but the last thing we want is the kind of stuff that goes on at the state capitol or Washington, D.C." Cities are doing "a pretty good job as is, and we really don't need any help from anyone else on that," he said. The vast majority of Arkansas municipalities have already chosen by default to not run partisan local elections. "Why in the world would you force us to change the default to what we clearly don't want to do."

Cyber threats are an increasing challenge for cities and towns of all sizes, and Berryville Mayor and 2021-2022 League President Tim McKinney made cybersecurity a priority during his presidency, including the establishment of a task force to study best practices and recommend mitigation options. During a general session on the topic, League General Manager of IT Services Jeff Melton was joined by the Cybersecurity and Infrastructure Security Agency's Mark Kirby and Chad Johnston to discuss the threats and resources available.

"Unfortunately, ransomware is going to be around forever," Melton said. The League offers cybersecurity insurance through the Municipal Property Program.



Critcher

Jack Critcher, League legislative liaison and a former state legislator, encouraged local officials to communicate with their legislators directly and often. He offered advice drawing upon his 14 years serving at the capitol. "If one of my mayors, one of my city council members, city officials or somebody in my district comes to me and expresses an opinion, I pay very close attention to that. They pay very close attention to that." While the League staff may have a good relationship with a legislator, it doesn't carry as much weight as relationships with local officials in their district, he said. Critcher encouraged members to utilize text messaging, which is more convenient and immediate than a phone call, to stay in contact with their legislators.

One proposal the League strongly opposes that was defeated during the last session but is expected to return in some form is legislation forcing cities and towns to hold partisan primaries for local offices. The cities



From left, League Deputy Director Whitnee V. Bullerwell, League General Manager of IT Services Jeff Melton, and CISA’s Mark Kirby and Chad Johnston.

With the ongoing coronavirus pandemic, economic turmoil and political upheaval on top of the day-to-day stressors we each encounter, it can be challenging for even the most stoic among us to keep our cool. “All of this is happening so fast that it can be difficult to be able to cope with it,” said Kerrie Lauck, a Little Rock-based certified workplace mindfulness facilitator. “We can learn how to sail on this ocean of chronic stress and craziness in our world by building resilience in our minds.”



Lauck leads Convention attendees in a mindfulness exercise.

“Essentially mindfulness is just brain training, it’s mental exercise,” Lauck said. It’s a skill that can be learned, she said. “Most of us were never taught how to focus our attention, we just got in trouble for not focusing our attention.” She defined mindfulness as “the intentional focus on the present moment with an attitude of curiosity, of kindness, of non-judgment and of acceptance for whatever you find there.” She led the audience on a brief 10-minute exercise to help align our minds and our bodies by sitting quietly, focusing on our breathing, the sounds around us, the feeling of our feet on the floor and other sensations in the present while letting go of thoughts of the past and the future.

Mindfulness is not a panacea, Lauck said. “It isn’t the only solution. It is something you want to add to a toolbox of healthy living. You want to add it to adequate nutrition, adequate sleep, adequate health care, good emotional support and physical exercise.”

In addition to the general sessions, the afternoon of the Convention’s middle day featured nine concurrent workshops going in depth and offering the latest information and best practices on key topics. Conventioneers, both in person and online, had the option of joining three tracks of three workshops that covered condemning and abating blighted properties, federal grant funding for local infrastructure projects, complying with statutory audit requirements and other timely topics. The Convention also included three hours of continuing education credit for members who are participating the League’s voluntary certification program for municipal officials and personnel. 🍷



League General Counsel John L. Wilkerson reads the proposed resolutions during a meeting of the Resolutions Committee.

League adopts resolutions, policies and goals for 2022-2023

The Arkansas Municipal League’s Resolutions Committee, which is comprised of one delegate from each member municipality, met twice during the 88th Convention. They discussed and then voted upon a package of 12 resolutions that will guide the League’s legislative priorities for the coming year. The committee also voted to approve the policies and goals statement. The resolutions and the policies and goals statement were approved by the full membership during the annual business meeting on Friday, June 17.

No changes to the League’s policies and goals statement were proposed, though League Executive Director Mark R. Hayes said that he plans to work with League staff over the coming year to review the document and amend some outdated language.

When the League’s Convention precedes the next general session of the Arkansas Legislature, the number of resolutions submitted and passed is typically higher. After passing just two at last year’s 87th Convention, the League this year endorsed 12 resolutions. They include:

- A resolution showing appreciation for municipal public safety employees and local officials for their dedication to their communities over the course of the COVID-19 pandemic.
- A resolution supporting the continued study of the funding mechanisms of the state’s district court system.
- A resolution to support amending A.C.A. § 25-19-101 et seq. to ensure public officials have the same right to legal counsel as private citizens.

- A resolution supporting the amendment of A.C.A. § 16-3-105 to allow municipalities to publish legal notices online.
- A resolution supporting the amendment of sales tax reporting statutes to ensure transparency and accuracy.
- A resolution in support of reducing the fee the state charges to collect sales tax.
- A resolution to support amending state retirement statutes to update the language and remove ambiguities.
- A resolution supporting amending statutes to provide clarifications regarding the creation and duties of municipal police and fire departments.
- A resolution supporting the amendment of A.C.A. § 14-95-104 to add more options to the list of services Urban Service Districts may perform.
- A resolution supporting the amendment of A.C.A. §§ 14-55-601 through 14-55-607 to allow cities to better enforce local ordinances concerning nuisance and dilapidated properties.
- A resolution supporting an amendment to A.C.A. § 25-19-105 to clarify what information may be released in a FOIA request for employee salaries.
- A resolution supporting the reinstatement of border municipality tax rates for tobacco products.

The new resolutions will appear in the League’s updated *Policies and Goals 2022-2023* publication, which will be included as a supplement to the August issue of *City & Town*. 🏠

New officers elected, State of the League presented at annual business meeting

Delegates to the Arkansas Municipal League's 88th Convention elected a new slate of officers for 2022-2023 during the annual business meeting, held the morning of June 17 at the Statehouse Convention Center in Little Rock. Outgoing president, Berryville Mayor Tim McKinney, introduced the new officers during the Convention's New Officers' and Awards Luncheon later that day.

The new officers for 2022-2023 are: Sherwood Mayor Virginia Young, president; Cave City Mayor Jonas Anderson, first vice president; McCrory Mayor Doyle Fowler, District 1 vice president; North Little Rock Clerk/Treasurer Diane Whitbey, District 2 vice president; Greenwood Mayor Doug Kinslow, District 3 vice president; and Crossett Mayor Crystal Marshall, District 4 vice president.



Young

In her acceptance speech, Young thanked the League membership for their vote of confidence in her. "I look forward to working with each of you. We were not designed to go through this journey solo. It takes all of us in this room for each of us to do our jobs. We were elected by the residents of our communities to operate in our leadership capacities with ethics, knowledge and wisdom, and we continue to grow daily in that."

The League and its programs are in strong financial shape, Executive Director Mark R. Hayes reported to delegates at the annual business meeting. He thanked



Hayes

Arkansas' municipal officials for continuing to lead under the unprecedented challenges—from inflation to the ongoing pandemic—of the last 12 months and beyond. "And all of that is going on in the background while each and every one of you are running your cities and towns. That is an amazing accomplishment. When you think about everything that's going on in this great big world, you still have to get the garbage picked up, you still have to make sure the water works, you still have to make sure the police cars work, and it doesn't really matter how much chaos there is in the world."

New leaders named during 88th Convention

He also praised the League staff for their dedication to the mission of assisting member cities and towns. “I say it all the time: We are you, and you are us, and that’s just the way it is.”

He recognized one member of the League staff in particular: Patrice Baker, claims supervisor with the Municipal League Workers’ Compensation Program, who marks 25 years with the League. Hayes presented her with an engraved crystal award in honor of her achievement. “She is an absolutely invaluable part of the team,” Hayes said. “We rely on her day in and day out and, more importantly, you rely on her day in and day out.”

Hayes provided a breakdown of the participation numbers of each of the League’s optional benefit programs, training and certification program participation and other key stats from the past year. Those participation rates and other important information are available in the new “State of the League 2021-2022” report, which is included as a special supplement in this issue on page 43. 🏠



Executive Director Mark R. Hayes presents Patrice Baker, claims supervisor with MLWCP, the 25 Years of Service Award.



Mayor Virginia Young
Sherwood
President



Mayor Jonas Anderson
Cave City
First Vice President



Mayor Doyle Fowler
McCrorry
Vice President, District 1



Clerk/Treasurer
Diane Whitbey
North Little Rock
Vice President, District 2



Mayor Doug Kinslow
Greenwood
Vice President, District 3



Mayor Crystal Marshall
Crossett
Vice President, District 4

League honors individuals, cities for **outstanding** service

The Arkansas Municipal League devoted time during the 88th Convention to recognize municipal officials and cities and towns for their outstanding service to their communities and to the League.



Outgoing ACCRTA president, Clinton Recorder/Treasurer Dena Malone, left, presents Beebe Clerk/Treasurer Carol Westergren with the association's Clerk of the Year Award.

Eight municipal officials received the Adrian L. White Municipal Leadership Award. The award is presented to officials who have served with distinction and dedication on the League's boards, councils or committees for six years. The award is named in honor of White, who was mayor of Pocahontas from 1967-1974 and a former League president and vice president. This year's recipients are Bella Vista Mayor Peter Christie, Bono Mayor Danny Shaw, Fairfield Bay Council Member Doyle Scroggins, Gassville Council Member Naomi Lassen, Lamar Mayor Jerry Boen, North Little Rock Council Member Steve Baxter, Mitchellville Mayor Carl Lee Griswold and West Memphis City Clerk James Pulliaum.

Six city officials who have served the League for 12 years received the Marvin L. Vinson Commitment to Excellence Award, named for the longtime Clarksville mayor who served from 1983 until 2001 and was League president in 1992-1993. The recipients are Cabot Council Member Eddie Long, Lake Village Council Member Sam Angel II, Marianna Mayor Jimmy Williams, Mena Council Member James Earl Turner, Sparkman Recorder/Treasurer Rita Fite and Stephens Mayor Harry Brown.

Sixteen cities and towns received the Four Star Award for demonstration of excellence in loss control, employee safety, wellness, vehicle safety and prevention of liability. They are: Biscoe, Carlisle, Central City, Coal Hill, Cove, Dell, Knoxville, Lamar, London, Magazine, Marshall, Norfolk, Piggott, Smackover, Summit and Wilmar.

The Arkansas City Clerks, Recorders and Treasurers Association (ACCRTA) named Beebe Clerk/Treasurer Carol Westergren its Clerk of the Year. The award is presented each year to a member of the association who has made significant contributions to the objectives of the municipal clerk profession, to the improvement of local government and to the clerk's community.

ACCRTA elects officers for 2022-2023

The ACCRTA held its annual business meeting and elected a new slate of officers during the League's 88th Convention. The new ACCRTA officers are: Paragould City Clerk Andrea Williams, president; Maumelle Clerk/Treasurer Tina Timmons, vice president; Cherry Valley Recorder/Treasurer Stacey Bennett, secretary; and El Dorado City Clerk Heather McVay, treasurer. 🏛️



From left, Clinton Recorder/Treasurer Dena Malone, immediate past president; El Dorado City Clerk Heather McVay, treasurer; Paragould City Clerk Andrea Williams; Maumelle Clerk/Treasurer Tina Timmons, vice president; and Cherry Valley Recorder/Treasurer Stacey Bennett, secretary.

Recognition for One Year of Service
Recognition for One Year of Service
Recognition for One Year of Service

The Recognition for One Year of Service is given to those who have served on various boards or committees for the first time this past year.

Council Member Kristi Purifoy, Calion, Advisory Council
Economic Development Specialist Stephen Houserman,
Clarksville, Advisory Council
Recorder/Treasurer Dena Malone, Clinton, Executive
Committee
Human Resources Director Sheree Jackson, Dumas,
Advisory Council
Council Member Bill Ott, Eureka Springs, Advisory
Council
City Director Steve Trusty, Hot Springs, Advisory Council
City Clerk April Leggett, Jonesboro, Advisory Council
Chief Operating Officer Tony Thomas, Jonesboro,
Advisory Council
Mayor Lee Charles Brown, Jr., Luxora, Advisory Council

Revenue Enforcement Officer Jim Scott, North Little Rock,
Advisory Council
Finance Director Ember Strange, North Little Rock, PMT-
MOPEBT, Board of Trustees
Mayor Randy Tankersley, Pottsville, Advisory Council
Human Resources Director Jill Ross, Sherwood, Advisory
Council
City Director Terry Roberts, Texarkana, Advisory Council
Senior Deputy City Clerk Patricia Lane, West Memphis,
Advisory Council
Emergency Management Director DeWayne Rose,
West Memphis, Advisory Council
Recorder/Treasurer Annie Malkie, Winslow, Advisory
Council



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since 1978*

610 delegates represented **188** cities and towns at the **88th** Convention. Of the 610, 476 were in-person and 134 were virtual.



PHOTOS BY ANDREW MORGAN AND MARK R. POTTER

Alexander

Mayor Paul Mitchell

Alma

Mayor Jerry Martin
 Clerk/Treasurer Khris Miller
 Council Member Gary Perry
 Planning Director Cody Schindler

Altheimer

Mayor Zola Hudson
 Recorder/Treasurer Doris Hudson-Gaddy
 Council Member Joycette Strong
 Council Member Sharon Burton
 Council Member Tina Burton

Altus

Mayor Veronica Post

Anthonyville

Mayor Leroy Wright
 Recorder/Treasurer Shirley Craig
 Council Member K.C. MCKenney

Arkadelphia

City Manager Gary Brinkley
 City Clerk Samantha Roybal
 Acct. Payable Payroll Clerk
 Chama Williams
 City Treasurer Shacresha Wilson
 Comm. & Special Events Dir. Julie Lacy
 Public Information Coord. Emma Milner

Arkansas City

Mayor Rick Hales

Ash Flat

Recorder/Treasurer Charlotte Goodwin

Ashdown

City Attorney Thad Bishop

Augusta

Mayor Jeffery Collins
 City Clerk Essie Nichols

Austin

Mayor Bernie Chamberlain
 Council Member Laurel Carnes

Bald Knob

Mayor Barth Grayson

Barling

City Administrator Steve Core
 City Clerk Florene Brown
 City Treasurer Charity Gregory
 Director of Public Works Matt Pierce
 Human Resources Director Megan Griffin

Batesville

Mayor Rick Elumbaugh
 Clerk/Treasurer Denise Johnston
 Council Member Chris Poole
 Council Member Doug Matthews
 Council Member Julie Hinkle
 Council Member Brittany Bennett
 Council Member Fred Krug
 Assistant to Mayor Jennifer Corter
 City Attorney Tim Meitzen
 Deputy City Clerk Donna Smith
 Sanitation Superintendent Jason Jones

Bay

Mayor Darrell Kirby
 Council Member Curtis Hogan
 Police Chief Paul Keith

Beebe

Mayor Mike Robertson
 Clerk/Treasurer Carol Westergren
 Council Member Linda Anthony
 Council Member Tracy Lightfoot
 Fire Chief William Nick
 Assistant Clerk/Treasurer Harley Spears
 Assistant Clerk/Treasurer Ginger Williams
 Court Clerk Jennifer Latture

Bella Vista

Mayor Peter Christie
 City Clerk Wayne Jertson
 Council Member John Flynn
 Council Member Steven Bourke
 Council Member Jim Wozniak
 Council Member Doug Fowler
 Council Member Larry Wilms
 City Attorney Jason Kelley

Benton

Council Member Shane Knight

Benton Utilities

Chief Finance Officer Karen Scott

Bentonville

Mayor Stephanie Orman
 Council Member Cindy Acree
 Associate Staff Attorney Bonnie Bridges

Berryville

Mayor Tim McKinney
 Council Member Linda Riddlesperger

Black Oak

Mayor Henry Dunigan



Black Rock

Mayor Bonnie Ragsdale
Assistant to Mayor Darlene Schmidt

Blytheville

Mayor James Sanders
Council Member John Musgraves
Council Member John Mayberry
City Attorney Chris Brown
Assistant City Attorney Jessica Thomason
Human Resources Director Melisa Logan

Bono

Mayor Danny Shaw
City Attorney Rhonda Davis

Brinkley

Mayor Gary Henard
Council Member Lamont Swanigan
Council Member Michael Tucker
City Attorney James Sharp

Brookland

Mayor Kenneth Jones
Council Member Pam McGee
Police Chief Jon Moore
Office Manager Shelby Pfeifer

Bryant

Mayor Allen Scott
City Clerk Mark Smith
City Attorney Ashley Clancy
Finance Coordinator I Crystal Winkler
Finance Coordinator II Nichole Manley

Bull Shoals

Mayor David Nixon
Recorder/Treasurer Tina Bailey
Council Member David McBee



Cabot

Mayor Ken Kincade
Council Member James Reid
Council Member Matt Webber
Council Member Ed Long
City Attorney Ben Hooper
Administrative Assistant Jessica Looper
Economic Development Director
Alicia Payseno

Calico Rock

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

Calion

City Treasurer Jamie Morgan

Camden

Mayor Julian Lott
City Clerk Donna Stewart
Council Member Cecil McDonald
City Attorney Michael Frey
Code Enforcement Officer
Benjamin Wooten

Cave City

Mayor Jonas Anderson
Council Member Richard Hawkins

Cave Springs

Mayor Randall Noblett
Recorder/Treasurer Kimberly Hutcheson
City Attorney Justin Eichmann
Planning Director Tim Reavis

Centerton

Mayor Bill Edwards
Council Member Keith Higginbotham
Assistant to Mayor Nicola Hoofard
City Attorney Brian Rabal
Billing & Recev. Specialist Kristin Williams
Finance Director Carl Rabey
Finance Manager Shannon Zappettini
Human Resources Coordinator
Erika Mendoza
Human Resources Director Jocelyn Diaz
Planner II Donna Wonsower
Planning Director Lorene Burns

Cherokee Village

Mayor Russell Stokes

Cherry Valley

Mayor Adam Love
Recorder/Treasurer Stacey Bennett

Clarendon

Clerk/Treasurer Angie Baker
City Attorney Greg James

Clarksville

Clerk/Treasurer Barbara Blackard
Council Member Susan Edens
Council Member Judy Weaver
Deputy City Clerk Jennifer Howard
HR/Executive Asst. Wynette Holland



Clinton

Mayor Richard McCormac
Recorder/Treasurer Dena Malone
Council Member Tim Barnes
Code Enforcement Officer Tim Clark
Deputy Recorder/Treasurer
Elishia Duncan-Clinton

Coal Hill

Mayor Ronnie Garner
Recorder/Treasurer Kathy Bartlett
Assistant to Mayor Laura Bryant

Conway

Assistant to Mayor Felicia Rogers
Deputy City Attorney Shelby Brown
Deputy City Attorney Evan Pence
Economic Development Dir.
Shawanna Rodgers
Grants Administrator Robbie Alberson
Purchasing Manager Jamie Brice

Corning

Clerk/Treasurer J'Anna Couch

Cotter

Mayor Mac Caradine

Crossett

Mayor Crystal Marshall
Council Member CT Foster
Council Member Cary Carter
Council Member Kerstin Mondragon
Council Member James Knight
City Attorney James Hamilton
Fire Chief Bo Higginbotham

Dardanelle

Mayor Jimmy Witt
City Clerk Frances Cross

De Queen

Clerk/Treasurer Donna Jones

Decatur

Mayor Bob Sharp
Recorder/Treasurer Kim Wilkins

Dell

Mayor Danny Moody
Council Member Rodney Cooper



El Dorado

Mayor Veronica Smith-Creer
City Clerk Heather McVay
Council Member Paul Choate
Council Member Dianne Hammond
Council Member Willie McGhee
Council Member Andre Rucks

Elkins

Fire Chief JD DeMotte
Planning Board Member Troy Reed

England

Mayor David House
Clerk/Treasurer Christina Peebles

Etowah

Recorder/Treasurer Kattie Riney

Eudora

Mayor Tomeka Butler
Clerk/Treasurer Marshay Bell
Council Member LaPorsha Stanton
Code Enforcement Officer
George Kincade
Water Clerk Clarissa Caldwell

Eureka Springs

Mayor Robert "Butch" Berry
Council Member Bill Ott
City Attorney Forrest Jacobi

Fairfield Bay

Mayor Linda Duncan
Council Member Ron Milligan
Council Member Don Bailey
Council Member Robert Otis
Council Member Patti Leitner
Council Member Doyle Scroggins
City Attorney A.J. Kelly

Farmington

Mayor Ernie Penn
City Attorney Steve Tennant
Assistant City Attorney Jay Moore
Business Manager Melissa McCarville

Fayetteville

Clerk/Treasurer Kara Paxton
City Attorney Kit Williams
Assistant City Attorney Blake Pennington
Chief of Staff Susan Norton
Communications Specialist
Courtney Kelley
Document Management Mgr.
Christine Rea

Flippin

Deputy City Clerk Sandy Balogh

Foreman

Council Member Jacqueline Wiseman

Forrest City

Mayor Cedric Williams
Clerk/Treasurer Derene Cochran
Council Member Louise Fields
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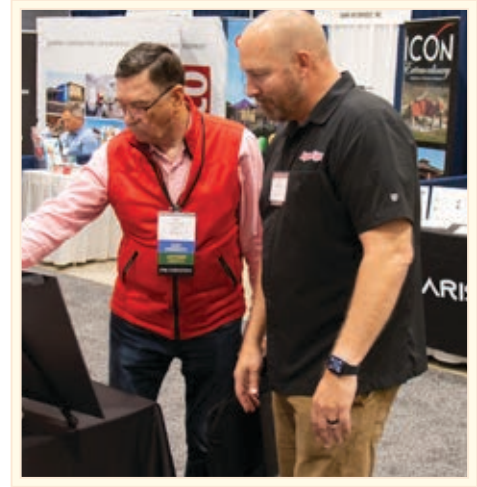
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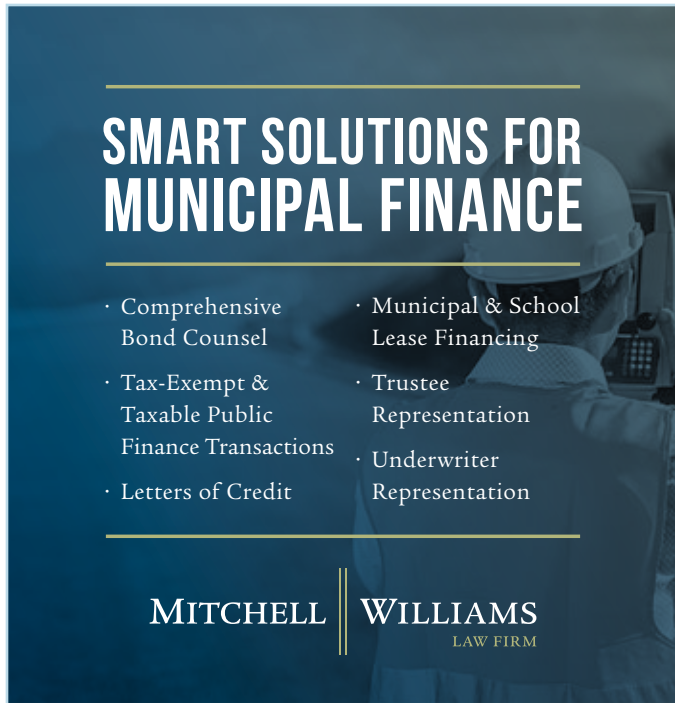
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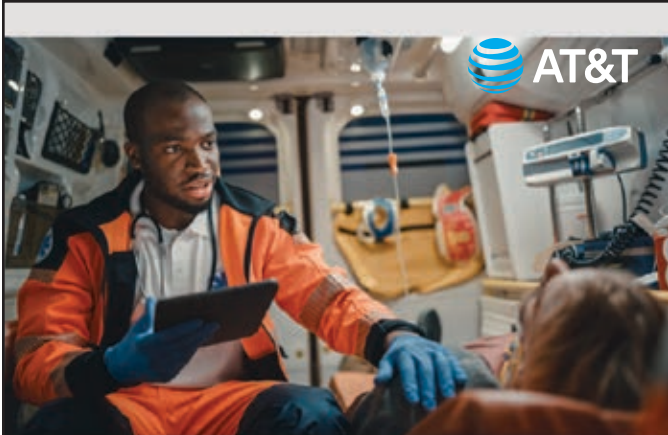
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www.simmonsbank.com

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870-480-6211
www.southernparamedic.com

Southern Weed & Brush Control, LLC

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Conway, AR 72032
501-259-4345

Stephens Inc.

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Little Rock, AR 72201
800-643-9691
www.stephens.com

Systemedic

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Little Rock, AR 72211
501-227-5553
www.systemedic.com

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Little Rock, AR 72201
501-246-8060
www.gowithtaxpro.com

TeleComp

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972-824-1297
www.telecomp.com

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The PlayWell Group

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870-897-2613
www.ucepartners.com

University of Central Arkansas Center for Community and Economic Development

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www.uca.edu/cced

USDA-Natural Resources Conservation Service

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Little Rock, AR 72201
501-301-3133
www.nrcs.usda.gov/wps/portal/nrcs/ar

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Welcome to the Arkansas Municipal League Communities Platform

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

**Mayor/City Manager • Council Member/City Director • Public Safety • City Attorney
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Existing subscribers will automatically migrate to their respective groups in the AML Communities ListServ—just follow these steps to set a new password!

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

State of the League 2021-2022

Arkansas Municipal League Annual Report



Message From Our Director



Pandemic. Flexibility. Vaccine. Exhaustion. Winter Conference. Convention. Teamwork. Listen. Learn. Discover. Communications. Relationships. Training. Policing. Parks. Games. Water. Streets. Virtual. In-person. Hybrid. Balance. Work life. Home life. Zoom. Travel. People. Relationships. Hostilities. Kindness. Social distancing. Volunteers. Masks. Casual. Coat and tie. On-demand. Cybersecurity. Cybercrime. Streaming. Traffic lights. Signs. Zoning. Planning. People. Municipal personnel. Municipal officials.

As I sat to write my fourth “State of the League” letter, I must admit I was a bit lost and a tad overwhelmed. I told myself to slow down and breathe. I asked myself one question. What’s occurred this past year? What followed was a mental slideshow of words and phrases noted above. No particular order, just one after another. Each carried a myriad of thoughts and recollections. They flew at my brain like a supersonic jet. One zoomed in and another came right behind. I wrote them down in my chicken scratch as quickly as I could. I’m told my brain moves faster than my typing or writing so I’m sure I missed some. Nevertheless, my mind cleared and I began to focus. Clarity reminded me of the task at hand.

I cannot believe it’s been four years since I was appointed as your executive director. The volume of “events” that have transpired these past 48 months is nothing short of astounding. We’ve certainly seen ups and downs, but I dare say there have only been a few four-year periods in our history where we’ve faced so many new and often very difficult tasks and circumstances. Four years. 48 months. Nearly 209 weeks. 1,460 days. For brevity—and much to your relief I’m sure—I’ll skip the hours, minutes and seconds calculations. Fortunately, all I need to do here is to give you a 12-month snapshot of the League, it’s staff, operations and programs. Here we go.

Your League remains vibrant, nimble, creative and on solid financial ground. You have the best League staff in the country. I don’t mean me. I do mean the other nearly 100 staffers who come to work with smiles on their faces, a work ethic of epic proportion and a burning desire to give you and your municipality the very best in services and products. While I’m noting platitudes, I want to be clear: I would put you and your city or town up against any one or any place in the United States. You are the cream of the crop and you make Arkansas better every day!

2021 and 2022 saw COVID come and go and pop up yet again. With every change, each of you adjusted your city halls and operations to be sure your citizens got the best possible municipal services you could offer. You didn’t flinch. You held strong, had faith and did what in many instances seemed impossible. At League headquarters we took your lead as an example and did our best to make you proud. With every change in the dollars and potential dollars coming from DC, we adjusted and got you timely and accurate information and training. We adjusted our meetings to address COVID concerns by doing some virtually, some in person, and doing some both, or what is now referred to as hybrid.

We’ve prevailed in our work with the Association of Arkansas Counties on the nation’s only litigation where every branch of local government has joined together to make right the evils of opioid addiction by holding those companies and people financially responsible. In the next six to eight weeks settlement monies will begin to flow into our state. We are putting together a comprehensive plan to free our state from this horrible epidemic. We will get healthy and you will be an intricate and important part to that solution. A job well done!

Please remember my motto: We are you and you are us. That’s right, the League is the cities and towns of Arkansas, and those cities and towns of Arkansas are the League. That’s important to realize because when we do, we are one entity with a mission to make municipalities in this state the best they can be. From that, your constituents have a better life and lifestyle. You are the good guys. You make a difference every single day. Be proud of that. Persevere through the tough times as you’ve done for the past several years. Keep being the leader who makes a difference. Be the person who builds unity and uses kindness and consideration to make life better in your neck of the woods. After all, Great Cities Make a Great State and *you* make great cities.

Swing by the office anytime. You’ll find a warm and gracious group of people dedicated to you and your community. We’ll give you the nickel tour and you’ll understand the breadth of this one-stop shop we call the League Headquarters. It’s your office and we, the staff, are ready, willing and able to do that which you want and need.

Peace,

A handwritten signature in blue ink that reads "Mark".

Mark R. Hayes
Executive Director
Arkansas Municipal League

Your Arkansas Municipal League

The Arkansas Municipal League was established in 1934 and is a service and advocacy organization for the municipalities of Arkansas, representing more than 65 percent of Arkansas' citizens. The League was created to assist cities and towns with information and representation in the public affairs of our state and nation.

League membership includes:

- 122 Cities of the First Class
- 201 Cities of the Second Class
- 173 Incorporated Towns

AML Benefit Programs

Municipal League Workers' Compensation Program

(484 Members, plus 124 Municipal Entities)

The MLWCP was established in 1985 to help cities and towns meet their statutory responsibilities for on-the-job employee injuries and loss-of-time claims. www.arml.org/mlwcp

Municipal Legal Defense Program

(472 Members, Including 10 Limited-Service Members-Housing Authorities)*

The MLDP is an optional program whereby participating municipalities can pool their resources and provide limited protection for the personal assets of officials, board or commission members, and employees. www.arml.org/mldp

Municipal Vehicle Program

(471 Members, Including 36 Limited-Service Members)*

- 26,264 Units Covered and Insured to a Value of \$1 Billion.

The MVP, Part I, is an optional program whereby participating municipalities can pool their resources and provide liability protection on their vehicles. Part II allows municipalities the option of carrying physical damage coverage on their vehicles on a pooled, self-funded basis. www.arml.org/mvp

Municipal Property Program

(389 Members, Including 16 Limited-Service Members)*

- 10,425 Properties Covered and Insured to a Value of \$3.65 Billion.

The MPP is an optional program whereby participating municipalities can pool their resources and provide all risks protection for their buildings and contents. www.arml.org/mpp

Municipal Health Benefit Program

(302 Members, Including 91 Limited-Service Members)*

The MHBP provides medical, dental and vision benefits to employees and officials. The advantage of being a part of the large group has enabled cities and towns over the years to maintain a relatively stable cost for this important fringe benefit for municipal officials and employees in an era of soaring medical costs. www.arml.org/mhbp

Arkansas Local Government Pension Management Trust and Municipal Other Post-Employment Benefits Trust

(9 Members)

The PMT is an optional program available to local municipalities' pension plans that provides an excellent opportunity for relatively small- or medium-sized locally controlled plans to join together in a League-sponsored pension management plan. The League has established the MOPEB Trust as a vehicle for cities (and city agencies) to implement a savings plan for OPEB costs.

Additional Optional Programs Include:

Accidental Death & Dismemberment

(239 Members)

Firefighters Supplemental Income Protection & Death Benefit Program

(213 Members)

Ordinance Codification

(95 Members)

Non-CDL Drug Testing

(123 Members)

State Aid Street Program

The State Aid Street Committee administers the State Aid Street Program to assist Arkansas' cities and towns in improving city streets. The Arkansas Department of Transportation (ARDOT) is responsible for overseeing the construction of the projects.

Total Project Funding to Date: \$201.5 Million

Miles of City and Town Streets Improved to Date: 1,138

Projects Approved to Date: 822

New Projects Approved for Funding: 75

Legal Services

- **Active Cases:** 221
- **Legal Inquiries:** 3,600

Professional Development

- 87th Annual Virtual Convention: 881 attendees
- 2022 Hybrid Winter Conference: 695 attendees
- AML Voluntary Certification Program for Municipal Officials and Personnel: 4,011 participants; 18 events
- Loss Control, Safety & Other Training: 3,720 participants; 98 events
- Virtual Continuing Legal Education: 172 participants; 15 events
- ARPA Training: 4,499 participants; 47 events
- AML/ACHI Membership Calls: 3,203 participants; 37 events
- Active AML Community ListServ Groups: 6
- AML Community ListServ Subscribers: 1,753
- AML Community Threads Created: 3,018
- League-Sourced ListServ Messages: 1,417
- League-Sourced Attachments Sent via ListServ: 714
- Information Requests Via www.arml.org: 166

Publications

City & Town, the official monthly magazine of the Arkansas Municipal League, is free to members. Total readership: more than 7,000 per month in print and online.

Other Educational Publications

The League offers a library of over 50 publications available in print or by download.

AML Online

The online home of the Arkansas Municipal League is www.arml.org.

Site Visits (May 2021-May 2022): **214,910**
Unique Page Views (same period): **557,206**

Top Page Visits

- | | |
|----------------------------------|-----------------------------|
| 1. Home Page | 6. Calendar of Events |
| 2. MHBP
Provider Search | 7. Publications |
| 3. Services/
Benefit Programs | 8. Meetings
Registration |
| 4. Services/MHBP | 9. Services/MVP |
| 5. Contact/
Staff Directory | 10. Services/MLWCP |
| | 11. Services/Classifieds |
| | 12. Publications for Free |

Other Ways to Connect with AML Online

Facebook: [@armunileague](https://www.facebook.com/armunileague)

Twitter: [@armunileague](https://twitter.com/armunileague)

LinkedIn: [Arkansas Municipal League](https://www.linkedin.com/company/arkansas-municipal-league)

Instagram: [@armunileague](https://www.instagram.com/armunileague)

Flickr: [Flickr.com/arkansas_municipal_league](https://www.flickr.com/photos/arkansas_municipal_league/)

YouTube: [Youtube.com/ARMunicipalLeague](https://www.youtube.com/channel/UCMunicipalLeague)

Microsite: GreatCitiesGreatState.com

Microsite: BeLocalBeHeard.com

2021-2022 Officers



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Berryville
President



Mayor Virginia Young
Sherwood
First Vice President



Mayor Dennis Behling
Lakeview
Vice President, District 1



Clerk/Treasurer
Carol Westergren, Beebe
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Council Member James Turner
Mena
Vice President, District 4

Connecting with **HW** ■ What Sets Us Apart?

Our People Do.

Josh joined HW in 2009 and became a partner in 2019. He is presently an Assistant Vice President responsible for managing the firm's Fayetteville office. As a licensed Professional Engineer in Arkansas and Oklahoma, he has experience working on a wide range of water and wastewater projects including large diameter gravity sewers, wastewater lift stations, water pump stations, storage tanks, rural water systems, and both water and wastewater treatment plants. He has also worked with USDA Rural Development to secure funding for both water and wastewater projects in rural communities throughout Arkansas, and he particularly enjoys the opportunity to work with clients to collaboratively develop solutions on any issues they may be experiencing.

A native of Fayetteville, AR, Josh is a graduate of the University of Arkansas where he earned both his Bachelor's and Master's degrees in Civil Engineering. He is a hobbyist woodworker and machinist with a shop in his garage where he enjoys restoring furniture and machinery. He loves spending time with his wife, Sarah, and their 3-year-old son Isaac. He also enjoys helping Sarah out with her hobby farm raising sheep and goats.

Joshua S. Durham, PE.
Assistant Vice President & Principal



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PHOTO BY JIM VON TUNGELN

Garage apartments such as this one can add affordable housing without significantly increasing the cost of municipal services.

Deregulation: An idea whose time has come?

By Jim von Tungeln

Of all things, a recent publication from the American Planning Association arrived bearing the title, “Practice Deregulation.” It caught the eye. That is not the heading one expects to see on a planning document.

Odder still was the subject of the work: zoning. With most modern zoning codes growing monthly, a piece bearing the word “deregulation” deserved study.

The topic of the publication, however, turns out to be not surprising as it centers on the possible role of zoning deregulation in promoting affordable housing. Hardly a discussion concerning the lack of affordable housing occurs without blame aimed at zoning. Some blame is more justified than others.

Historically, zoning codes and other sources contributed to the undesirable image of affordable housing, particularly multi-family housing. Even in the pivotal *Village of Euclid v. Ambler Realty Co.* decision (272 U.S. 365 [1926]), which legitimized zoning as a municipal tool, apartments did not escape notice. Justice Sutherland, writing the majority opinion, commented that “very often the apartment house is a mere parasite...” further adding that, in single-dwelling neighborhoods, “apartment

houses, which in a different environment would be not only entirely unobjectionable but highly desirable, come very close to being nuisances.” In modern terms, “not in my back yard” or NIMBY.

Zoning in America has upheld single-dwelling units as the standard for life since World War II in particular. Racially eligible war veterans poured into single-dwelling subdivisions such as Levittown, New York, under the Servicemen’s Readjustment Act of 1944, otherwise known as the GI Bill.

The government-backed mortgages permitted a typical down payment of \$550 with a monthly mortgage payment of \$30, paid over a period of 25 years. That would have purchased a home of less than 800 square feet worth \$7,000. In today’s dollars that is roughly equivalent to a \$9,000 down payment and a \$450 a month payment for a home worth about \$91,000.

Unfortunately, today the typical home value in Levittown is \$584,776, according to the real estate website Zillow. The cost of single-family dwellings has outrun ordinary inflation and becomes increasingly less affordable each day.

As a result, planners now advocate, and the city of Minneapolis has enacted, residential zoning that does not include zoning districts that only allow single-dwelling units. This approach may seem sound but assumes that municipalities adopting it will find themselves flooded with requests for mixed-level residential development that the city will graciously, even joyfully, approve. As with many ideas advocated by planners, it is comforting to think so.

A companion idea involves allowing accessory dwelling units on individual lots. This actually involves a traditional concept that the so-called “baby boom cohort” members remember, sometimes quite fondly. In the author’s hometown, for example, the longtime fire chief relinquished his main home to one of his children and lived for years in a garage apartment on the same property.

Such units became unwelcome in modern times and all but disappeared as “by-right” uses. They are, however, making a comeback and offer a painless way to increase the housing stock, particularly the affordable housing stock.

Other efforts involve reducing the minimum size of lots. Large-lot development is a particularly noticeable phenomenon in our state since we have always had an abundance of developable land. Those days seem to be ending, however, for several reasons. First is the cost of maintaining the infrastructure needed to accommodate such development. Second is the rapid growth in some parts of the state that has created a shortage of land. Finally, construction costs increasingly make it difficult for many families to afford housing on large lots.

A recent *Forbes Advisor* article estimated the average cost to build a 2,000-square-foot home in our state at \$251,800, excluding the cost of the plot and features such as garages, decks or basements. The planner’s goal of reducing this cost by cutting development costs is worthwhile but runs into difficulties. The first problem involves a concept called “the supply and demand curve.” Normally, when demand rises, producers will increase supply to meet the demand and the price will rest where the two variables meet. When suppliers cannot produce efficiently, the failure to meet demand results in higher prices for the scarce commodity. The classic comparable is rare coins. Scarcity increases the price, but not the intrinsic value. Such items are useless for anything other than pride of ownership.

In planning, when more people want to live in a city than there are homes for them, the cost of the scarce commodity rises. Housing that may have been intended as affordable is no longer so. During the height of the housing shortage in San Francisco, outdoor storage buildings lacking minimal utilities, including bathrooms, were in high demand for high prices. Cruelly, the places where affordable housing exists have limited demand for housing.

Processing affordable housing projects that comply with adopted plans doesn’t always prove easy. Municipal

plans always express goals about affordable housing and objectives about how to promote it. Many neighborhoods, however, don’t welcome it next door. The planning commission finds itself in emotional confrontations during public hearings.

Such hearings can produce valuable insights. “This project would add [specified amount] of traffic on streets that are already impassable during [specified times] and limit access for fire and police vehicles.”

Public hearings can produce less valuable information. “I enjoy the view of the natural area adjacent to my backyard. Our children play there, and the city should preserve it by denying this project.” Worse still: “You know what happens to the value of our homes when apartments locate near us.”

Sometimes the planning commission steels its nerve and follows an adopted plan that involved massive public participation. At other times, the planning commission surrenders to powerful, well-organized and media-savvy opposition. Sometimes the planning commission makes the process so costly that the developer gives up. Sometimes both sides use the planning commission hearing as a warmup exercise. They then present a refined and politically tinged presentation, with new information, to the elected body.

Municipalities are responding with selected methodologies to combat what is known as NIMBYism. One establishes land uses that are strongly supported by the adopted plans as by-right uses. Development clearance is at staff level. This approach assumes that the planning process included sufficient public input, provides adequate transparency and deserves to be followed. There is no need to micromanage plan proposals politically.

Another approach seeks to change NIMBY to YIMBY. It involves educating the public as to the connection between specific plan proposals and the general health, safety and public welfare. For example, affordable housing involves workforce housing. Workforce housing reduces traffic demands created by the need for workforce commuting. A reduction in unnecessary commuting reduces congestion that impairs the movement of goods and services. Workforce housing also “creates rooftops,” the current mantra of economic developers.

Finally, cities and towns are examining their regulatory process to find ways to simplify development approval, making it easier and less burdensome for those who seek to invest in their communities. That will form the basis for next month’s column. 🏠



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.

Hello from Magnolia!

How Magnolia is using their new brand to keep them top-of-mind.

By Michael Hudson

As you travel throughout the Natural State this summer, take in the personality and identity of the cities and towns you pass through. Each community in our state is unique and has diverse assets that contribute to making it a great place to live, work and play. When considering how to best display everything our communities have to offer, one of the greatest tools we can utilize is the development of a community brand. Identifying and marketing a community brand sends a cohesive message on behalf of your community, engages visitors and generates community pride. Community brands also establish a positive first impression for potential new businesses, residents and tourists in the digital world.

Magnolia city leaders saw the need to create a community brand to promote the city to external audiences and develop a sense of identity internally. The city partnered with the University of Central Arkansas' Center for Community and Economic Development (CCED), Thrive Inc. and Entergy Arkansas to create a new community brand and logo.

Magnolia's Economic Development Executive Director Ellie Baker recognized that "those who wanted to connect a business or item to Magnolia would have to use any one of the thousands of [magnolia] blossom images from the internet. There was no consistency of an image being used across the board to purposefully identify Magnolia." With the new logo and branding, Magnolia portrays a sense of unity and belonging within the community using cohesive branding materials, which are free and available for anyone to use.

Creating the brand

It is impossible for any city or town to be able to market itself to the world as a place to come work, live and play without knowing who they are first, said Ryan Biles, Thrive Inc.'s director of development. When creating a community brand, the first step is "to know what you believe about yourself before you can tell that story to others."



PHOTO BY SHELBY FIEGEL

Magnolia High School students paint a section of the mural with the city's new logo, which provides a catchy visual for the community's branding initiative.

In Magnolia's case, community stakeholders met with Thrive to develop an idea of who Magnolia is. To undertake a major project like rebranding your town, it is imperative that "every community have at its heart people who are proud to be from there," Biles said. The stakeholders then formed a design team that met with Thrive, CCED and Entergy every two weeks via Zoom to ensure that the project did not lose its momentum. During those meetings, Thrive conducted workshops that extracted the "emotional essence" of what each participant brings to the table. By understanding how the stakeholders feel about their community, Thrive was better able to distill what made Magnolia unique and important through the eyes of its own citizens.

Once the brand was developed, Magnolia and Thrive strategically involved high school students in the unveiling of the new brand. The students painted a mural in the city's Square Park that displays key elements of the brand. This process also gave the students real-world experience as artists. Mayor Parnell Vann was ecstatic that Magnolia youth were so involved in the creation of the brand. "This project brought pride and buy-in from our youth, and anytime you can do that with a city project it is a success," he said.

Getting the brand out there

Magnolia is incorporating the new brand into city departments and encourages citizens to use the new branding for free. Businesses are also encouraged to use the new branding and can contact city hall for the marketing materials. The city will continue to implement its new branding with wayfinding signage, future projects and a new movable mural to be displayed, according to Baker, “wherever there is an empty spot to fill.”



PHOTO BY JOHN ED ROWE

Representatives from Thrive Inc., Entergy and the city unveil the new mural in Square Park.

Every community can learn from Magnolia’s branding process. Some key tips include:

- Before your community begins to design and develop a new branding initiative, study your town to understand who you are and what your story is.
- Gather as many perspectives as you can so that everyone has a voice in the process.
- Create a consensus on what should be included with the brand and take pride in it!
- Don’t be afraid to ask outside organizations or companies to help with this endeavor.

Even though there are other communities with the name of Magnolia in the United States, the new Magnolia, Arkansas, logo is truly one of a kind and cannot be found anywhere else. So, the next time you visit Magnolia, be prepared to be welcomed with a smile, and snap a photo with the new mural to say, “Hello from Magnolia!” 📷



Michael Hudson is the project coordinator for the University of Central Arkansas Center for Community and Economic Development (CCED). Learn more about CCED at www.uca.edu/cced.



We’re Olsson, a nationally recognized engineering and design firm that adds purpose to every project we create. We have an office in Arkansas to serve our clients throughout the state. Learn more at olsson.com.



Avoid the pain of sitting all day

By Leslie Stone, M.D., MPH

Spending an eight-hour workday at a desk can be a pain in the neck—and the hips, back and many other parts of the body. Many of us tend to sit in positions that are comfortable in the moment but aren't good for our long-term well-being.

According to the National Academy of Medicine, work-related musculoskeletal disorders—such as carpal tunnel syndrome, tendinitis or back injuries—are costly for employees and businesses. The toll of workers' compensation, lost wages and lost productivity amounts to about \$50 billion each year.

Spending too much of your time sitting can also have more serious consequences for your health. A sedentary lifestyle can increase a person's risk of obesity, diabetes, heart disease and other conditions.

The good news is you don't need to quit your day job to find some comfort. Let's look at the problem and some solutions that can mitigate the effects of prolonged sitting.

What are we doing wrong?

For most of us, taking a seat triggers a host of bad habits. Some people hunch forward and lift their head toward the computer, putting strain on the back and neck. Others like to sit on one leg, which could lead to pain in the knees, hips or back.

When you were young, you probably heard an adult tell you to sit or stand up straight. That advice is just as valuable as we get older. Slouching in your seat puts your spine in a position that goes against its natural alignment, and it can also add unnecessary strain on other parts of your body.

Take a moment to picture how you usually sit at your desk. Are you doing anything that could put you at risk of injury?

How do we get relief?

Rethinking your workstation can make a significant difference. Choose a good chair that supports your lower back, and adjust the height so your feet touch the floor and your knees are about level with your hips. If the chair is too high for you to place your feet flat on the floor, then consider using a footrest.

You should sit an arm's length away from your monitor and angle it so it's at eye level or slightly below it. When you're typing or using your mouse, you should relax your shoulders, straighten your wrists and keep your hands slightly below the level of your elbows.

To avoid putting extra strain on your muscles and joints, keep important office items like your phone or stapler within your reach. If you talk on the phone while performing other tasks, then you should refrain from cradling the receiver between your head and neck. Instead, place the phone on speaker or use a headset.

Giving ourselves a break

Even if we follow all those steps, it won't change the fact that we spend much of the day in our seats. That's why the best way to combat the effects of prolonged sitting is to get up and move around.

Think about all the positive effects that exercise can have on your body. It's true in this case, too. Research suggests that 60 to 75 minutes of moderate-intensity physical activity per day can counteract the effects of sitting for too long.

But you don't need to get in all that activity before or after work. You should keep moving during the workday, too. Take occasional breaks to stand or walk around. Try some stretches for your neck and arms to loosen any muscles that tightened up while you were sitting. And if there's work that you can do while standing, take advantage of the opportunity.

It can be hard to break bad habits, but if we're sitting all day, then there's plenty of time to practice. By making corrections now, we can save ourselves a lot of pain later. 🧘



Leslie Stone, M.D., MPH, is a family medicine physician who practices at the University of Arkansas for Medical Sciences (UAMS) Neighborhood Clinic on Capitol Mall in Little Rock.

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Respect and protect your roots

By Krissy Kimbro

Social media, scholarly articles and infographics abound with tree-planting advice related to protecting a tree's roots during planting, and the basics hold true:

- Dig the planting hole two to three times as wide as the root ball and just deep enough for its trunk flare to sit flush with surrounding soil.
- Backfill with removed soil.
- Gently tamp down soil to remove air pockets.
- Thoroughly water the tree immediately after planting.

However, once roots are buried, they often are forgotten. As the old adage declares, out of sight, out of mind. In the natural landscape, roots are free to grow and spread unencumbered, but in the urban setting, obstacles such as asphalt, underground utilities and compacted soil prevent roots from taking their natural course outward. When planning for long-term health and survival of community trees, protecting the structural integrity of root systems is vital.



PHOTOS BY KRISSY KIMBRO

Metal grates placed above but not compacting the soil surface allow for pedestrian access while increasing the roots' access to water, nutrients and oxygen. Also, as the tree grows in diameter, inner rings can be removed to allow for trunk expansion.

Root relevancy

The tree's root system performs a variety of functions. Roots absorb water and nutrients from the soil in which they grow. They are the conduit for transferring water and minerals from the soil to the rest of the tree. They serve as the tree's anchor, securing the above-ground portion firmly in place. While the tree is dormant in winter, the root system acts as a kitchen pantry, storing vital nutrients necessary for use by the tree when it begins leaf-out in spring.

Root range

You may assume that tree roots grow primarily downward and that all trees have a large, main taproot that grows thicker and deeper as the tree matures. In reality, most trees have a root system that extends outward at least to the edge of the tree's dripline and, in most cases, to a diameter two to three times as wide as the crown.

Although all trees begin with a taproot, their roots then develop into one of three different root systems: taproot, heart (oblique) root or lateral root. Tap root systems are extremely stable and are distinguished by a main root growing downward with smaller secondary roots. They are found in white oak, pine, hickory, sweet gum, tupelo and walnut trees.

Heart root systems occur when multiple large secondary roots outgrow the taproot, extending downward and somewhat outward. They obtain their stability from root ball weight and soil resistance. Honey locust, red oak, and sycamores are species that grow heart root systems.

The lateral root system is the most common, where the majority of roots develop just below the trunk flare and extend outward at a shallow depth, generally no deeper than 18 to 24 inches below the soil surface. In the urban setting, these are the roots responsible for cracked sidewalks and trip hazards in park settings. Lateral root systems are able to anchor large trees because of the tree's weight and the widespread distribution of the lateral roots. In all three systems, small sinker roots and fine roots, which eventually die off and are replaced regularly, extend from secondary and lateral roots and are important for water and nutrient absorption.

Root requirements

Roots are on a never-ending quest to locate water, nutrients and oxygen. One reason tap root systems are rarely found in mature trees is because soils become



To most pedestrians, concrete pavers surrounding such a small planting box may appear to indicate tree root integrity is not valued by city planners. However, underneath this concrete hardscape lies a suspended soil system that supports the sidewalk while providing uncompacted soil for water- and oxygen-seeking roots. It is also designed so that the opening can be easily increased in size as the tree matures while still maintaining the aesthetic nature of the paver design.

more compacted as depth increases, thus limiting the availability of oxygen. Producing more lateral roots is a survival adaptation. Street trees and trees located in areas receiving high amounts of pedestrian traffic are at a disadvantage because soil compaction is an issue directly at the surface. To increase these trees' survivability, communities should do as much as possible to provide access to water and oxygen for lateral roots in the top 18 inches of soil.

Construction challenges

Protecting tree roots during construction is thankfully becoming a higher priority in many communities. Soil compaction from heavy equipment traffic or from storing materials in a tree's shade, root damage due to excavation, and building structures too close to existing trees were not recognized as a problem until people began to notice a decline in nearby tree health following construction projects. Tree care professionals are working to educate contractors and the public about construction site activities that can wind up being the "root" cause of subsequent tree mortality or decline.

Infrastructure design challenges

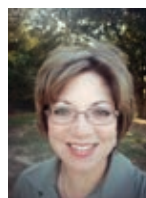
Parking lots and sidewalks allow more convenient vehicle and pedestrian access to businesses and services offered by a community. Trees provide aesthetic value and shade to those utilizing the sidewalks and parking lots. Since a tree's lateral roots extend past the dripline of its crown, a large portion of desirable shade falls on the very area of soil that should be protected to allow for unencumbered root growth but which is frequently covered with non-permeable concrete and compacted by foot and vehicle traffic.

Solutions abound

Fortunately, city engineers, community planners and urban forestry professionals have been developing and implementing innovative ideas for balancing the needs of both people and trees. Tree-lined walkways constructed of permeable materials to increase soil surface availability for absorbing rainfall are becoming more prevalent in many urban settings. Metal grates and other types of protective tree rings have been designed with segments that can be removed from the inner area to allow for trunk growth and with segments that can be added to the outer area to allow for lateral root growth. Tree root barriers deflect and direct root growth away from nearby hardscape such as curbs. Suspended pavement soil cell systems allow for load-bearing compacted surfaces for parking lots and sidewalks while still giving tree roots access to uncompacted soil. Cities and towns wanting to incorporate root protection strategies and products into their infrastructure have an increasingly wide array of resources and products available at all price points.

Practical takeaways

Protecting roots of community trees is important for their long-term survival. A rural community with a population of less than 100 and a metropolitan center with a population greater than 100,000 face vastly different design challenges and have differing budgetary and staffing concerns, but both must find ways to prioritize protecting the availability of water and nutrients while decreasing the amount of soil compaction in the areas surrounding their community trees. 🌳



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

Bioswales as stormwater management solutions

by Reve Hammons, PLA

When precipitation falls to the ground it either seeps into the soil or moves across the land or an impervious surface as stormwater until it reaches a creek, stream or other natural area. An impervious surface (a surface that does not allow water to pass through it) such as a parking lot, a building, a road or a sidewalk prevents infiltration and creates greater volumes and flow velocities of stormwater runoff for a given area. This increases the potential of stormwater to collect and transport pollutants such as sediment, nutrients, bacteria and petroleum-based products to streams, rivers, lakes and, ultimately, to the oceans.

One of my goals as a professional designer is to try to improve stormwater management quality through the implementation of green infrastructure systems that help protect and restore the natural water cycle by managing rainfall locally through a vegetated treatment network that keeps water on site. These green infrastructure systems, which can be a combination of bioswales, bioretention cells (rain gardens), infiltration basins, permeable pavements, green roofs, infiltration planters and wet meadows, filter stormwater and can help reduce runoff and pollutant concentrations, especially total suspended solids and heavy metals. The slowed, clean water can then be allowed to infiltrate native soils or can be directed to nearby stormwater drains or receiving waters.

A bioswale is an open, gently sloped, vegetated channel, often referred to as linear bioretention, that is designed to treat runoff primarily by vertical filtration through soil media and infiltration into underlying soils. Bioswales improve water quality by infiltrating the first flush of the stormwater runoff and filtering the large storm flows they convey. Bioswales share the same functions as bioretention areas in that they are vegetated and mulched, grassed or landscaped shallow depressions that capture and temporarily store stormwater runoff but are typically designed to be narrow and linear to fit within certain site constraints. The captured runoff is temporarily stored on the surface then infiltrates through the bottom of the depression and a layer of soil media of approximately two to four feet in depth.

The soil media provides treatment through filtration, adsorption and biological uptake. Soil media should be selected based upon the desired infiltration characteristics and regional availability. For best infiltration



PHOTO COURTESY MCE

This bioswale collects stormwater runoff from the Fayetteville High School parking lot, filtering pollutants that would otherwise reach the local watershed.

characteristics and longevity, a relatively well-graded sand-compost mixture with minimum clay content is recommended. For example, a bioretention soil mix used by the city of Fayetteville consists of 60-80 percent concrete sand, 15-30 percent compost material and 5-10 percent natural soil material.

Bioswales are usually located along paved roads or parking lots and require curb cuts, gutters or other devices that direct flow to them. They may also require an underdrain where the soil permeability is limited, as well as an overflow grate for larger storm events. Bioswales can vary significantly in design configurations and can be constructed with or without check dams for erosion control, subsurface storage media and underdrains.

Native trees, shrubs, forbs and grasses should also be used in the bioretention systems as they have adapted to our range of regional temperature and moisture conditions and will flourish without chemical fertilizers and pesticides. Densely rooted native plants help capture, filter, store and slowly release stormwater. They also trap and use nutrients such as nitrates and phosphates that otherwise might become runoff and pollute nearby streams.

As design professionals we need to do our part to protect, enhance and sustain the water quality of our local watersheds by reducing nutrient and sediment pollution from stormwater releases through measures such as bioswales and other bioretention systems. 🌱



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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	\$6.636	\$0.258	\$0.433	\$0.890	\$0.964
June	\$6.753	\$6.504	\$0.206	\$0.363	\$1.665	\$0.963
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	
Total Year	\$79.549	\$38.765	\$2.443	\$2.492	\$16.250	\$6.779

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	\$13,306,592.12	\$489,324.42	\$868,435.30	\$1,687,137.50	\$1,933,337.16
June	\$12,799,319.93	\$13,042,397.16	\$390,405.22	\$728,488.74	\$3,154,867.86	\$1,930,396.00
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	
Total Year	\$152,769,164.95	\$77,732,022.13	\$4,733,956.43	\$4,997,885.81	\$31,099,286.06	\$13,593,158.29

* 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

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	\$85,621,568	\$83,488,059	\$73,394,919	\$73,792,913	\$159,016,487	\$157,280,972	\$45,685	\$10,492
June	\$79,693,712	\$78,858,097	\$68,198,650	\$67,860,902	\$147,892,362	\$146,718,999	\$66,577	\$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
Total	\$477,774,016	\$901,755,580	\$406,337,520	\$778,256,518	\$884,111,536	\$1,680,012,098	\$177,008	\$150,710
Averages	\$79,629,003	\$75,146,298	\$67,722,920	\$64,854,710	\$147,351,923	\$140,001,008	\$29,501	\$12,559

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

CITY SALES AND USE	AMOUNT	LAST YEAR	Gassville	26,398.30	25,299.25	Mountainburg	19,516.43	17,181.37	COUNTY SALES AND USE	AMOUNT	LAST YEAR
Alexander	169,329.02	190,149.16	Gentry	156,341.81	133,594.02	Mulberry	34,271.14	33,337.33	Arkansas County	315,645.12	333,089.39
Alma	296,470.76	291,866.62	Gilbert	487.07	974.46	Murfreesboro	36,238.84	37,375.18	Ashley County	187,340.64	272,744.28
Almyra	2,361.01	2,715.56	Gillett	14,872.34	14,369.92	Nashville	135,057.25	136,928.68	Crosssett	45,233.42	66,373.66
Alpena	7,462.20	8,026.90	Gillham	11,362.95	13,051.84	Newport	247,674.36	243,330.63	Fountain Hill	1,013.11	2,109.20
Altheimer	3,649.02	3,681.65	Gilmore	696.44	562.85	Norfolk	8,293.22	7,124.44	Hamburg	23,789.29	34,434.27
Altus	7,961.09	7,961.09	Glenwood	108,132.83	95,651.37	Norman	4,227.43	4,733.70	Montrose	2,279.49	4,266.62
Amity	16,753.44	16,035.90	Goshen	35,550.64	22,654.83	North Little Rock	3,522,475.44	3,688,944.76	Parkdale	1,613.47	3,338.57
Anthonyville	1,464.62	1,453.73	Gosnell	19,159.47	18,089.47	Oak Grove	1,193.13	1,467.22	Portland	3,048.71	5,182.62
Arkadelphia	499,555.28	447,773.54	Gould	14,833.53	16,394.55	Oak Grove Heights	8,844.55	15,395.61	Wilmore	3,902.34	6,628.93
Ash Flat	140,111.53	130,573.45	Grady	24,185.66	5,515.89	Ola	25,885.71	20,109.11	Baxter County	677,859.69	647,592.27
Ashdown	185,310.68	169,187.79	Gravette	111,460.26	110,072.00	Oppele	3,458.69	5,073.63	Big Flat	1,748.56	1,960.50
Atkins	67,405.09	79,596.09	Green Forest	121,321.32	129,374.05	Osceola	110,168.51	112,844.58	Briarcliff	4,689.32	4,448.83
Augusta	25,530.03	28,021.65	Greenbrier	327,024.82	313,767.61	Oxford	3,516.76	3,389.59	Cotter	17,604.81	18,285.45
Austin	56,519.70	57,052.88	Greenland	49,568.62	46,359.11	Ozark	213,509.08	223,029.65	Gassville	43,137.75	39,172.33
Avoca	11,232.20	9,551.19	Greenwood	327,349.39	294,328.00	Palestine	32,096.17	31,350.66	Lakeview	15,399.24	13,968.57
Bald Knob	68,587.07	73,565.50	Greers Ferry	34,675.25	32,818.06	Pangburn	10,217.43	10,019.20	Mountain Home	254,832.61	234,656.94
Barling	76,130.34	79,822.04	Guion	2,477.35	1,227.27	Paragould	434,525.86	427,214.94	Norfork	9,239.54	9,632.85
Batesville	842,324.73	841,014.13	Gum Springs	843.89	554.12	Paris	88,807.36	87,307.78	Salesville	9,398.50	8,482.94
Bauxite	26,861.52	21,698.03	Gurdon	26,809.57	35,385.07	Parkdale	490.77	546.37	Benton County	1,081,015.67	1,186,253.69
Bay	15,633.72	10,940.28	Guy	11,324.12	8,525.27	Parkin	5,956.58	2,362.55	Avoca	11,752.53	13,626.43
Bearden	13,164.41	13,057.63	Hackett	9,175.76	8,048.99	Patmos	117.19	923.87	Bella Vista	726,485.00	740,686.05
Beebe	232,198.09	187,651.72	Hamburg	98,817.81	100,302.80	Patterson	792.33	1,407.65	Bentonville	1,307,113.13	985,710.56
Beedeville	120.51	140.07	Hampton	7,238.48	7,791.75	Pea Ridge	128,018.75	105,018.34	Cave Springs	132,608.13	53,919.35
Bella Vista	617,676.05	549,288.50	Hardy	33,716.35	30,046.67	Perla	2,983.31	3,352.88	Centerton	429,365.57	265,687.54
Belleville	3,012.76	3,079.93	Harrisburg	95,617.33	83,579.69	Perryville	25,124.37	28,348.46	Decatur	42,786.94	47,441.21
Benton	1,942,484.22	2,053,012.98	Harrison	886,796.63	636,687.51	Piggott	79,275.64	81,768.16	Elm Springs	11,221.62	3,825.45
Bentonville	4,285,406.40	4,063,768.12	Hartford	7,180.68	5,949.93	Pine Bluff	1,522,180.18	1,665,688.65	Garfield	14,310.58	14,017.36
Berryville	338,545.96	316,618.27	Haskell	54,942.23	54,144.89	Pineville	2,996.08	2,368.40	Gateway	10,521.77	11,308.82
Big Flat	501.91	NA	Hatfield	5,271.36	5,876.89	Plainville	5,287.50	3,962.59	Gentry	91,462.20	95,636.35
Black Rock	10,299.71	493.27	Havana	4,501.68	4,083.08	Pleasant Plains	11,883.98	12,552.19	Gravette	85,598.00	86,924.36
Blains	4,550.54	8,060.82	Hazen	104,960.90	91,075.16	Plumerville	12,454.74	16,297.07	Highfill	38,298.29	16,279.12
Blue Mountain	128.00	4,847.38	Heber Springs	216,037.50	242,672.96	Pocahontas	362,840.88	363,975.72	Little Flock	73,724.81	72,181.01
Blytheville	445,941.50	254.01	Hector	5,998.89	7,685.09	Portia	4,244.87	4,421.27	Lowell	237,439.74	204,591.97
Bonanza	1,939.16	511,097.86	Helena-West Helena	283,851.11	288,655.48	Portland	7,683.79	8,039.90	Pea Ridge	158,285.12	133,862.96
Bono	26,293.72	2,638.04	Hermitage	14,163.94	12,971.72	Pottsville	29,760.26	35,073.35	Rogers	1,687,055.32	1,562,683.93
Booneville	157,986.20	25,052.28	Higginson	2,316.35	2,273.32	Prairie Grove	190,274.26	180,560.19	Siloam Springs	417,178.65	419,934.31
Bradford	19,318.87	159,734.41	Highfill	78,304.42	44,038.76	Prescott	51,878.43	68,405.83	Springdale	291,834.41	182,951.63
Bradley	4,896.13	21,205.46	Highland	34,617.62	41,301.05	Pyatt	2,362.53	1,622.02	Springtown	2,003.00	2,429.30
Branch	2,435.40	4,006.91	Holly Grove	11,040.31	9,156.58	Quitman	29,466.33	30,878.65	Sulphur Springs	11,607.73	14,268.68
Briarcliff	1,783.18	2,697.22	Hope	232,463.31	222,671.99	Ravenden	4,190.68	4,058.99	Boone County	568,616.66	567,282.71
Brinkley	173,043.32	3,679.95	Horatio	8,208.24	8,564.11	Rector	33,547.11	35,471.08	Alpena	5,337.18	5,986.06
Brookland	138,889.04	187,695.25	Horseshoe Bend	32,228.40	31,260.11	Redfield	52,422.61	50,878.62	Bellefonte	7,564.07	8,519.35
Bryant	1,536,273.95	103,268.04	Hot Springs	2,322,192.14	2,223,391.67	Rison	21,163.56	16,961.07	Bergman	7,840.13	8,237.87
Bull Shoals	36,660.54	1,570,488.85	Hoxie	2,258.89	21,613.67	Rockport	26,190.38	20,260.64	Diamond City	13,931.88	14,674.30
Cabot	1,172,353.41	41,606.60	Hughes	6,687.59	9,997.01	Rogers	599.92	798.77	Everton	1,914.02	2,495.76
Caddo Valley	74,393.62	1,137,132.96	Humphrey	2,440.99	8,223.23	Roe	4,412,191.13	3,939,248.98	Harrison	240,522.76	242,878.55
Calico Rock	54,024.95	60,109.01	Huntington	4,273.25	5,511.46	Rose Bud	22,921.25	21,870.54	Lead Hill	5,042.71	5,085.34
Camden	383,199.93	54,673.87	Huntsville	184,179.14	179,525.55	Rosston	2,549.18	NA	Omaha	2,355.72	3,171.30
Caraway	8,167.22	392,526.87	Imboden	10,840.79	12,987.73	Rudy	14,861.37	16,242.91	South Lead Hill	1,582.75	1,914.04
Carlisle	57,771.07	8,249.34	Jacksonville	809,765.39	889,156.22	Russellville	1,491,524.37	1,422,227.49	Valley Springs	3,367.94	3,434.01
Cash	3,249.02	72,253.50	Jasper	43,906.58	41,372.93	Salem	26,800.39	27,703.83	Zinc	1,693.19	1,932.81
Cave City	32,683.05	3,166.15	Jennette	231.46	444.06	Salesville	4,863.36	4,453.45	Bradley County	162,613.20	158,935.96
Cave Springs	137,058.40	29,335.83	Johnson	157,665.72	80,202.89	Scranton	6,981.90	5,938.08	Banks	941.59	1,227.23
Cedarville	8,894.54	133,436.98	Joiner	5,782.70	7,843.40	Searcy	1,034,435.57	1,114,999.39	Hermitage	5,681.99	8,214.51
Centerton	430,932.15	10,667.69	Jonesboro	2,131,956.39	1,982,119.61	Shannon Hills	16,318.91	14,991.67	Warren	59,016.96	59,411.71
Charleston	41,782.71	380,818.92	Judsonia	16,954.79	15,309.74	Sheridan	289,715.54	273,210.46	Calhoun County	149,766.49	135,085.12
Cherokee Village	27,836.85	45,569.19	Junction City	6,245.70	8,204.49	Sherrill	867.61	652.71	Hampton	42,684.58	38,290.02
Cherry Valley	5,771.45	26,982.64	Keiser	5,646.44	6,234.90	Sherwood	1,201,708.85	1,203,961.60	Harrell	7,589.98	7,345.66
Chidester	5,177.88	3,507.62	Keo	1,815.16	1,552.36	Shirley	4,057.35	3,999.06	Thornton	12,252.38	11,770.42
Clarendon	55,826.71	6,668.26	Kibler	6,472.89	4,553.71	Siloam Springs	950,556.32	921,479.32	Tinsman	1,807.14	1,561.70
Clarksville	523,980.51	45,710.86	Kingsland	2,505.51	2,890.38	Sparkman	4,775.09	5,116.30	Carroll County	222,077.43	213,978.41
Clinton	124,387.08	491,928.36	Lake	16,462.30	14,964.26	Springdale	3,708,833.95	3,296,576.06	Beaver	577.88	854.00
Coal Hill	5,860.40	125,706.33	Lake Village	86,938.71	91,734.18	Springtown	615.62	580.14	Blue Eye	396.75	256.20
Concord	2,499.33	5,052.90	Lakeview	5,900.88	4,858.75	St. Charles	1,698.91	2,465.82	Holiday Island	20,691.46	19,300.42
Conway	3,401,142.73	3,359,578.01	Lamar	20,394.07	22,285.28	St. Paul	3,725.25	3,675.34	Chicot County	169,268.41	167,743.14
Corning	78,453.04	92,856.57	Leachville	13,019.72	12,778.01	Stamps	15,022.98	16,299.54	Dermott	23,427.71	30,542.00
Cotter	19,905.88	18,905.04	Lead Hill	7,362.18	6,859.36	Star City	61,041.83	55,963.20	Eudora	20,031.22	23,987.47
Cotton Plant	3,131.14	2,965.55	Lepanto	37,393.83	35,245.21	Stephens	6,445.75	6,940.57	Lake Village		

Egypt	2,314.18	2,621.92	Newark	20,688.53	20,528.95	Gosnell	65,084.01	54,203.93	Sebastian County	381,457.45	993,244.14
Jonesboro	1,609,196.14	1,574,628.00	Oil Trough	3,962.38	4,538.71	Joiner	11,138.09	8,799.74	Barling	100,353.72	90,777.17
Lake City	47,635.29	48,739.66	Pleasant Plains	6,171.49	6,092.35	Keiser	16,796.60	11,595.49	Bonanza	12,318.62	11,227.62
Monette	30,842.11	35,138.44	Southside	75,022.21	68,098.17	Leachville	45,603.54	30,447.70	Central City	9,674.42	9,802.20
Crawford County	558,043.70	940,594.40	Sulphur Rock	10,677.39	7,960.22	Luxora	21,068.43	17,996.68	Fort Smith	1,870,709.14	1,683,342.51
Alma	80,109.04	68,452.11	Izard County	59,048.19	56,382.04	Manila	82,350.29	51,056.80	Greenwood	199,700.12	174,799.41
Cedarville	19,583.74	17,608.83	Jackson County	324,131.12	324,892.08	Marie	2,415.49	1,283.29	Hackett	16,452.81	15,855.35
Chester	1,980.38	2,008.47	Amagon	892.22	1,165.29	Osceola	156,022.70	118,506.16	Hartford	10,471.87	12,535.88
Dyer	10,617.03	11,065.52	Beedeville	1,086.18	1,272.30	Victoria	447.31	565.26	Huntington	10,283.00	12,399.20
Kibler	13,821.39	12,139.23	Campbell Station	2,999.93	3,032.12	Wilson	17,132.09	13,795.42	Lavaca	51,415.02	44,695.69
Mountainburg	7,261.39	7,970.71	Diaz	15,827.20	15,671.92	Monroe County	NA	NA	Mansfield	14,354.23	14,117.51
Mulberry	21,220.30	20,905.75	Grubbs	3,892.15	4,589.80	Montgomery County	248,579.26	234,749.13	Midland	4,763.76	6,346.05
Rudy	1,787.84	770.54	Jacksonport	1,939.61	2,520.82	Black Springs	1,002.04	872.58	Sevier County	574,324.48	524,705.18
Van Buren	319,308.44	287,892.97	Newport	103,510.41	93,686.68	Glenwood	647.15	370.18	Ben Lomond	1,933.71	1,704.95
Crittenden County	874,441.04	957,283.65	Swifton	9,478.22	9,488.76	Mount Ida	10,396.18	9,483.75	DeQueen	84,323.64	77,534.21
Anthonyville	1,106.48	1,398.20	Tuckerman	22,072.74	22,140.45	Norman	3,162.69	3,331.65	Gillham	2,168.52	1,881.33
Clarkedale	2,753.90	3,221.95	Tupelo	905.15	2,140.32	Oden	1,878.83	2,044.82	Horatio	12,707.25	12,275.66
Crawfordsville	3,786.61	4,159.87	Weldon	737.03	891.82	Nevada County	120,799.48	136,762.48	Lockesburg	8,204.46	8,689.38
Earle	15,007.11	20,964.36	Jefferson County	461,498.55	518,508.74	Bluff City	1,150.47	1,259.08	Sharp County	302,582.90	294,391.20
Edmondson	1,991.66	3,708.28	Alzheimer	9,285.20	12,996.81	Bodcaw	1,179.72	1,401.23	Ash Flat	14,671.21	13,646.63
Gilmore	1,298.27	2,055.62	Humphrey	2,854.93	4,068.11	Cale	711.73	802.16	Cave City	24,929.59	24,257.58
Horseshoe Lake	2,163.78	2,535.87	Pine Bluff	550,348.32	648,295.25	Emmet	3,870.65	4,823.09	Cherokee Village	56,550.05	54,001.66
Jennette	870.43	898.85	Redfield	20,077.92	17,130.96	Prescott	30,234.00	33,467.16	Evening Shade	6,017.49	6,015.66
Jericho	803.22	1,033.45	Sherrill	707.06	1,109.48	Rosston	2,651.93	2,650.16	Hardy	10,143.76	10,165.35
Marion	112,713.18	107,210.05	Wabbaseka	2,401.35	3,368.08	Willisville	1,442.97	1,543.38	Highland	14,069.46	14,551.76
Sunset	1,357.28	1,547.58	White Hall	74,455.05	72,988.19	Newton County	54,400.82	52,917.52	Horseshoe Bend	186.26	111.40
Turrell	3,813.66	4,806.86	Johnson County	168,256.30	161,235.63	Jasper	4,705.79	3,296.73	Sidney	2,750.85	2,520.45
West Memphis	200,969.12	227,924.48	Clarksville	124,746.10	118,433.02	Western Grove	3,045.44	2,716.63	Williford	1,131.86	1,044.38
Cross County	587,981.18	615,283.04	Coal Hill	10,904.15	13,058.86	Ouachita County	592,631.11	611,592.22	St. Francis County	444,034.41	462,784.09
Cherry Valley	8,329.78	9,268.76	Hartman	6,861.63	6,697.18	Bearden	10,629.91	11,844.74	Caldwell	11,086.12	11,382.96
Hickory Ridge	3,302.94	3,272.66	Knoxville	8,772.51	9,432.83	Camden	145,366.74	149,383.56	Colt	7,202.28	7,752.72
Parkin	11,502.34	15,732.68	Lamar	22,858.81	20,710.95	Chidester	3,465.68	3,543.61	Forrest City	319,924.04	315,256.80
Wynne	120,441.40	119,127.00	Lafayette County	97,118.28	97,365.26	East Camden	10,931.27	11,415.59	Hughes	25,957.72	29,558.68
Dallas County	167,855.89	189,454.91	Bradley	3,435.19	4,588.69	Louann	2,095.85	2,010.91	Madison	18,657.12	15,772.06
Desha County	126,446.96	138,861.59	Buckner	1,399.52	2,009.38	Stephens	10,547.72	10,925.13	Palestine	12,438.08	13,967.20
Arkansas City	5,779.38	5,779.38	Lewisville	7,760.98	9,352.74	Perry County	169,046.74	164,168.46	Wheatley	6,858.14	7,281.00
Dumas	61,498.12	69,100.41	Stamps	10,670.29	12,370.45	Adona	1,003.61	1,316.43	Widener	5,211.22	5,599.20
McGehee	59,161.77	61,949.56	Lawrence County	410,769.92	396,709.39	Bigelow	2,370.95	1,984.10	Stone County	201,158.41	205,536.21
Mitchellville	4,503.61	5,286.05	Alicia	1,314.45	1,070.41	Casa	808.28	1,077.08	Fifty Six	2,050.06	2,269.16
Reed	1,998.19	2,525.56	Black Rock	5,423.25	5,714.63	Fourche	377.20	390.52	Mountain View	37,329.17	36,044.26
Tillar	491.86	308.35	Hoxie	23,880.69	23,908.00	Houston	963.20	1,089.68	Union County	650,631.68	630,320.15
Watson	2,843.57	3,098.22	Imboden	5,882.85	5,844.12	Perry	1,764.74	1,700.66	Calion	17,970.17	18,375.87
Drew County	515,889.00	495,256.67	Lynn	2,371.52	2,486.12	Perryville	9,248.08	9,196.15	El Dorado	796,672.02	782,422.89
Jerome	0.00	617.94	Minturn	799.70	940.93	Phillips County	214,643.03	204,006.60	Felsenthal	3,413.81	4,502.68
Monticello	145,542.30	150,000.24	Portia	3,897.39	3,772.35	Elaine	10,738.31	9,804.50	Huttig	23,272.17	25,186.20
Tillar	2,413.64	3,232.29	Powhatan	955.96	621.53	Helena-West Helena	202,978.76	189,248.70	Junction City	21,971.14	22,466.24
Wilmar	6,809.90	8,096.56	Ravenand	3,915.77	4,057.22	Lake View	7,095.17	6,826.14	Norphlet	28,293.06	28,346.32
Winchester	2,361.92	2,646.03	Sedgwick	1,498.29	1,312.12	Lexa	4,516.69	4,400.30	Smackover	73,350.27	74,575.79
Faulkner County	1,043,110.45	1,035,006.72	Smithville	799.70	673.33	Marvell	18,715.71	18,278.27	Strong	19,207.28	21,218.60
Enola	2,739.34	3,151.59	Strawberry	2,463.44	2,606.98	Pike County	238,216.04	222,925.48	Van Buren County	248,128.16	294,347.55
Holland	5,047.96	5,193.59	Walnut Ridge	49,489.47	46,079.61	Antoine	1,646.18	1,429.64	Clinton	33,211.71	37,099.10
Mount Vernon	1,240.45	1,352.01	Lee County	36,222.03	41,057.63	Daisy	1,281.98	1,405.20	Damascus	3,243.07	3,564.48
Twin Groves	2,730.72	3,123.61	Aubrey	888.48	1,272.29	Delight	4,195.59	3,409.13	Fairfield Bay	25,772.50	30,725.81
Wooster	8,976.08	8,018.82	Haynes	1,003.65	1,122.61	Greenwood	29,223.42	26,710.98	Shirley	3,282.78	4,149.05
Franklin County	323,011.64	206,183.51	LaGrange	427.79	666.08	Murfreestown	21,779.17	20,051.56	Washington County	2,042,857.00	3,101,077.51
Altus	9,353.58	1,148.65	Marianna	29,410.34	30,796.96	Poinsett County	316,028.20	333,803.03	Elkins	72,165.83	59,126.62
Branch	4,163.40	556.14	Moro	1,456.12	1,616.56	Fisher	2,278.71	2,736.57	Elm Springs	37,986.23	39,209.35
Charleston	36,401.58	3,821.78	Rondo	1,340.95	1,481.85	Harrisburg	28,002.78	28,249.24	Farmington	151,944.94	133,392.16
Denning	4,063.38	2,379.14	Lincoln County	194,879.22	173,664.66	Lepanto	21,926.23	23,230.15	Fayetteville	1,882,261.98	1,642,950.01
Ozark	49,820.09	5,582.64	Gould	5,681.59	5,883.01	Marked Tree	28,939.58	31,488.94	Goshen	42,113.43	23,914.13
Wiederkehr Village	703.25	57.59	Grady	2,613.70	3,155.88	Trumann	93,667.52	89,533.64	Greenland	24,302.37	28,893.45
Fulton County	327,924.94	263,004.90	Star City	18,621.54	15,983.22	Tyronza	9,064.19	9,350.96	Johnson	72,306.08	74,890.75
Ash Flat	924.91	660.36	Little River County	372,735.38	350,533.56	Waldenburg	670.95	748.57	Lincoln	45,960.14	50,217.44
Cherokee Village	6,818.11	5,133.95	Ashdown	55,141.45	52,747.63	Weiner	8,190.68	8,786.47	Prairie Grove	141,146.11	98,827.20
Hardy	286.48	271.91	Foreman	12,643.32	11,291.10	Poik County	332,724.91	344,149.80	Springdale	1,504,282.92	1,433,396.36
Horseshoe Bend	90.04	110.06	Ogden	1,695.27	2,010.28	Cove	9,056.24	10,323.14	Tontitown	86,170.25	51,928.81
Mammoth Spring	7,603.87	6,325.18	Wilton	3,714.06	4,176.92	Grannis	14,081.20	14,971.26	West Fork	46,701.43	51,735.80
Salem	12,817.72	10,585.12	Winthrop	1,501.15	2,144.31	Hatfield	9,794.38	11,160.88	Winslow	7,312.74	8,730.55
Viola	2,930.23	2,181.76	Logan County	390,202.32	383,398.52	Mena	158,668.90	155,036.32	White County	1,458,619.27	1,516,101.15
Garland County	3,061,041.03	2,897,293.88	Blue Mountain	1,027.96	1,360.74	Vandervoort	3,264.80	2,351.08	Bald Knob	39,447.30	46,868.54
Fountain Lake	9,422.04	9,914.59	Booneville	44,494.10	43,784.99	Wicks	18,084.10	20,376.06	Beebe	131,965.44	118,344.29
Hot Springs	322,446.31	320,423.20	Caulksville	1,798.92	2,337.39	Pope County	507,058.39	495,446.18	Bradford	10,604.78	12,279.33
Lonsdale	2,043.09	1,852.83	Magazine	8,644.17	9,294.71	Atkins	56,280.76	59,501.68	Garner	3,300.31	4,594.64
Mountain Pine	11,604.00	15,177.38	Morrison Bluff	911.14	702.32	Dover	26,319.48	27,186.11	Georgetown	1,266.94	2,006.11
Grant County	284,915.48	278,721.01	Paris	37,099.83	38,759.05	Hector	8,090.73	8,877.90	Griffithville	2,424.40	3,640.12
Greene County	447,677.20	468,377.42	Ratcliff	1,950.78	2,216.68	London	18,425.60	20,498.09	Higginsville	11,027.10	10,046.73
Delaplaine	937.79	1,861.52	Scranton	2,861.92	2,458.10	Pottsville	61,812.38	55,989.98	Judsonia	28,998.92	32,663.99
Lafe	6,124.94	7,349.80	Subiaco	4,684.20	6,276.95	Russellville	569,697.56	550,824.58	Kensett	21,897.79	26,661.84
Marmaduke	17,759.39	17,828.89	Lonoke County	874,941.01	403,441.05	Prairie County	94,366.60	91,072.00	Letona	3,753.91	4,125.47
Oak Grove Heights	16,176.87	14,266.87	Allport	1,147.79	1,631.35	Biscoe	3,581.16	3,784.46	McRae	9,635.03	11,033.60
Paragould	432,804.44	419,051.10	Austin	46,178.42	28,910.44	Des Arc	22,367.60	17,900.59	Pangburn	7,820.64	9,723.16
Hempstead County	793,574.16	782,703.08	Cabot	354,599.59	337,278.98	DeValls Bluff	6,105.59	6,453.39	Rose Bud	7,726.79	7,797.94
Blevins	4,549.42	4,375.75	Carlisle	27,133.16	31,407.12	Hazen	17,389.19	15,304.64	Russell	2,877.99	3,494.51
Emmet	284.34	597.32	Coy	1,161.13	1,361.83	Ulm	2,054.77	1,772.34	Searcy	358,763.93	369,803.65
Fulton	1,816.61	2,792.14	England	33,058.95	40,074.58	Pulaski County	1,056,169.83	1,124,963.10	West Point	2,659.02	2,992.99
Hope	141,411.23	140,232.28	Humnoke	2,922.85	4,028.74	Alexander	4,846.43	5,445.75	Woodruff County	92,696.36	105,245.00
McCaskill	900.41	1,333.56	Keo	2,762.70	3,631.54	Cammack Village					

MUNICIPAL MART

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

CHIEF FINANCIAL OFFICER—Benton Utilities is currently seeking qualified candidates for the position of chief financial officer. The CFO directs the financial planning and accounting practices of Benton Utilities, as well as the relationships with lending institutions, the financial community and ratepayers (to include billing/customer services) by performing the following duties personally or through subordinate managers, under the direction of the general manager. The incumbent serves in a managerial capacity to ensure compliance with all regulatory financial statutes/guidelines and may serve as the financial liaison to the Benton Public Utility Commission and Benton City Council. Salary based on education and experience. Submit resume and application via mail to Terrie Sossamon, Benton Utilities, 1827 Dale Ave., Benton, AR 72015; or via email to tsossamon@bentonutilities.com. Applications and resumes will be accepted until position is filled. For complete job description and qualifications visit www.bentonutilities.com/personnel. EOE.

DEPUTY DIRECTOR OF PUBLIC WORKS—Eureka Springs seeks applicants for the position of deputy director of public works. The role of the deputy director is to assist the director of public works in the planning, directing, supervising and coordinating of departmental functions and operational activities; to assist in the monitoring and preparation of operating and capital improvement budgets and management of personnel assigned to the department; and to provide highly complex staff assistance to the director. Minimum qualifications: Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be: Possession of valid Arkansas DL; possession of certification in water distribution, water treatment, and/or arboriculture; maintain a Class 3 Arkansas distribution license, Class 4 wastewater license, Class C solid waste license; three years of experience in utility or construction management; proficient in Microsoft Office; associates degree in environmental science; ability and desire to acquire required certifications within a set time frame. Applicants who are interested in applying should send their resume, cover letter, and contact information to HumanResources@eurekaspringsar.gov. A complete job description is available online at www.cityofeurekasprings.us.

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. Responsibilities will include but not be limited to: Develops and maintains timely and accurate financial statements and reports in accordance with generally accepted accounting principles (GAAP) and the Governmental Accounting Standards Board (GASB). Financial planning and forecasting. Management of all accounting, finance, and treasury functions for the city. Manages department administration for the city including issuance of new debt and compliance with existing programs and procedures. Monitors and evaluates municipal operations, financial transactions, and procedures for compliance with statutory requirements and policies. Directs and manages the preparation and administration of municipal budget and Comprehensive Annual Financial Report (CAFR). Develops and interprets cash and investment policies and procedures. Manages certain aspects of payroll processes related to funding of benefits, payroll, tax filings and auditing of bi-weekly payroll. Directs and manages the annual audit process. 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. Salary commensurate with experience. We offer excellent benefits. Please visit our website for a full job description. Interested applicants should go to www.cityofsherwood.net to complete the online application and attach their resume. Please contact Jill Ross at 501-833-3703 or Jill@cityofsherwood.net with any questions.

POLICE OFFICER—The Carlisle Police Department is now accepting applications for a full-time police officer. Preference will be given to CLEST-certified applicants, and salary is commensurate with prior law enforcement

experience. Benefits include paid overtime, holiday pay, certificate pay, uniform allowance, generous sick and vacation leave, paid health insurance and LOPFI retirement. For more information, visit the city's website at www.carlisle.org/employment.htm. EOE.

PUBLIC WORKS DIRECTOR—Cameron, Missouri, is home to over 8,300 residents who enjoy safe neighborhoods, a thriving local economy and convenient access to excellent amenities. The Clinton County portion of the city is part of the Kansas City, Missouri-Kansas Metro Area, and the DeKalb County portion is part of the St. Joseph, Missouri-Kansas Metro Area. Under the direction of the city manager, the public works director plans, manages, coordinates, and supervises the maintenance of city streets, rights-of-way, stormwater infrastructure, a regional airport, work release, capital projects, GIS and mapping, recycling operations, solid waste and cemeteries. The position is responsible for managing the community's short- and long-term capital investment programs; developing contract and bid specifications for services, equipment and projects; preparing and administering the department's budget; negotiating contracts; and investigating and submitting grant applications. The city of Cameron is seeking a confident and dedicated leader of high integrity who is passionate about public service. The organization's leaders are looking for someone with a hands-on management style who is comfortable overcoming challenges, solving problems and resolving conflicts. They should have sound judgment and strong project management skills, the ability to build consensus and the tact and diplomacy to guide elected and appointed leaders and address sensitive issues. The ideal candidate thrives in a team environment and prioritizes mentoring and training staff members, adjusting responsibilities and department priorities to align employees' work with the city council's vision and the organization's goals. The city requires a bachelor's degree from an accredited college or university in engineering, public works, construction or a related field and at least one year of related experience; or at least five years of public works experience in lieu of a degree. A master's degree is preferred as are being licensed as a Professional Engineer in the State of Missouri and having more than six years of experience. The starting salary range for this position is \$64,500 to 90,000, DOQE. For more information on this position, contact: Kurt Hodgen at KurtHodgen@GovernmentResource.com, 540-820-0531.

PUBLIC WORKS FIELD TECHNICIANS—The city of Cave Springs is accepting applications for public works field technicians. This is an opportunity to develop your career in a small, hometown community, with dynamic growth and development potential. This position is full time and reports directly to the public works director. The pay range is \$14 to \$22 per hour, with compensation being commensurate with experience, and includes continuing industry-based education, uniforms and a benefits package with health, vision, dental and APERS retirement. A background investigation will be conducted before employment can begin. Job description and application available upon request by mail or email. Submit a completed application/resume, with salary history, via mail or email to: Mayor Randall J. Noblett, City of Cave Springs, P.O. Box 36, Cave Springs, AR 72718; phone: 479-248-1040, ext.6; cell: 479-644-3149; email: randall.noblett@cavespringsar.gov.

SR. PURCHASING AGENT—The city of Fayetteville seeks applicants for the position of senior purchasing agent. This senior level position manages the majority of the city's construction bids, RFPs and RFQs amongst various other duties. This is in a fast-paced, high-volume bidding environment where attention to detail is critical and multi-tasking is necessary. This position also has a great energetic supportive team who work great together. To learn more about this position or to submit an application, please visit Careers at www.fayetteville-ar.gov or contact Andrea Foren, NIGP-CPP, purchasing manager, at aforen@fayetteville-ar.gov.

WE HELP CITIES STAND OUT.



ARKANSAS BUSINESS

TRENDSETTER CITY 2022

Enter the programs you have developed that show the improvement and growth of your city.

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- Education/Workforce
- Public Works
- Technology & Security (NEW)
- Diversity & Inclusion (NEW)
- Tourism/Creative Culture

Winning cities will be featured in Arkansas Business and awards presented at the Winter Meeting of the Arkansas Municipal League.

Deadline to enter: August 31

Entry information is available at:
www.arkansasbusiness.com/trendsetter
For questions email Kroy@abpg.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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