

City & Town

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THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE





TOGETHER, WE CAN BUILD AMAZING THINGS.



Paul Phillips

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Cover photo by Andrew Morgan.



ON THE COVER—While the fresh fruit available at Jeffcoat’s Family Market in Marks, Mississippi, is a welcome and appetizing sight, too many people in communities large and small live in food deserts—areas that lack access to healthy, fresh, affordable food options. Several communities in the Mississippi Delta are implementing innovative programs to help change that, and a working group from Arkansas took a field trip in September to visit with the folks making it happen. Read about the enlightening trip inside starting on page 24. Read also about the League’s 2022-2023 District 2 Vice President Diane Whitbey, longtime North Little Rock clerk/treasurer, and about the city of Stephens, which celebrated the opening of its new city hall in September.—atm

Features

- 14 It’s all about teamwork for NLR’s Whitbey**
Longtime North Little Rock Clerk/Treasurer Diane Whitbey may have decades of experience in city hall and a shelf of accolades that attest to her dedication to her profession, but using her strengths as the member of a successful team has always been the goal for the League’s 2022-2023 District 2 vice president.
- 20 Stephens celebrates new city hall**
After a 2015 fire destroyed Stephens City Hall, the city took up residence in what had been the local high school, which worked for a time but was ultimately unsustainable. Thanks to a unique local partnership, the city in September celebrated the opening of the new Stephens City Hall.
- 24 Food desert solutions in the Mississippi Delta**
Several communities in the Mississippi Delta are implementing unique programs and utilizing partnership-driven funding methods to bring nutritious, affordable food to residents who lack access. A working group from Arkansas visited the communities in September to see firsthand what works and what ideas we might replicate to eliminate food deserts here in the Natural State.

City & Town Contents

- Arkansas Municipal League Officers.....5
- Community Development44
- Engineering.....50
- Event Calendar 12
- From the Desk of the Executive Director.....6
- Municipal Mart.....58
- Municipal Notes 12
- Obituaries..... 12
- Planning to Succeed42
- President’s Letter.....4
- Sales Tax Map55
- Sales Tax Receipts56
- Turnback Estimates.....54
- Urban Forestry.....48
- Your Health46

Dear public officials and friends,

Welcome to the transition of the seasons! Fall is a favorite time of the year for many Arkansans. The cooler temperatures complement football across the state. I am sure that many of you take the opportunity to attend your local high school football games. Don't forget that the booster clubs would gladly welcome a couple of hours of your time volunteering in the concession stands. Larry and I have volunteered several times throughout the years. It is a great way to demonstrate your community support.



We had a very successful Municipal Finance and Budgeting 101 workshop in September. The course is a piece of our voluntary certification program. We can each gather new and relevant information each time we attend a workshop. Human Resources and Personnel Matters will be the topic for October. Please be sure to check the online calendar at www.arml.org for the full schedule of upcoming workshops. Encourage your employees to attend as well.

The National League of Cities City Summit will be held in Kansas City next month. Be sure to consider attending if your schedule allows.

The city of Sherwood held its annual Sherwood Fest in September. The attendance and community atmosphere were great. Please be sure to notify *City & Town* to possibly highlight your festivals or events. We want to celebrate with you!

Many of us are in a very busy season of campaigning. It is an opportunity for each of us to reflect on the reason that we seek office as well as a reminder of the importance of being involved in our communities. Great cities make a great state!

Purposely in His Service,

A handwritten signature in black 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

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

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From the Desk of the Executive Director

TECHNOLOGY-THEOLOGY

There was a time in my life when technology was natural to me. Intuitive so to speak. I yearned for it and sucked it into my noggin¹ at a blazing speed. Home stereos and speakers? Bring it on!¹ Car stereos and amps?² Knew it inside out! The personal computer? Hold the phone. Speaking of phones³ do you recall the wall-mounted kitchen phone in white, black, powder blue, avocado green or harvest gold⁴ with a cord that allowed you to stretch the receiver 40 feet away from the wall?⁵ How about rotary versus push button?⁶ The princess phone?!⁷ Get outta here! It was the end all be all for teenage girls when I was in high school. College too, now that I think about it. Let's not forget about the phone desk in the hallway of many of our grandparents' homes. I can still see Nana and Papa's⁸ long corridor with the tiny desk in the middle replete with the local phone book, white and yellow pages. Somewhere along the line the wireless phone made its appearance. It was the size of a concrete block with a collapsible metal antenna akin to those on transiter radios. Nowadays, most of us don't have a landline. We use our cellphones and are prone to texting our spouses, roommates, kids and coworkers who are in the room adjacent to us rather than getting up and walking 10 feet to have a conversation. With apologies to Bob Dylan, the times they are a changin'⁹



I must pause here and make a couple of observations. I'm sure you've already guessed one, namely that the local controller's foot is a tappin'! "How in the world did you go from personal computers to phones?! And the footnote about Alexander Graham Bell! I can't even." Touchdown for me! Where was I? Oh yeah, my second observation. The personal computer. It's a tool for our office that's given little thought to, not unlike a hammer is a tool for the carpenter. They both are simply tools of the trade, so to speak. The only time we panic is when it's lost or not working. Imagine a handle on a hammer breaking or, as in my case, one of my kids "borrowing" it and then being without memory of its last location.

¹ Right off the top of my head from my high school and college days (1976-1982), the brand names come flying at me: Marantz, Kenwood, Sony, JBL, Technics by Panasonic, Bose, Altec and Klipsch, to name but a few. There were reel-to-reel tape recorders, 8-track tapes, turntables, amps and the list goes on and on. I can still hear my uncle and my grandparents talking about the Hi-Fi. Let's not forget about the combined TV-stereo cabinet that adorned many a living room or den during those days! Zenith, GE, Magnavox!

² Ahh, another time suck from my youth. The car stereo. Oh, how we fussed about the amp and speakers not to mention the debate between 8-track tapes and cassettes. Here's a few brand names from those days: Clarion, Alpine, Orion. Talk about a trip down memory lane. Just pull the manufacturer's radio out, install the new one and you had a dashboard disco!

³ The Scottish-born inventor, scientist and teacher of the deaf invented the telephone in 1876.

⁴ For those younger readers who have no idea what some of these colors are, click here: <https://bit.ly/3EIFdBR>.

⁵ <https://ebay.to/3SWb1kT>

⁶ <https://bit.ly/3yiGSEt>

⁷ <https://bit.ly/3RDfrw2>

⁸ Mother Hayes' parents, Marion Rast Dickert and George Robert Dickert, lived at 1427 Hagood Avenue in Columbia, South Carolina, for most of their lives. My brother and I used to fly balsawood gliders in the backyard, climb trees, listen to my grandfather's tall tales and eat Nana's fried chicken until we just about popped.

⁹ Dylan was born in Duluth, Minnesota, in 1941 and his birthname was Robert Allen Zimmerman. Dylan wrote and recorded the song "The Times They are a Changing" for the album with the same title in 1964.

Yes, the personal computer. Like me, I suspect, you have a love/hate relationship with your desktop computer, alternating between adoration and a desire to light it on fire. I recall quite fondly my first personal computer from the year 1984. It was a Tandy TRS-80 Model 4 by Radio Shack. I was in law school and it became apparent that if I was going to do all the necessary and proper citations, spaces and symbols for citations I needed to either pay a legal secretary to type my papers for me or bite the bullet and enter the new realm of personal computing. I had a great friend managing a Radio Shack¹⁰ in Charleston, South Carolina, and he sold me the unit at cost. It had both the large floppy disk and the smaller diskette! So, I had that going for me. It also came with its own version of a word-processing program akin to today's Microsoft Word or the now-retired Word Perfect.¹¹ By akin I mean the Tandy version produced documents and they were printed on a dot matrix printer. Ahh, the good old days.

I learned an immense amount setting the TRS-80 up, learning its functions and mastering the word-processing program. Cue the local controller: "Mastering?!" Fine, but I did very well with it, particularly given the machine's and my own limitations. So began my lifelong love of technology. From the PalmPilot¹² to the Microsoft Surface,¹³ I've always enjoyed using and learning new technology. Perhaps enjoy isn't quite the right term, but I've always embraced it as an intellectual challenge and a way to better improve my professional and personal life.

In a sense, we've all become rather addicted to technology. It is in some ways our "theology." "Hold on!" says the controller. Followed by, "Did you say technology theology?" I confirmed and provided the following example. How many times during meetings do you see people bent over doing something on their phone rather than looking at and listening to the person speaking? More than you can count I dare say. Yikes! The controller agreed with me! It seems to me that this bent-over-the-phone concentration looks a lot like prayer. Clearly, it's not theology as we usually think of it but there is a certain reverence we have for our electronic devices. We tote them everywhere we go. We take pictures, post on our social media accounts, send prayers and good thoughts to those in need, and generally make them a very important part of our daily lives. When you consider how many times a day we use our handheld Google machines, it is a wonder we get anything done!¹⁴

More wincing from the LC. I can hear her silently bellowing, "Get to the POINT!" Will do, my love. I started thinking about all the technology used by local government and those of us who are lucky enough to support the municipal mission. I asked the League's IT posse how many PCs (desktop and laptop) the League owns. They refused to count specifically, for which I do not blame them. I then asked for an estimate.

¹⁰ A set of occurrences in 1919 and 1921 taking place in Fort Worth, Texas, and Boston, Massachusetts, created the company Radio Shack and the Tandy corporation. Two friends in Fort Worth, Norton Hinckley and Dave L. Tandy, started the Hinckley-Tandy leather shop. Not exactly a "tech" company. Meanwhile in Boston, two London-born brothers, Theodore and Milton Deutschmann, opened a retail store that sold ham radio equipment amongst many other things. After WWII, Mr. Tandy's son Charles, a Navy vet, saw leather being used for recreation and in rehab hospitals and in 1950, after a split with Mr. Hinckley, the Tandys took over the leather company. Charles grew the Tandy Corporation, getting it listed on the New York Stock Exchange in 1954. Charles bought Radio Shack in 1963 and the rest is, as they say, history. <https://bit.ly/3M7xDwC>

¹¹ When Word Perfect no longer was being supported by its parent company I made the decision to move to Word. I was nearly tossed from the third floor of the League's headquarters by the legal staff. They hated Word and let me know it in clear and colorful language. If you don't believe me, ask Jennifer Johnson. She'll laugh at the memory and then curse me under her breath.

¹² Essentially the PalmPilot was the first popular handheld computer. <https://bit.ly/3rzMGFQ>

¹³ The touchscreen personal computer/tablet/laptop came out in 2012, became very popular and morphed to the version it is today. <https://bit.ly/3SUGsRc>

¹⁴ As I'm typing this footnote the local controller is wincing. She feels certain I'm going to elucidate on the history of Google. Syke! Not gonna do it, L.C.!

While grumbling they finally agreed on a number around 130 to 140. They also asked me to leave them alone. Teamwork makes the dream work! I decided not to press my luck by asking about smartphones and tablets. Let's just go with a lot.

How about in your city or town? Police radios, computers and databases for Taser use and bodycam footage are likely in the thousands and their cost in the millions. Take a look at the new “real time” crime centers going up around the nation. RTCCs take into consideration various technologies and databases that, when combined, are simply too large to be useful. The RTCC effectively filters data to get solid answers and proactive solutions to crime in your community. Things like facial recognition software, license reading software, social media databases and applications, public and private video feeds, acoustic gunshot systems, and national and international crime databases often have relevant information to a specific crime, but if they aren't managed and mined properly there's simply too much data to be useful. By organizing and implementing personnel and systems, crime can be greatly reduced.¹⁵

Of course, technology isn't limited to public safety. Water and wastewater systems are continually being upgraded with modern—read computerized—equipment and software. I'm sure most of you are aware of things like smart water meter-reading systems. They've been in play for several years. As I understand it, they are more accurate, track leaks more completely and allow city employees to do more tasks than driving around reading meters. Given the influx of monies from the federal government coming into our state for both infrastructure and water/wastewater systems, I did a little Googling on my Google machine about educational programs. The Arkansas Rural Water Association provides various training opportunities at conferences and is doing specialized training for water boards/city councils pursuant to Act 605 of 2021. And Southern Arkansas University Tech offers a laundry list of water and wastewater educational opportunities including certifications and licensing. They provide in-person and online classes thanks to advancements in internet usage and access.

Technology theology seems like the real deal in Arkansas. Municipalities are embracing these new gadgets, gizmos and processes because it makes city services better, more affordable and easier to use. That's a win, win, win! Let's take our faces, eyes and noses out of phone and tablet prayer mode and smile at what's been accomplished. Great city technology does make for a great state!

Until next month, Peace.



Mark R. Hayes
Executive Director
Arkansas Municipal League

¹⁵ Here's a good introductory white paper on the subject if you're interested. <https://bit.ly/3SH5nTR>



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GREAT CITIES MAKE A GREAT STATE

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Welcome to the Arkansas Municipal League Communities Platform

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

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

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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>
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- Follow the directions on the screen!

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Paul Walla, PLS
Survey Department Manager

Who we are ...

"Surveying is an important aspect in the development of this nation.

The Land Ordinance of 1785 was important for the nation and the setting of the Initial Point for the surveys of the Louisiana Purchase in 1815 was important for Arkansas. Today, surveying continues to play that important part, whether it be surveying of privately owned parcels of land, for title transfers, or surveys for the development of parcels into commercial sites or residential subdivisions. A good, accurate survey is the basis for all development."

Besides being a student of history, Paul attempts to maintain a small garden plot during growing seasons.

Nominations open for 40th annual Volunteer Community of the Year Awards

Nominations are now open for the 2022 Volunteer Community of the Year Awards, Engage Arkansas has announced. The deadline to nominate cities and towns for the award is October 22. This year marks the 40th anniversary of the annual award that recognizes Arkansas municipalities—rather than individual volunteers or nonprofits—that seek to address the community’s greatest needs through the engagement of citizens.

The Arkansas Volunteer Community of the Year Awards is co-sponsored by the Governor’s Advisory Commission on National Service and Volunteerism and the Arkansas Municipal League. A panel of judges composed of distinguished citizens from across the state meets to review each nomination and select the award recipients. The winning communities will be notified in December and celebrated at the League’s Winter Conference in January 2023. Winners also receive two street signs, donated by the Arkansas Highway Commission, that designate them as a Volunteer Community of the Year for the specified year. To learn about the award criteria and to nominate a community, please visit www.engagearkansas.org/engaged-cities.

Time to levy property taxes

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

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

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

AHPP opens grant application period

The Arkansas Historic Preservation Program (AHPP) grant application period is now open for the Historic County Courthouse and Historic Preservation Restoration grants, the agency has announced. This period includes acceptance of the optional pre-application submission of a Letter of Intent (LOI). The LOI allows AHPP to provide project development assistance and to identify best preservation practices according to the Secretary of the Interior’s Standards for Rehabilitation. The LOI requests information regarding both the property and the proposed project.

The application deadlines are:

- Tuesday, November 15—LOI application deadline
- Friday, January 27, 2023—Historic County Courthouse application deadline
- Friday, March 3, 2023—Historic Preservation Restoration application deadline

The AHPP grants encourage and promote preservation of Arkansas’ historic resources by providing financial assistance for the restoration of historic properties. For more information about AHPP grants, please visit www.arkansasheritage.com or contact Grants Administrator Heather Carter at heather.carter@arkansas.gov or call 501-324-9880. 🏠

Event Calendar

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

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

Obituaries

WILLIAM F. “BILL” MCHAFFEY, 62, who served for many years as mayor of the Clay County city of Greenway, died August 26.

JERRY DAVID PENDERGRAFT, 73, who worked for the city of Danville from 1997 to 2022, starting in the street department before serving as the city’s office manager, died July 17.

League to sponsor author at Six Bridges Book Festival

By Mel Jones, League staff

The Arkansas Municipal League is proud to join the 2022 Six Bridges Book Festival as a “Rock Island Bridge Sponsor.” The League will sponsor Los Angeles-based journalist and author Sam Quinones for a discussion about his latest book, *The Least of Us: True Tales of America and Hope in the Time of Fentanyl and Meth*. The discussion is scheduled for 6:30 p.m., Tuesday, October 25 at the Ron Robinson Theater in Little Rock’s River Market District.

Quinones, a former *LA Times* reporter, has written four books of narrative nonfiction, including 2015’s *Dreamland: The True Tale of America’s Opiate Epidemic*, which awakened the country to the nationwide scourge of addiction to opioids and heroin. In the 2021 book *The Least of Us*, Quinones chronicles how America’s opioid epidemic has evolved from opioids into illicit synthetic drugs. Weaving analysis of the drug trade into stories of humble communities, it delivers an unexpected and awe-inspiring response to the call that shocked the nation in the author’s award-winning *Dreamland*.

“The opioid epidemic is a very personal issue for me and for my family, and it is a very personal issue for the Arkansas Municipal League as well,” says Mark R. Hayes, executive director of the League. “Through his reporting and storytelling, Sam has helped make the opioid epidemic a personal issue for *everyone* who has read his books or has heard him speak. I’m looking forward to his discussion in October and am proud that the League can bring Sam and his incredibly important work to Arkansas.”

The Least of Us deepens the story of our nation’s opioid epidemic to include the spread of mass supplies of synthetic drugs (fentanyl and meth). *The Least of Us* also delves into the neuroscience of addiction, concluding we live in a soup of legal substances and services whose addictiveness is ever-refined by consumer-product corporations. “In a time when drug traffickers act like corporations and corporations like traffickers,” Quinones writes, “our best defense, perhaps our only defense, lies in bolstering community.”



Quinones

As he set out to do this book, Quinones sought small, unnoticed stories of Americans involved in community repair: The story of a man who secretly kept a community center open for kids in a crumbling neighborhood. A woman retired from corporate America who opens a tattoo removal clinic where she removes the pimp’s brand from the inner thigh of a prostitute. A woman who adopts an infant and cares for the child’s bedridden mother “rendered a vegetable” by a drug overdose—care rooted in a casual promise she made years before.

“After years of interviews, research and writing, finally, that’s what this national saga has left me with,” Quinones writes. “That the lessons of neuroscience, the epidemic and the pandemic are really the same: That we are strongest in community, as weak as our most vulnerable, and the least of us lie within us all.”

Now in its 19th year, the Six Bridges Book Festival runs October 20-30, featuring more than 60 bestselling and emerging authors in sessions, panels and special events. This year the festival will be a combination of virtual and in-person events—most of the festival is free, but some events require registration. For more information, please visit sixbridgesbookfestival.org. 📖



North Little Rock Clerk/Treasurer and League 2022-2023 District 2 Vice President Diane Whitbey.

Knowledge-sharing, teamwork a necessity for NLR's Whitbey

By Andrew Morgan, League staff

With her decades-long experience, accumulated accolades and impressive dedication to the profession of municipal clerk, it's tempting to dub North Little Rock Clerk/Treasurer Diane Whitbey the clerk's clerk. Whitbey, the League's 2022-2023 District 2 vice president, humbly deflects. "I don't know about that. That'd be Barbara Blackard," she says, referring to her friend and colleague, the longtime Clarksville clerk/treasurer.

Whitbey also prefers not to call herself a leader but rather a member of a team, she says, whether it's at North Little Rock City Hall or alongside Blackard as part of the Arkansas City Clerks, Recorders and Treasurers Association (ACCRTA). "We all have our own strengths," she says. The differences in size among Arkansas' cities and towns is one of the reasons it's so important to build relationships and share best practices through organizations like the ACCRTA and the League,

because one size doesn't fit all. "In North Little Rock, we have around 900 employees at any one time. We're like our own little city in ourselves. I may get a call from somebody in a city of 900 and they'll say, 'I need to work on my budget.' Well, I need you to call Barbara or call [Cherry Valley Recorder/Treasurer] Stacey Bennett, because I don't do that."

Whitbey was born in Pine Bluff. When she was six months old her parents moved to Colorado, where they found work at a grape vineyard. "My mother said that she would put me in a basket at the end of one of the rows, and when she would get to the end, she would move me to the next row. I'm lucky a snake didn't get me or something!"

The stint in Colorado only lasted about six months, then the family moved further west to a California town called Wasco, northwest of Bakersfield. There her dad found work in the land-leveling business. When

she was 10, they moved back to Arkansas, where her grandmother lived in the country near Oppelo. She went to school in nearby Morrilton, where her grandmother worked as a custodian. Even as a 10-year-old, there was a bit of culture shock from the move across the country. “It’s kinda funny. When I got older in California, the kids made fun of me because I didn’t talk like they did. I didn’t think anything about it. Then when I got here, they made fun of the way I talked because I didn’t talk like they did. I was like, I can’t win.”

After a few years back in Arkansas, her parents moved into Morrilton, but she stayed in the country with her grandmother. “It was fun out there. She had land. We could garden, go for walks. There were things to do.” As a youth she helped her family earn extra money selling produce at the Morrilton Farmers Market. In high school, she got her first “real job,” she says, at Kentucky Fried Chicken, where she worked with several of her friends, and they had a lot of fun together. “I still, even after working at Kentucky Fried Chicken, like Kentucky Fried Chicken. Now I don’t want to work there again, but yeah.”



Whitbey and the staff have worked diligently to digitize public records and make them easily accessible, though hard copies of important documents like the volumes of the city’s code are kept in a vault in city hall.



Whitbey, front center, with members of the North Little Rock team. Top row, L-R, Mayor Terry Hartwick, Chief of Staff Mike Davis, Deputy City Clerk/Revenue Enforcement Officer Jim Scott, Police Chief Patrick Thessing; Middle two rows, L-R, Chief Deputy City Clerk/Treasurer Katelyn Thomas, Administrative Assistant Anita Paul, Administrative Assistant Charlotte Thomas, Director of Communications Shara Brazear, Director of Operations Stacia Chastain, and Director of Special Projects Dr. Arnessa Bennett.

Morrilton at that time was home to a major cotton mill, and both of Whitbey's parents worked there. After graduating high school, she took a job there as well, working in the spinning room. Having not received much career counseling in high school, it didn't take her long to recognize that this was not going to be it. "It was—I shouldn't say horrible—it was very labor intensive, and I knew I did not want to do that the rest of my life."

A move in 1980 to North Little Rock would change Whitbey's career trajectory. Her neighbor was Carolyn Staley, who worked at the Pulaski County clerk's office and would go on to serve as county clerk. "She told me about a job in the file room. I interviewed and was hired." From there she worked as a court clerk, spending time in several civil and criminal divisions.

In 1990 she joined former Mayor Patrick Henry Hays' team in North Little Rock City Hall, where she worked for more-recent former Mayor Joe Smith, who at the time headed the Community Relations Department. She spent 10 years on the mayor's staff.

In 2000 longtime City Clerk and Collector Mary Munns announced she was retiring and would not seek



A few of Whitbey's many honors, including the 2022 IIMC Quill Award, the organization's highest recognition.

another term. Having learned so much about how the city worked, Whitbey had a feeling she'd be a good fit for the position. "I knew the team, and I knew we would work well together. So I then asked her if she would support me if I ran for the position and she said of course," Whitbey remembers. She faced an opponent for the post and won the election. That was the last time she has had a challenger.



The Little Rock skyline is visible over the rooftops of the historic Argenta neighborhood, which along with the rest of downtown North Little Rock has seen a major resurgence over the past two decades.



What is now a large gravel parking lot next to Simmons Bank Arena will become the Second Street Promenade, a collection of dining establishments, shops and lofts.

For more than two decades now, Whitbey and her team have worked to streamline city services, digitize public records and make city hall and all city departments more accessible and responsive to the citizens of North Little Rock. She has also continued her professional education and helped educate other clerks through her involvement in the ACCRTA as well as the International Institute of Municipal Clerks (IIMC). In May of this year, the ACCRTA hosted the 76th Annual IIMC Conference in Little Rock, where the organization presented Whitbey with the 2022 IIMC Quill Award, the highest individual recognition for achievement in the profession of municipal clerk.

With a population of 64,591 as of the 2020 census, North Little Rock is the seventh largest city in the state, and growth has been slow but steady since Whitbey first joined the team in 1990. As the population has risen, the city and developers have worked to transform North Little Rock, starting with Argenta, the historic downtown core. “When I came to work here in 1990, you didn’t walk around downtown, and there was nothing to do at night,” she says.



Architect’s rendering of the view of the promenade looking east from Poplar Street toward the arena.



City services like North Little Rock Electric and planning will soon move into the former Blue Cross Blue Shield building on Pershing Avenue, creating a “government row” alongside Laman Library, the North Little Rock Community Center and the Hays Senior Center.

That has changed dramatically in the ensuing years. Argenta is now a thriving destination, with shops, restaurants, cafes, bars and theaters. Where derelict granaries and warehouses occupied valuable downtown space, condos and attractive apartments now provide housing. Take a brief stroll and you can take in a major concert at Simmons Bank Arena, cheer on the Arkansas Travelers at Dickey-Stephens Park or, for the municipally inclined, visit the League’s Don A. Zimmerman Campus. On the north end of downtown, the new Argenta Plaza is a great place to grab a coffee and visit with friends, hear live music, study or just chill.

In addition to working closely with developers on projects in downtown and across North Little Rock, the city played a direct role in Argenta’s resurgence, Whitbey says, with the early 1990s purchase of a former bank at Main and East Second that became the one-stop municipal services building. That location has served residents well, but it will soon be razed. A convention center is in the works for that location, while the one-stop shop for city services will move to the former Blue Cross Blue Shield building on Pershing Avenue. Along with the William H. Laman Public Library, the North Little Rock Community Center and the Hays Senior Center, it will

create a “government row,” with easily accessible services all in one strip.

Neighborhood improvements have spread north of downtown as well, with new affordable multi-family housing under construction in midtown, and Jump Start Levy and Jump Start Park Hill projects are currently underway, improving the streetscapes and increasing accessibility and walkability in those historic areas.

North Little Rock has had some major economic development wins in recent years, particularly on the east side of the city, which has easy access to Interstate 40. It has become a hub of industry and trucking with Ben E. Keith, Amazon and soon, Dollar General and Lowe’s all setting up major distribution centers, with more on the way.

Whitbey is currently deciding whether to run for another term as clerk when this one comes to an end. She kept a small “war chest” after her first election in 2000, just in case she ever faces an opponent, she says. “I’m kind of tossing it up now. I’m looking at my age and at my predecessor and people around the state. Do I want to be one of these people that’s here and then retire and only get a couple of years to enjoy my time?”



In addition to the influx of townhomes and condos in downtown and along the riverfront, affordable multi-family housing is under construction in North Little Rock's midtown as well.

Her love of horses, gardening and living in the country, all instilled in her by her grandmother, increasingly tug at her heart. She and her longtime partner Ed have purchased nearly 50 acres of land in Faulkner County and they plan to retire together there. “The ability to buy the land together is something that we’ve truly enjoyed. He enjoys bushhogging, which he says is therapeutic. I enjoy the horses and riding. He calls himself a horse supporter—he doesn’t ride but he feeds them treats. Over the years together we have adopted several retired horses, and that’s part of our vision with the land, too.”

Retired life in the country may keep her busy, but she doesn’t plan to abandon the city she loves either. “I think I’ll spend several days a week in North Little Rock and several days a week out in the country, because I do enjoy the activities that are around here.” 🍷



Hemmed in on the south by the Arkansas River, on the west by Maumelle and the north by Sherwood, much of North Little Rock's industrial growth is to the east, where major distribution centers like Amazon, which opened 2021, have access to Interstate 40.



Friends and neighbors from Stephens, Camden and beyond gathered at the new city hall building in late September to celebrate its opening.

Among friends

Stephens celebrates a new city hall with neighbors near and far.

By Mel Jones, League staff

When a 2015 fire destroyed Stephens City Hall, the city was able to quickly move into the empty high school building left behind when the school district was consolidated a year earlier. The building was in good condition, only requiring some fresh paint and a few repairs, and friends and nearby cities pitched in and donated office furniture and other items. But it was always too much space, accompanied by “ridiculous utility bills” that could eventually become a burden for a small community. Luckily, Mayor Harry Brown came up with a creative solution that would benefit the Stephens community and surrounding areas.

During a celebratory luncheon and dedication in late September, Brown recounted how, in the middle of the night, the idea to partner with ACTS Church came to him. “I guess the Lord spoke to me and said, ACTS Church has a school, and it’s growing, they need more room,” he said. The next day he called the pastor, Anthony Needham, to ask if the church could use some



Rep. David Fielding, who presented a proclamation from the Arkansas House of Representatives, told well-wishers that Mayor Brown is “a good friend of mine and a good friend of Stephens.”

of the extra space in the school. Needham agreed that they could, but as the two talked Brown recalled that Needham, a builder, built his church’s building and proposed a unique solution: Build a new city hall for



"We at OCMC are so delighted by the progress Stephens is making under your leadership. It is a community that we have loved and have been a part of for many years," said Peggy Abbott, CEO of Ouachita County Medical Center in Camden. "Today is definitely a red-letter day for your community, and I know that you and many others have such a heart for this community and for this area, and we're very proud of all that you've done. Our prayers and best wishes go forward for you and for the community of Stephens."

Stephens, and in turn the city would give the school building to ACTS' ever-growing school. Needham took the idea to his congregation, and everyone agreed that this solution would benefit everyone. In welcoming Needham to speak Brown said, "Let me introduce you to the man with the plan, and the hammer in his hand— Brother Anthony Needham."

"It has indeed been a privilege to work with Mayor Brown—he's a visionary and he's been doing everything



ACTS Church pastor Anthony Needham congratulates Brown on the new city hall.

he can to further this community and I appreciate his leadership and the quality of his leadership that he brings to the table," Needham told the crowd. He said that ACTS is looking forward to serving the community, not just with the services of a church but the services of a school. "When the school left town it did have a major impact on this community, and it kind of seemed like it took the life out of it," he said. "Mayor Brown recognized that to have a school in town is very critical, and it's because of his vision that it was able to happen, and I thank him for that." Needham also noted that the school is growing. "So spread the word, the Roadrunners are back."



Strong friendships and partnerships are critical for small cities and towns to be successful. James Lee Sillman, executive director of the Ouachita Partnership for Economic Development, has worked with Brown on several projects, including Pine Bluff-based Highland Pellets, which has purchased around 300 acres with plans to build a second plant that will bring hundreds of jobs and make a significant impact on the local economy. "The project is still moving forward. Mayor Brown and I are working together on this project, and it takes time, but we are very happy for the city of Stephens today, and we're thankful for the friendship and leadership of Mayor Brown," he said.



From left, League Deputy Director Whitnee V. Bullerwell, Erma Brown, El Dorado Mayor Veronica Smith-Creer and Nancy Lott.

Several friends and colleagues spoke at the event, including Arkansas Municipal League Deputy Director Whitnee V. Bullerwell. She recalled that Brown joined the League in 2011, the same year he became mayor, and that his leadership skills were so quickly noticed by others that he was selected to serve as the 2012-2013 District 4 vice president, and as League president in 2016-2017. "I have often said that there isn't anybody stronger, smarter, more creative or a more strategic thinker than Mayor Brown. He's incredibly nimble and you all as a city have recovered because he is a very resilient man, and he is a resilient man who is backed up by a very strong woman and together I can't think of anything they can't accomplish," Bullerwell said of Brown and his wife Erma. "The Arkansas Municipal League congratulates you and the city of Stephens, and we are honored to be a part of today's dedication."



Camden Mayor Julian Lott, right, greets a member of the Stephens community.



From left, Eddy Bush, former Lake Village Mayor JoAnne Bush, Smackover Mayor Bobby Neal, League Legislative Liaison Jack Critcher, Batesville Council Member Tommy Bryant and April Hamilton, Mayor Brown's daughter, chat during the reception.

State Representative David Fielding who, like Brown, was elected in 2011, said one of the things he admires most about Brown is that he is always looking out for the best for the city of Stephens. When Fielding had constituents just outside of the city limits who were having water problems, he spoke with Brown about ways to help. The city of Stephens was working on a water project at the time, and Fielding asked if those few houses could be included. With the proper funding, Fielding and Brown made it work. "They needed good, clean drinking water, and he accepted them and we were able to get that out to them," he said. Rep. Fielding presented Brown with a proclamation "In Recognition of Stephens City Hall Dedication" that congratulated the city and said, in part, "Today the resilience of the City of Stephens shines brightly with the dedication of the new city hall, located at 121 West Ruby Street, in the downtown area of the city."



Batesville mayor Rick Elumbaugh, right, decided to surprise his longtime friends, Harry and Erma Brown. "Harry and I are really good friends. We met in 2011 and bonded in 2015 when we took a trip to Ghana. Harry's been a special friend to me and my wife, both he and his wife Miss Erma, and I couldn't miss the occasion," he said. "The city of Stephens...they're very blessed to have a mayor who cares as much as Mayor Brown does. Not every city of this size could build something like this. Kudos to the mayor and to Stephens."

It's that very resilience that brought everyone to Stephens in late September. "The bottom line is perseverance. The road seemed bleak. We didn't have the financing to build a new building," Brown said. "In the last census we lost 100 people, and with our state turn-back we lost that much money. Building a new building shouldn't have happened, but here we are. And all I can say is it's a blessing." 🙏



Stephens Mayor Harry Brown reads the proclamation presented by Rep. David Fielding earlier in the day.

An aerial photograph of a large, modern building complex. The building has a prominent blue and white facade with a large glass window. To the left of the building is a playground with colorful equipment and a splash pad. Further back is a swimming pool with a slide and several red umbrellas. A parking lot with several cars is visible to the right of the building. The entire scene is surrounded by green grass and trees.

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Thanks to dedicated and compassionate community leaders, business owners and nonprofits, residents in rural Mississippi Delta food deserts are gaining access to healthy, fresh and affordable food locally, like the produce available at Jeffcoat's Family Market, which opened in 2021 in Marks, Mississippi.

Arkansas group looks to Mississippi for food desert solutions

By Andrew Morgan, League staff

September was Hunger Action Month, which provided a perfect opportunity to explore solutions to food insecurity in Arkansas and the prevalence of food deserts—areas where residents don't have access to full-service grocery stores and healthy, affordable food options. Food deserts affect both small rural communities as well as neighborhoods in our most populous city, Little Rock.

This summer, Governor Asa Hutchinson formed the Governor's Working Group on Food Deserts to help seek answers to these issues. Co-chaired by Kathy Webb, CEO of the Arkansas Hunger Relief Alliance, and Kenya Eddings, executive director of the Arkansas Minority Health Commission, the working group will provide a report to the governor at the end of this year with their findings.

On September 20-21, Webb and Eddings led the group, which included representatives from local and state government and community partners like Hope Enterprise Corporation and the Arkansas Center for Health Improvement, on a field trip to the Mississippi



PHOTOS BY ANDREW MORGAN

Employees at the Cleveland, Mississippi, Walmart walk the visiting working group through the process of fulfilling customers' online orders. Some of those customers will be from cities without local access to groceries, like Drew and Shaw. GOODS, based in Drew, facilitates those orders, providing online ordering assistance, a place to store and pick up the orders locally in the community and even delivery if necessary, all at no extra cost to the customer.

Delta to learn about promising pilot programs in the rural, low-income communities of Drew, Shaw and Marks. In Marks, a new full-service grocery store returned to the small city in 2021, its first in several years. Many small communities cannot support a traditional store, which is why programs that provide a dedicated space where groceries can be ordered and picked up locally—at no additional cost to shoppers—are making a difference in Drew and Shaw. While providing a space, transportation and refrigeration requires creative funding solutions, it is one of the lower-cost potential remedies to a lack of food access.

Webb is inspired after seeing the variety of approaches and the initial successes in rural Mississippi and sees a lot we can replicate in Arkansas, she said. The same solution won't work in every community, but options are available and scalable, she believes. "I've been looking at food deserts and how to come up with solutions for a decade. When we get out of the box that we are in, and when we get out of our silos and we're open to new ideas, we can come up with solutions."

For Altheimer Mayor Zola Hudson, who traveled to Mississippi with the group, the field trip was enlightening, she said. She was especially intrigued by

the program in Drew, which provides residents with the ability to order groceries online from the Walmart in nearby Cleveland that are then delivered to a central location in Drew for convenient pick up. She even has a building in mind, she said. "What I see is that we could really duplicate that here if I had the money to purchase that building. I see that it could work for our community, I honestly do. But I need the resources." 🍌



The sight of a deteriorating building that once housed the local grocery store is painfully familiar in communities small and large. This one, in Drew, Mississippi, was once a Piggly Wiggly. The city of 2,343 hasn't had a grocery store in more than a decade, but initiatives like GOODS (Grocery Online Ordering Distributing Service) are helping fill that need.



Would I buy it? Would I eat it? Those are the two questions Walmart employees ask themselves when picking items to fulfill customers' orders for pick-up and delivery. Kendale Hutton, market manager at the Cleveland Walmart, uses peaches as an example of the kind of quality produce that will be used to fulfill orders or perhaps be donated to a food pantry.



GOODS operates in Drew out of what was once the National Guard Army. As it has in many small communities, the Guard donated the disused building to the city. Several grants, including one through the Delta Regional Authority, were used to renovate the army and repave the parking lot. In addition to being GOODS' home, the army hosts community events and has served as an election poll site.



When Drew residents utilize GOODS' services, their orders come here to the staging area that serves as the "storefront." It features ample shelving for dry and canned goods and plenty of cooler and freezer space for food that needs to stay cold until the customer can retrieve it.



When surveys and economic analyses showed that it was highly unlikely that Drew could support a grocery store, Gloria Dickerson, founder and CEO of nonprofit We2Gether Creating Change, went to work on finding an alternative. GOODS helps "bring the grocery store to them," she said.



Charles Cannon demonstrates the features of GOODS' refrigerated delivery van, an essential component of the online grocery delivery model. It was also one of the program's major expenses, and Hope Enterprise Corporation helped secure the funding.



Khadijah Mitchell, GOODS' community outreach coordinator, discusses the ordering process. With an account, residents can place their orders online from home or on their smartphone. If they don't have a computer or need assistance, they can come to the armory and place their order in person. They can use a debit or prepaid card, and payments can be made by EBT as well. GOODS assists about 60 customers a week, Mitchell said.



Kevin Coogan, Hope Enterprise Corporation vice president for community and economic development, who is based in their Jackson, Mississippi, office, provides an overview of the Delta online delivery program and outlines the challenges of opening and operating traditional grocery stores in rural and low-income communities. Startup costs are very high, and profit margins are incredibly tight. A successful store might operate at a one- or two-percent profit margin, he said. "It's very expensive to start up a grocery store. You're talking, at the very least, hundreds of thousands of dollars if not closer to a million or even more."



Chiquikta Fountain heads the nonprofit Delta Hands for Hope in Shaw, Mississippi, about 30 miles from Drew. Food access and nutrition has been a priority for the organization, and when the COVID-19 pandemic hit they began operating an emergency food pantry. With assistance from Hope Enterprise Corp., the pantry will soon mirror the GOODS model. "Drew is actually my hometown, and I take a lot of pride in what we're about to launch because this program was actually piloted in my hometown and now I have the opportunity to help manage this in Shaw," Fountain said.



With assistance from the city, county and Hope Enterprise Corporation, James Jeffcoat was able to make the necessary upgrades to an existing storefront in Marks, Mississippi, to open Jeffcoat's Family Market to serve the city of 1,802. Not only is it the only full-service grocery store in Marks, it is the only one in the county. Jeffcoat, a Delta native, operates another store in Tunica.



Marks residents who commute to larger cities in the region like Batesville, which has more shopping options, spend their money there instead of in their own community, which is a challenge, Jeffcoat says. "A lot of people here work in those areas and they're so used to getting off work, cashing their check and getting their groceries there. I gotta break that. I gotta break that, because no, I'm not losing money but I'm not making money either. If I can pay the bills, that's what's really important."



Certification workshop covers finance and budgeting basics

By Andrew Morgan, League staff

Mayors, clerk/treasurers, council members and finance officers from cities and towns across Arkansas participated in the 2022 Municipal Finance and Budgeting 101 workshop, held September 14 at the Wyndham Riverfront Hotel in North Little Rock, across the street from the League's headquarters. Members of the League staff, municipal officials and representatives from the Division of Legislative Audit covered a variety

of essential finance topics, including adopting budgets that comply with state law, handling stipends and grants and navigating the annual audit process. The workshop counts as five core credit hours as part of the League's voluntary certification program for municipal officials and personnel.

In-person registration was capped at 90 to allow for social distancing. Due to high demand, the League is offering the recorded workshop to

be viewed via an on-demand online link. Registration for the on-demand link is \$40. You must participate in the entire recording to receive five hours of core certification credit for Level 1. To register, please visit event.me/woM9Aa.

The deadline to complete this certification workshop is 5 p.m. Wednesday, November 16. Please contact Tricia Zello at tzello@arml.org or call at 501-374-3484, ext. 285, if you have any questions. 📞



The League will soon begin a major update of its *Municipal Accounting Handbook*, Director of Finance and Program Rates Cindy Frizzell told workshop participants.



Cherry Valley Recorder/Treasurer Stacey Bennett covers some of the differences between large and small municipalities when it comes to preparing the annual budget.



Tim Jones, audit manager with the Division of Legislative Audit, covers the basics of the legislative audit process to help cities and towns prepare and stay in compliance.

North Little Rock hosts 50th Municipal Clerks Institute



PHOTO BY JAMES NEELEY

Clerks, recorders and treasurers from cities and towns across Arkansas gathered in North Little Rock September 19-21 for the 50th Municipal Clerks Institute. More than 60 clerks participated in the three-day series of meetings, which were held at North Little Rock City Hall, the Arkansas Municipal League's headquarters and at the new North Little Rock Justice Center. The Institute covered a variety of essential topics, including record retention best practices, audit preparation, parliamentary procedure and public relations. To learn more about the Arkansas chapter of the International Institute of Municipal Clerks, visit www.iimc.com.

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2023 WINTER CONFERENCE

The Arkansas Municipal League 2023 Winter Conference will be a hybrid event—you may choose to attend in person or virtually. **Online registration for both options is available at www.arml.org/reg.**

The 2023 Winter Conference will offer 5 core certification credit hours of City Government 101, as well as 3 continuing education hours, for participants of the League's Voluntary Certification Program. Learn more about the certification program at arml.org/vcp.

The 2023 Winter Conference will also focus on achieving civil public discourse at the local level, the upcoming 94th General Assembly, including the League's legislative priorities for the session, how to effectively communicate with your legislators and more.

REGISTRATION PRICING & DEADLINES IN-PERSON & VIRTUAL ATTENDEES

- **EARLY BIRD REGISTRATION** for both In-Person and Virtual Attendees is **\$229** for municipal delegates and municipal personnel.
- Deadline for Early Bird Registration is **5 p.m. Thursday, December 15, 2022**.
- After **5 p.m. Thursday, December 15, 2022**, registration for both In-Person and Virtual Attendees will increase to **\$279** for municipal delegates and municipal personnel.
- Registration for guests is **\$125**.
- In-Person registration for non-members is **\$300**.
- You **must** register online at arml.org/reg with a credit card.
- Telephone registration will **not** be accepted.
- On-site registration is **not** available.
- Refunds will not be given for any attendee type after **5 p.m. Friday, December 30, 2022**.
- The last day to change your attendee type (Virtual to In-Person, or vice versa) is **5 p.m. Friday, December 30, 2022**.

Please contact Tricia Zello at tzello@arml.org or 501-374-3484, ext. 285, with questions.



2023 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | January 11-13, 2023

RESERVATIONS

Please identify yourself as being with the Arkansas Municipal League to receive the reduced room rate listed below.

- Check in at 3 p.m.
- Rooms in Little Rock are subject to a 13-15% tax.
- Cut-off date for hotel reservations is **Friday, December 30, 2022**.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- The last day to cancel hotel reservations without penalty is **5 p.m. Friday, December 30, 2022**. Cancellations after this date will be charged for one night, plus applicable taxes and fees.

ROOM RATES

MARRIOTT HOTEL (headquarters hotel)—~~\$149~~ **Sold Out**

877-759-6290

Online: <https://bit.ly/3c52T1u>

CAPITAL HOTEL—~~\$200~~ **Sold Out**

501-374-7474 or 501-370-7006

DOUBLETREE HOTEL—\$152

800-774-1500 or 501-508-8146

Online: <https://bit.ly/3T27rGA>

WYNDHAM HOTEL—\$119

501-371-9000 or 501-907-4823

Online: <https://bit.ly/3CfJ6qN>



2023 WINTER CONFERENCE

#2023AMLWC Tentative Agenda

Wednesday, January 11, 2023

12:30 p.m.-2:30 p.m.		TBD
ARKANSAS CITY CLERKS, RECORDERS AND TREASURERS ASSOCIATION (ACCRTA) TRAINING		
<i>This session is an orientation for city clerks, recorders and treasurers. This training is especially helpful for individuals who are newly elected or new to their positions. This session will not be recorded.</i>		
1:00 p.m.-7:00 p.m.		Osage Room, SCC
REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE)		
1:00 p.m.-5:30 p.m.		Governor's Hall I-III, SCC
EXHIBIT HALL OPENS		
1:30 p.m.		TBD
MLWCP BOARD OF TRUSTEES MEETING		
2:30 p.m.-3:30 p.m.		Governor's Hall IV, SCC
*CITY GOVERNMENT 101: WHAT IS THE ARKANSAS MUNICIPAL LEAGUE AND HOW DO WE SERVE OUR MEMBERS?		
3:30 p.m.-4:00 p.m.		Governor's Hall I-III, SCC
BREAK		
4:00 p.m.-5:00 p.m.		Governor's Hall IV, SCC
*WHAT ARE THE SPECIFIC ROLES OF MUNICIPAL OFFICIALS AND PERSONNEL IN MAYOR-COUNCIL AND CITY MANAGER/ADMINISTRATOR-DIRECTOR FORMS OF GOVERNMENT?		
5:00 p.m.-5:30 p.m.		Governor's Hall I-III, SCC
BREAK		
5:30 p.m.-5:45 p.m.		TBD
STATE AID MAIN STREET PROGRAM UPDATE		
5:45 p.m.-6:45 p.m.		Governor's Hall IV, SCC
**TOPICS RELATED TO ARPA PROJECTS AND NLC'S GRANTS BOOT CAMP		
7:00 p.m.-8:30 p.m.		Wally Allen Ballroom, SCC
OPENING NIGHT BANQUET		
8:30 p.m.-10:00 p.m.		Capital Hotel Mezzanine
OPENING NIGHT DESSERT RECEPTION		

*City Government 101—Level 1 Certification Core Credit (5 hours offered)

**Continuing Certification Credit (3 hours offered)

MH = Marriott Hotel, SCC = Statehouse Convention Center



2023 WINTER CONFERENCE

#2023AMLWC Tentative Agenda

Thursday, January 12, 2023

7:00 a.m.-5:00 p.m.	REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE)	Osage Room, SCC
7:00 a.m.-8:30 a.m.	HOST CITY BREAKFAST	Governor's Hall I-III, SCC
7:15 a.m.-7:45 a.m.	VOLUNTARY PRAYER SESSION	TBD
8:30 a.m.-10:00 a.m.	OPENING GENERAL SESSION	Governor's Hall IV, SCC
10:00 a.m.-10:30 a.m.	BREAK	Governor's Hall I-III, SCC
10:30 a.m.-11:30 a.m.	*ALL YOU NEED TO KNOW ABOUT THE FREEDOM OF INFORMATION ACT	Governor's Hall IV, SCC
11:30 a.m.-1:30 p.m.	ARKANSAS BUSINESS PUBLISHING GROUP'S TRENDSETTER CITY AWARDS AND ENGAGE AR LUNCHEON	Governor's Hall IV, SCC
1:45 p.m.-2:45 p.m.	**CITY SALES TAX INFORMATION: HOW TO ACCESS ADDITIONAL INFORMATION PROVIDED BY DF&A	Governor's Hall IV, SCC
2:45 p.m.-3:15 p.m.	BREAK	Governor's Hall I-III, SCC
3:15 p.m.-4:15 p.m.	*HOW THE 94TH GENERAL ASSEMBLY MAY AFFECT CITIES AND TOWNS: THE GOOD, THE BAD AND PERHAPS THE UGLY? HOW CAN YOU GET INVOLVED?	Governor's Hall IV, SCC
5:00 p.m.	DINNER ON YOUR OWN	
<p>*City Government 101—Level 1 Certification Core Credit (5 hours offered) **Continuing Certification Credit (3 hours offered) MH = Marriott Hotel, SCC = Statehouse Convention Center</p>		



2023 WINTER CONFERENCE

#2023AMLWC Tentative Agenda

Friday, January 13, 2023

7:00 a.m.-Noon	REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE)	Osage Room, SCC
7:00 a.m.-8:30 a.m.	BREAKFAST	Governor's Hall I-III, SCC
8:30 a.m.-8:45 a.m.	BE LOCAL. BE HEARD. INITIATIVE	Governor's Hall IV, SCC
8:45 a.m.-9:45 a.m.	*A DAY AT THE CAPITAL DURING THE LEGISLATIVE SESSION: WHAT TO EXPECT	Governor's Hall IV, SCC
9:45 a.m.-10:15 a.m.	BREAK	Governor's Hall I-III, SCC
10:15 a.m.-10:45 a.m.	**POLYFLUROALKYL SUBSTANCES KNOWN AS PFAS: HOW WIDELY SPREAD ARE PFAS?	Governor's Hall IV, SCC
10:45 a.m.-11:45 a.m.	**UPDATE: OPIOID SETTLEMENT FUND DISTRIBUTION	Governor's Hall IV, SCC
Noon	LUNCH BUFFET	TBD
1:00 p.m.	MUNICIPAL HEALTH BENEFIT PROGRAM BOARD OF TRUSTEES MEETING <i>The quarterly meeting of the MHBP's Board of Trustees will be held during this time.</i>	TBD
<p>*City Government 101—Level 1 Certification Core Credit (5 hours offered) **Continuing Certification Credit (3 hours offered) MH = Marriott Hotel, SCC = Statehouse Convention Center</p>		

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)

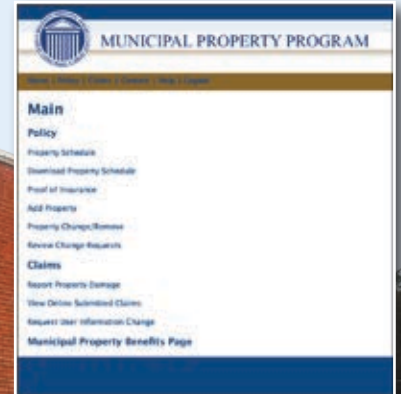


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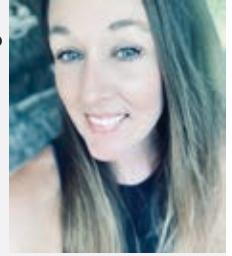
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Meet Ashley Garrett, billing specialist in the Municipal Vehicle and Property Programs.

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

Ashley: As the billing specialist in the Municipal Vehicle and Property Programs, I speak with the members on a daily basis to make sure they are covered properly, and I handle all the billing and payments.



How long have you been working at the League?

I have worked at the League for almost 5 years. I was working for a small law firm and needed something more. During my 90-day probation period I was in a major car accident resulting in me missing work. They could have easily hired someone else, but Don Zimmerman kept me here. I remember my first couple months here being on crutches with two broken legs! I am very thankful that I was able to continue working with the League.

What advice would you have for someone just getting into public service? Public service is not a job, it's a passion. I love helping others and giving back. Once you discover that public service improves the lives around you and the difference it makes, that is the greatest reward.

Where did you grow up? I grew up in Oak Grove (North Little Rock) but moved to west Little Rock in elementary school. I remember riding bikes around town with no worries, playing outside until dark, walking to the local store/pharmacy to get free pickles from the owners. I haven't really been back to Oak Grove, but west Little Rock has changed so much. Today, it is probably one of the busiest places in Little Rock.

What is your favorite spot in your hometown?

Joe T. Robinson Football Field on Friday nights. We have a great football community, and our family is really big into it. My grandpa was the head coach at Robinson for many years. He was head coach when they won their very first state title in 1980. My mother was also the captain of the cheer squad during this time. I attended this school, my children all attend and my son plays football here. It's a big deal on Friday nights to be at our stadium, and everyone knows everyone. I sit with my grandpa in our special spot, and we have people coming up all night wanting pictures and to visit with him. It's a fun time!

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

Hands down, my department. I was very blessed that I got placed where I am. I love my co-workers and supervisor. One thing that we have at the League that a lot of organizations don't is a Mark Hayes. Get you a Mark, just not ours! Mark and my supervisor John Wells are very understanding about family time, kids being sick and just life in general. I love being able to have a relationship with the cities and towns of Arkansas as well. Anytime I visit somewhere, I immediately want to stop and say hi and meet the people I talk to on a daily basis! 🍷

Meet Veneta Hargrove, district court clerk and HR administrator for the city of Marmaduke.

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

Veneta: I am the assistant to the mayor and treasurer, as well as the court clerk and human resources administrator. I handle new employee paperwork, water billing, reconcile 18 checking accounts and prepare financial statements for council meetings. I also work with Legislative Audit to ensure compliance.



Why did you choose your profession, or did it choose you?

My dream was to be a veterinarian. When I was 16, I received a call from the treasurer asking if I would work for the city for the summer. I accepted and was asked to stay on part time after the summer. I was hired full time after graduation and am now in my 27th year. I may not have lived out my dream of being a veterinarian, but my husband and I have a small farm with cattle, pigs, sheep, chickens and lots of dogs. I am blessed to have the best job here and to work with all my animals at home and the farm.

What's your favorite aspect of your job? What's the biggest challenge?

When I started, I was extremely shy. I am a county girl and had always dealt with animals, and then I went straight into working with over 1,000 citizens. It took me a while to break out of my shell, but now I love visiting with the people, especially our older citizens. The biggest challenge is being the "bad guy" when someone is delinquent on a fine or water bill. I wish they would understand that we are here to help and if they communicate with us, we can explain their options.

What's your favorite spot in Marmaduke? Our city park. I catch myself staring out my window at the playground and ball fields, and the memories of my children playing baseball and with their friends always brings a smile to my face.

What's the biggest lesson you've learned working for a city government? Auditors are not as scary as folks say they are. They are more than willing to give advice and answer questions on how to make your bookkeeping skills more efficient.

What advice do you have for someone who would like to follow your footsteps into this job? You must be able to multitask, have patience, accept that it is not possible to make everyone happy, be willing to adapt to change and, most of all, smile. You never know what a difference a smile can make.

What are three "can't miss" things that someone can do if they visit Marmaduke? The walking trail in the park is quiet and a terrific way to unwind and clear your mind. Dawn's Diner on Main Street is famous for her home cooking. Last but not least, take a relaxing drive just north of town and enjoy all the pastureland and livestock and the wonderful smells of the freshly cut hayfields. It's very calming and a fantastic way to end a stressful day. 🍷

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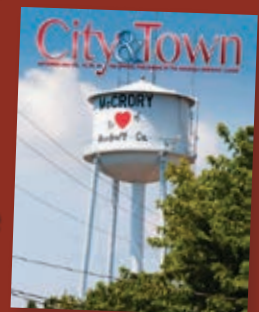
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Think **BIG** on ARPA

By Mark Stodola

The American Rescue Plan Act (ARPA) was signed into law on March 11, 2021. At the time the fiscal conditions of cities and towns throughout the country were tenuous at best with fear that the COVID-19 pandemic would devastate municipal and state workforces. Municipal officials were fearful that recovery would be long and slow. Most government officials predicted that the \$350 billion in ARPA money would simply be used to cover the short-falls caused by COVID.

According to the U. S. Bureau of Labor Statistics, local government employment was affected more than any other sector by the COVID-19 pandemic. Many municipal employees left their jobs, retired or found other jobs. Cities and towns struggled to find adequate staffing for services such as trash pickup, emergency response, street repair and public safety.

With retirement-age municipal employees moving out of the workforce, many local governments are struggling to find qualified individuals to fill leadership roles for upper management positions. This is the result of decades of underinvestment in recruiting new and younger talent and finding ways to attract them into careers in local government, a topic that I have written about previously.

While the federal government has encouraged municipalities to use ARPA funds to rebuild their municipal workforce, much more can be done. According to the ARPA Local Investment Tracker, the Brookings Institution, the National League of Cities and the National Association of Counties, only 15 percent (\$1.25 billion) of the \$8.68 billion in ARPA funds designated for municipal workforces from local governments has been used for local municipal employment purposes. Much of the funding spent has been for pay increases, bonuses or temporary short-term hiring.

Not enough of the available funding has been spent for the long-term employment health of municipal governments. It is critical that cities and towns use some of their ARPA funding for workforce development and the recruitment of younger generations of our citizenry lest the delivery of local government services will ultimately suffer.

On the flip side of the local government employment issue, many municipalities have recovered from the pandemic far quicker than anticipated and are using the current flexibility of the U.S. Treasury Department's



guidelines to make major investments in projects that were previously financially unobtainable.

Many of these investments mirror the ill-fated “Build Back Better” legislation that failed to pass out of Congress. Examples abound in localities both large and small. For example, the city of Cleveland is using \$17 million of its second tranche of money to support an effort to make all housing in the city lead-safe.

Vienna, Virginia, a city of 16,000, received \$17.1 million in ARPA funding that was anticipated to replace a substantial shortfall in general revenue. Because the city's shortfall was only \$4 million, the city was able to use its ARPA funding for a long-held objective of investing in public safety with body cameras and improved dispatch systems.

The city of Denver has used ARPA funding to build affordable housing, and the city of Madison, Wisconsin, has funded organizations creating tiny houses for those experiencing homelessness and installing solar panels on homes to help families save on electricity costs.

Closer to home, the Bella Vista City Council is using their ARPA monies (\$5.9 million) to pay salary and payroll expenses of the police and fire departments, which frees up funds for other projects that had been on the city's "ARPA funds wish list," such as appropriating funds for their fire apparatus facility and funds to enhance the city's cybersecurity.

Springdale is teaming up with the cities of Fayetteville, Rogers and Bentonville, and Washington and Benton counties to use a portion of their funds to develop nursing curriculum programs, including \$3 million in capital improvements at the Northwest Technical Institute and at the Northwest Arkansas Community College for nursing students and other supports services. This creative use of ARPA funding will allow nursing students at these institutions to graduate tuition-free.

When considering whether to use some of the funding to partner with other governmental entities or nonprofits, Arkansas cities and towns must first assess their capacity to meet all the requirements of the

Uniform Grant Guidance, 2 CFR 200. If you elect to partner with other governmental entities or nonprofits, please consult with your city attorney or contact League Grants Attorney Caren Curry for advice.

U.S. Treasury guidelines provide a great deal of latitude on how communities spend their ARPA money, provided you can define a population that has been impacted by the pandemic. It is important for municipalities to be thoughtful in using ARPA funding rather than quickly committing the full amount. Smart cities and towns will invest in the future of their workforce and look for truly transformational projects that they couldn't previously afford. 🏡



Mark Stodola is a lawyer with the Barber Law Firm in Little Rock and a member of the Kauffman Foundation's Mayors' Council. He served as mayor of Little Rock from 2007 to 2018 and as president of the National League of Cities in 2018.



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Manicured lawns or wildflower gardens? The owner chooses. The city reconciles.

Enforcement: Easier assumed than done

By Jim von Tungeln

Legend has it that U.S. Supreme Court Chief Justice John Marshall once infuriated then-President Andrew Jackson. Seems he ruled that Georgia laws that purported to seize Cherokee lands on which gold existed violated federal treaties. Jackson is famous for having responded: “John Marshall has made his decision, now let him enforce it.”

Regardless of whether “Old Hickory” actually said that, let legend rule as usual and inspire this column’s topic. It deals with the enforcing of regulations that our cities and towns enact. This includes those municipal laws regarding planning and zoning. In a broader sense, we are talking about how our municipalities assure compliance with their local laws and, when required, those of state and federal entities.

The following does not dwell on the specific steps in enforcement. Instead, it deals with how the necessity of code enforcement shapes policy development and rulemaking. In other words, who makes the rules, what kind of rules do they make and who enforces them once adopted?

In the first case, rules and regulations flow from municipal ordinances, state laws, federal laws and what

our attorney friends call “common law,” i.e., the police power that enables the city to protect the health, safety, welfare and morals of the community.

Municipal laws flow from plans adopted by, in our case, the planning commission. Such plans flow from policies set by the governing body. It alone sets policy. The staff and the planning commission may influence or recommend policies, but the city council or city board officially establishes policies.

The variety of rules and regulations within municipal government vary widely, from traffic control to care of private property. In the end, the professional staff conducts the enforcement. In doing so, they may follow a variety of enforcement techniques, including some of the following.

Systematic code enforcement requires the most time and resources. It can involve a block-by-block survey, sometimes called a “windshield survey.” It happens when a neighborhood is in trouble due to neglect by property owners who could afford to maintain their properties but do not.

On occasion, this approach may be tactical, designed as a part of an overall effort at neighborhood

revitalization. In the era of the “Great Society” programs, the federal government helped with what it called a “Concentrated Code Enforcement Program.” This coupled code enforcement with public improvements in designated areas. This created a more comprehensive treatment and not one designed to single out a specific property owner.

The opposite of the systematic approach is the “complaint-based” approach most common in our cities and towns. Individual property owners may find themselves targeted because someone “dropped a dime” on them at City Hall. It offers a cost-effective approach, but one not known to produce good human relations. One positive note, however, is that many code enforcement professionals agree that complaints are often settled by “moral suasion,” i.e., nonthreatening communication.

Akin to the complaint-based approach is what we might call the “methodical approach.” This includes time-honored inspections during construction. A benefit of this approach is that cities inspect for compliance with state codes over which the city has little or no control. It can prove comforting at times to shift blame for requirements from municipal government to one at a higher level.

Although seldom associated with development controls, cities enforce codes in cases where the city intercedes only in cases involving emergencies or danger, either real or potential. These can involve complaints and incidences. Noise control is an example, as are those within the criminal code. Enforcement occurs when violations threaten the public peace. As a prominent planning commission chair (also an attorney) states it, “We don’t normally go from house to house looking for someone about to commit murder, but we certainly have laws against it that allow us to intercede when necessary.”

Finally, there is the least costly method of code compliance, one mentioned in a recent column. This is the “nudge approach.” With it, the municipality simply rewards a developer for proceeding according to adopted policies. Usually, the reward takes the form of an expedited review process. A major (but not always fully appreciated) goal of code enforcement is the act of motivating the public into compliance without the fuss and bother normally associated with the process.

Of course, there are limitations and obstacles associated with enforcement. First is expense. This consists primarily of staff time. It is not unusual to hear of cities hiring additional personnel simply to enforce one new regulation. The possibility of such cost affects policy formation when municipal government “passes” on a new law that would be of benefit to a community.

New regulations affect office personnel as well as operators in the field. Office staff must deal with time spent in providing explanations, settling arguments,

calming threats and dealing with passive resistance. The last case involves the well-known ploy of complying, but only as a last resort.

It is common for cities and towns to face enforcement of national or state policy which their elected officials never set but which they have no authority to refuse. This results in the dreaded “unfunded mandate.” These not only demand enforcement but can complicate efforts by embedding vague terms such as “reasonable accommodations” into the mandate. They can end up in federal courts, adding extra layers of financial danger in terms of legal fees to municipal government.

Social changes and attitudes create complications in enforcement. For example, municipalities have traditionally regarded overgrown lots as disease vectors, habitats for vermin, trash-filled eyesores and accident magnets. Nowadays, a movement is emerging that discourages manicured lawns in favor of what we might call miniature nature preserves or “wild lawns.” The flora and fauna appreciate it. Neighbors do not. Municipal government, as usual, finds itself caught in the middle.

One of the most significant social phenomena facing our cities and towns now is the concept of short-term rentals, or the renting of portions, or all, of homes to visitors for periods generally of 30 days or less. It is a complicated issue that bears revisiting soon.

For now, it is simply worth noting that the enforcement of such rentals is heavily dependent upon staff resources. Most of our municipalities cannot afford to provide the necessary resources. At the same time, the uses are spreading from tourist-oriented areas to ordinary neighborhoods. Permanent or semi-permanent residents (those who fill local jobs, own businesses and count for state turnback payments) are finding themselves evicted in favor of nightly guests in residential neighborhoods.

Residents in quiet neighborhoods are waking up to find mini hotels operating in their midst. A parade of strangers is replacing those who once were friends and neighbors.

More alarming still: The time may come when people wanting to move to a city and buy a home will find themselves competing with wealthy corporations for the price.

How our municipalities will effectively deal with this, and other enforcement issues, remains to be seen. Stay tuned. 🍷



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.

Preparing a workforce for the future: ACT Work Ready Communities

By Shelby Fiegel

Arkansas may boast an impressively low unemployment rate, but nearly 80,000 jobs remain unfilled in the Natural State. Despite workforce challenges and other ripple effects caused by COVID-19, employers still require a qualified and educated workforce to fill those positions. This puts pressure on our communities and education systems to create workforce pipelines and support systems that prepare our workforce to meet current and future demands.

How do we ensure that economic growth continues in our state? That's where programs like the ACT Work Ready Communities (WRC) step in. The WRC initiative empowers states, regions and counties with data, processes and tools that drive economic growth by identifying skills gaps and quantifying the skill level of their workforce. Individuals that participate in the program leverage the ACT WorkKeys National Career Readiness Certificate (NCRC) to measure and certify work skills needed for success in jobs across industries and occupations. The overall goal is to show prospective employers concrete proof of an individual's skills and potential training needs to match them with appropriate employment opportunities.

Currently, Arkansas counties have a 45-percent participation rate in the program (with 34 of 75 counties having achieved certified work-ready status) and 975 Arkansas-based employers recognize the ACT WorkKeys NCRC in support of WRC goals. The most recent county to receive the WRC designation was Grant County, where a diverse group of community leaders partnered to receive the certified work-ready designation.

To begin the certification process, Grant County leaders attended the ACT Work Ready Communities Boot Camp, an executive leadership training program focused on creating and implementing tailored efforts to improve the county's work readiness. Leaders met with local employers, policymakers, educators and economic developers to establish goals and build a sustainable WRC model to fit unique community needs.

"We know that economic development and education are closely associated. That's why the Sheridan School District is proud to have played a role in helping Grant County achieve status as an ACT Work Ready Community," said Dr. Karla Neathery, superintendent

of the Sheridan School District. "The skills our students are learning in Work Ready and JAG (Jobs for America's Graduates) classes, as well as internships and other courses, help prepare them to be outstanding contributors to a workforce. When these students demonstrate those skills on the NCRC assessments, they receive credentials to indicate their work-readiness to potential employers. We believe designation as an ACT Work Ready Community aligns perfectly with our school's mission to empower our students to become lifelong learners who are responsible, contributing citizens."

To garner communitywide support and align the WRC process with long-term community goals, leaders representing Kick Start Sheridan, a citizen-led effort focused on outlining and implementing community and economic development strategies, were involved.

"The Kick Start Sheridan initiative was started to help prepare our community for the future," said Brad McGinley, who serves as the Grant County extension agent staff chair with the University of Arkansas System Division of Agriculture. "Achieving ACT WRC status was one of our initial goals identified in our countywide strategic action plan. Having a skilled workforce that matches the needs of employers is key to driving economic development in our county forward."

Leaders throughout Grant County understand the necessity of developing a high-quality workforce and the positive impact it has on local employers. Grant County Judge Randy Pruitt said, "It's exciting to participate in a program that matches an individual's skill set to job opportunities in Grant County. It will aid economic development not only in our county but the surrounding region as well."

For more information on ACT Work Ready Communities, go to www.workreadycommunities.org.

Follow Kick Start Sheridan on Facebook at www.facebook.com/KickStartSheridan to keep up to date on community and economic development efforts in Grant County. 🍷



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

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Learning to manage your child's asthma

By Joshua Kennedy, M.D.

Asthma is the most common chronic illness among children in the United States, affecting more than 6 million kids. Many of these children will have at least one asthma attack each year, experiencing symptoms while they're at play, at school or trying to sleep.

Signs of asthma usually appear early in life, with many children seeing their first symptoms before age 5. There's no cure for this condition, and a person's symptoms can continue into adulthood.

But even if asthma won't go away, it doesn't have to prevent your child from leading an active life. Health care providers have made meaningful progress in helping patients lessen the effects of asthma, reducing the number of attacks and their severity.

Signs of asthma

Asthma is a condition that causes a person's airways to narrow in response to certain triggers, such as allergens or respiratory infections, making it more difficult to breathe. The most common symptoms are coughing, wheezing and shortness of breath. A cough at night that awakens a child from sleep can be an indicator of asthma.

Symptoms can flare up with little notice, triggered by allergies, exercise or a number of other factors. Coughing or wheezing that stems from stress or emotional reactions—such as crying or laughing—can also be a symptom.

Asthma affects each child differently, and these are just a few of the symptoms that are most likely to draw attention. If you suspect that your child might have asthma, then the next step is to visit a pediatrician who can conduct an evaluation.

Diagnosis and treatment

Asthma can be difficult to diagnose in children younger than 5, as lung-function tests usually can't be performed before that. In those cases, your pediatrician will rely on a physical examination, listening to the child's heart and lungs. The doctor will also inquire about your child's symptoms and family history.

After the diagnosis, you and your pediatrician should work together to create a treatment plan based on your child's symptoms, age and general health.

Treatments include long-term medications that reduce inflammation and quick-relief medications that can open swollen airways during an asthma attack. Many of these are administered using an inhaler.

You should also take steps to reduce exposure to asthma triggers. These steps will vary depending on your child's symptoms. Examples include avoiding second-hand smoke, changing the filters in your heating and air-conditioning units, and cleaning regularly to remove dust and allergens such as pet dander.

The goal is to keep your child's asthma under control. This means having few or no symptoms, no limitations on physical activities and minimal use of quick-relief medications. Keep in mind that triggers and symptoms can change over time, so you'll need to be observant and work with a doctor to adjust medications when needed.

Living with asthma

Managing asthma takes time and effort, but it should be treated as a regular part of a child's life. Encourage your child to continue with normal activities or play, focusing on what they can do instead of on potential limitations. If exercise is a trigger, then you can work with your pediatrician to control those symptoms.

It's also important to take a proactive approach to treatment. About half of children who have prescriptions for asthma medications don't use them regularly, according to the Centers for Disease Control and Prevention. Having a dedicated treatment routine will make a significant difference in preventing severe asthma attacks.

This should be a collaborative effort, and doctors, teachers and other caregivers all have roles in treatment or in minimizing triggers. But above all, remember to keep the child involved each step of the way. Teaching your child about the condition and giving them the tools to take an active role in managing it will be the biggest factors in keeping asthma under control. 🍷



Joshua Kennedy, M.D., is an associate professor of allergy and immunology who treats patients at the University of Arkansas for Medical Sciences (UAMS) and Arkansas Children's.

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Be your own nursery

Rock the cost savings of growing trees for community plantings with a gravel bed nursery.

By Krissy Kimbro

Finding a community in Arkansas that doesn't want to see more trees planted would be a difficult task. However, carving out room in the municipal budget for purchasing new trees from nurseries can be an obstacle for communities large and small. Gravel bed nurseries offer a cost-effective solution for cities and towns considering the idea of growing their own trees to increase plantings and species diversity in the local urban forest.

Gravel bed nurseries: The basics

A gravel bed nursery's simplicity is one of its best features. It is basically a pile of irrigated gravel in which to grow trees temporarily until they can be planted in permanent locations. They are simple to construct, cost very little to get started, help trees grow abundant root systems quickly, allow for greater species diversity and are easy to maintain. A gravel bed nursery can be constructed by volunteers in a short amount of time, and



SOURCE: MISSISSIPPI WATERSHED MANAGEMENT ORGANIZATION



The Mississippi Watershed Management Organization used gravel beds to plant native species obtained as bare-root seedlings at very little cost. Less than five months after planting, they had trees with healthy root systems ready for fall planting.

by planting bare-root trees in gravel rather than in soil, then growing them through the summer, a community can enter fall with a sizeable number of trees ready for transplanting.

Low cost, high yield

The budget for a gravel bed nursery can be very basic or can be upgraded by adding more materials and irrigation features. Up to 150 trees and shrubs could be grown on a gravel bed as small as 400 square feet. To plant that many trees in very basic pots and with an economical potting mix could easily run around \$1,000. Purchasing that many potted trees at a local nursery could cost the city over \$10,000. Bare-root seedlings, however, are economical and readily available. For example, 100 red mulberry bare-root seedlings can be ordered from the Arkansas Department of Agriculture Forestry Division's Baucum Nursery for \$50.



SOURCE: NORTHEAST-MIDWEST STATE FORESTERS ALLIANCE



This bare-root seedling exemplifies typical root structure just after lifting from a nursery. The same seedling, after a few months in a gravel bed, has greatly multiplied the number of fibrous roots, which help immensely with the transport of water and nutrients necessary for healthy, rapid growth. Trees are easy to remove from a gravel bed and transport to planting sites in the fall.

Small footprint, large impact

Gravel bed nurseries encourage healthy root growth, and trees grown in gravel beds rather than in soil can produce up to 200 percent more roots. Additional roots make for healthier, larger, faster-growing and more resilient trees. The space required for a gravel bed nursery is much less than what would be needed to plant an equivalent number of seedlings in pots, and keeping trees irrigated in a gravel bed is much simpler and wastes less water than using drip irrigation or watering an equivalent number of trees by hand or by sprinkler.

Functional, educational or both

If the gravel bed nursery is being used solely for the functional purpose of supplying the city with trees, it can be built on a low-value site that has no other useful purpose, and the gravel can be contained with concrete barriers or other low-cost building materials. Gravel bed nurseries can also become communitywide educational projects, complete with informative signage and aesthetically pleasing landscape design.

Species diversity and nursery availability

Planting a variety of species in a community is important for ecosystem health, provides aesthetic benefits and increases the resilience of the community forest. By using a gravel bed nursery to grow bare-root seedlings, communities can more easily acquire a variety of species that may be more difficult to find at nurseries or are cost prohibitive. It is much easier to obtain larger quantities of species as bare-root seedlings than as potted or ball-and-burlap trees.

Practical takeaways

Even cities and towns with a professional urban forestry staff, large budgets and ample municipal employees available to care for trees will find themselves needing cost-effective ways to plant new trees or to replace trees lost to weather events, pest or disease issues, or development. A gravel bed nursery is a simple project any community could undertake to provide a supply of desired tree and shrub species with healthy root systems. Reach out to a local forester, arborist or extension agent with questions or for more information on constructing a gravel bed nursery. 🌳



Krissy Kimbro is the Urban & Community Forestry Coordinator for Arkansas Department of Agriculture's Forestry Division. Contact Krissy at 479-228-7929 or email kristine.kimbrow@agriculture.arkansas.gov.

Understanding ALTA/NSPS land title surveys

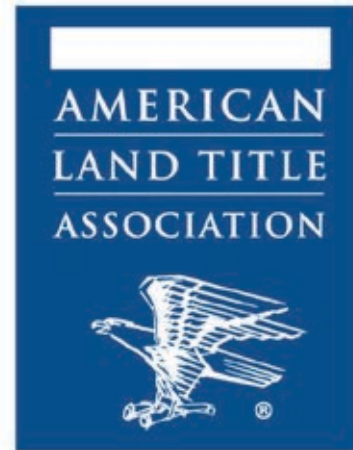
By Justin Taffner, PLS

One of the most requested but least understood surveys that we perform is the ALTA/NSPS land title survey. When a prospective client eagerly announces that they need an ALTA survey of XYZ property, I've learned the hard way that the first question I should ask the client is if they can send me the title commitment for the property. If the client is happy to oblige, then I send over a Table A and start preparing an estimate. If the client has no idea what a title commitment has to do with an ALTA survey, I take a step back and ask about the purpose of the survey they want us to perform.

I get it, I really do. Table As and Schedule Bs and title commitments, oh my! It can be confusing, and no one understands it all right away. Unfortunately, many people have the cursory idea that an ALTA is the "Cadillac" of surveys, or a catch-all survey that gets all the important stuff that they don't know they need. In a way it is, but it is more complicated than that. I always take extra time, as needed, to explain what each part of the ALTA is and why it is important.

To begin, let's look at the name of the survey. ALTA and NSPS are acronyms for American Land Title Association and National Society of Professional Surveyors, respectively. Putting them together in the name means there is a partnership of sorts between these two organizations. Title companies had need of specific information to be placed on surveys, so in 1962 they joined with surveyors to create standards for a land title survey. This ensured that everyone involved knew what information was to be included in the survey and that each knew their specific responsibility in helping complete it.

The main objective of the land title survey is to visually show claims of interest in the subject of real estate. In other words, who else has a say in what happens with this piece of land? There is title to the land (ownership), and there is also interest (claim of use). A utility company may have an easement for their line. There may be a road right of way, or a neighbor may have an access easement across your land. You would own the land, but these others would still have a right to use your land in some way. The survey may even uncover ways that the property is being used by someone who does not have a legitimate right to use your land.



The question of whether there is a clear title to the land, and if there is anyone else with interests in the land, is extremely important for obvious reasons. The best time to ask these questions is before purchasing a piece of land. A purchaser wants to make sure they will have the full enjoyment of the land, that no one will show up claiming to already own the land, and also to know whether there are utilities and access serving the land. When a lender is involved in the transaction, the lender will want to ensure that they can foreclose on the land if the borrower defaults on the loan.

Once a prospective buyer has selected a plot of land, engaged a lender if needed and ordered a title commitment, then it is time for the ALTA survey. When preparing the commitment, the title company includes a list of documents for all parties that have an interest in the land. This list of exceptions is known as a Schedule B. The title commitment basically says that you have a clear and unencumbered title to the property except

for the specific interests listed in the Schedule B. However, most people find it difficult to understand the true significance of how each document relates to the property, especially when it comes to the locations affected by each document.

When performing an ALTA survey, the surveyor visually shows the location of each Schedule B exception so the client can better understand how each one affects the land. It is essential to note that an ALTA survey cannot be performed without a title commitment because an ALTA is fundamentally a survey that shows the Schedule B exceptions listed in the title commitment. This is so important that I have a clause in my contracts that we will not begin work until a title commitment has been provided to us by the client, and it is also the reason why I always ask for it first when a client calls.

While the exceptions are the core of the ALTA survey, they are not the only thing that can be shown on it. There are also a number of options given in the ALTA standards that the client can request to go along with the exceptions. This list of options is known as Table A and includes items such as contours, utilities, FEMA floodplain data, zoning and substantial features. Depending on which options are selected, the final survey can range from fairly basic to very thorough. Completing a Table A ensures that the surveyor meets the client's needs when preparing the survey.

Finally, when the survey is complete, the surveyor will certify to the client, title company and lender that the survey was completed according to the current ALTA/NSPS land title survey minimum standards and includes the Table A options the client specified. Because these standards are met, everyone involved will be confident that all the information needed is there.



PHOTOS COURTESY MCE

In addition to establishing boundaries, ALTA/NSPS land title surveys include information such as public rights of way, utility lines, access easements and other claims of use.

If you would like a copy of the 2021 ALTA standards, or if you have any further questions about ALTA/NSPS surveys, feel free to reach out to me and I will be happy help. 📞



Justin Taffner is a professional land surveyor in MCE's Fayetteville Office. Contact Justin by phone at 479-443-2377, or email him at jtaffner@mce.us.com.

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2021/2022 State Turnback Funds

Actual Totals Per Capita						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2021	2022	2021	2022	2021	2022
January	\$6.659	\$6.744	\$0.071	\$0.485	\$1.951	\$1.961
February	\$6.607	\$6.648	\$0.163	\$0.486	\$0.893	\$0.964
March	\$5.693	\$5.544	\$0.110	\$0.411	\$0.892	\$0.964
April	\$6.135	\$6.689	\$0.162	\$0.314	\$0.889	\$0.964
May	\$7.568	\$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	\$7.289	\$0.163	\$0.407	\$4.306	\$3.463
August	\$6.988	\$7.021	\$0.150	\$0.558	\$0.854	\$0.807
September	\$6.822	\$7.212	\$0.205	\$0.639	\$1.020	\$0.963
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	\$60.287	\$2.443	\$4.097	\$16.250	\$12.013

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	\$14,616,346.04	\$309,031.02	\$816,970.67	** \$8,160,945.43	*** \$6,944,783.81
August	\$13,245,023.56	\$14,078,419.61	\$285,053.21	\$1,119,657.38	\$1,617,878.89	\$1,619,187.98
September	\$12,929,805.85	\$14,460,958.73	\$389,181.65	\$1,280,885.52	\$1,932,348.55	\$1,931,889.90
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	\$120,887,746.51	\$4,733,956.43	\$8,215,399.38	\$31,099,286.06	\$24,089,019.98

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

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

***Includes \$3,514,811.45 supplemental for July 2022

Local Option Sales and Use Tax in Arkansas



2022 Sales Tax Elections
NORTH LITTLE ROCK, August 9
 Passed. 0.5%

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	\$82,774,267	\$76,784,978	\$69,831,518	\$65,778,959	\$152,605,785	\$142,563,936	\$100,880	\$12,566
August	\$84,835,673	\$78,501,622	\$72,760,141	\$67,970,242	\$157,595,815	\$146,471,864	\$133,556	\$9,395
September	\$83,485,245	\$77,398,158	\$72,292,734	\$65,883,715	\$155,777,979	\$143,281,872	\$262,246	\$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	\$728,869,202	\$901,755,580	\$621,221,914	\$778,256,518	\$1,350,091,115	\$1,680,012,098	\$673,691	\$150,710
Averages	\$80,985,467	\$75,146,298	\$69,024,657	\$64,854,710	\$150,010,124	\$140,001,008	\$74,855	\$12,559

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

CITY SALES AND USE	AMOUNT	LAST YEAR	Garland	2,279.31	Mount Ida	29,846.67	29,274.14	Wilton	1,025.56	937.20
Alexander	189,724.49	181,484.49	Gassville	25,351.66	Mountain Home	1,236,491.08	1,088,401.41	Winslow	8,148.06	10,152.34
Alma	336,690.56	294,375.25	Gentry	161,637.10	Mountain View	243,598.70	227,335.51	Wynne	178,880.11	170,918.67
Almyra	3,945.94	3,241.67	Gilbert	3,261.35	Mountainburg	18,762.54	16,534.79	Yellville	71,081.17	51,384.10
Alpena	8,110.69	7,870.16	Gillett	14,526.82	Mulberry	44,836.20	34,388.78			
Alzheimer	4,212.12	4,802.54	Gillham	13,656.40	Murfreesboro	44,483.71	43,398.86			
Altus	8,225.76	8,326.00	Gilmore	662.50	Nashville	139,381.47	132,671.54	COUNTY SALES AND USE	AMOUNT	LAST YEAR
Amity	19,276.50	17,276.50	Glenwood	122,411.75	Newport	240,637.36	234,616.73	Arkansas County	374,948.78	332,925.71
Anthonyville	1,409.51	1,344.81	Goshen	40,101.91	Norfolk	9,303.43	9,062.81	Ashley County	246,674.98	259,907.86
Arkadelphia	514,328.78	433,462.68	Gosnell	18,227.15	Norman	5,641.24	5,645.90	Crossett	59,559.70	63,249.85
Ash Flat	149,226.12	138,117.34	Gould	14,853.05	North Little Rock	3,786,030.61	3,698,843.08	Fountain Hill	2,009.94	2,009.94
Ashdown	184,179.45	168,105.43	Grady	6,371.03	Oak Grove	1,343.83	1,319.72	Hamburg	31,323.81	32,813.66
Atkins	83,737.14	88,566.41	Gravette	153,724.55	Oak Grove Heights	12,747.00	13,432.89	Montrose	3,001.45	4,065.82
Augusta	27,435.28	33,076.17	Green Forest	117,210.05	Ola	19,974.11	19,668.74	Parkdale	2,124.49	3,181.44
Austin	71,686.32	56,266.96	Greenbrier	353,725.67	Oppelo	4,294.21	4,497.27	Portland	4,014.29	4,938.70
Avoca	10,355.09	10,962.72	Greenland	55,307.62	Osceola	153,707.08	110,515.48	Wilmot	5,138.28	6,316.95
Bald Knob	67,445.05	57,264.75	Greenwood	334,025.90	Oxford	3,988.01	3,069.51	Baxter County	751,707.18	653,637.92
Barling	87,670.22	72,453.84	Greers Ferry	38,468.37	Ozark	181,798.91	218,144.58	Big Flat	1,939.05	1,978.80
Batesville	853,633.06	814,227.31	Guion	7,540.06	Palestine	41,762.27	35,454.85	Briarcliff	5,200.18	4,490.36
Bauxite	27,953.97	26,469.75	Gum Springs	824.33	Pangburn	11,037.77	9,556.29	Cotter	19,522.72	18,456.15
Bay	9,902.49	12,294.53	Gurdon	28,545.79	Paragould	437,920.63	394,923.35	Gassville	47,837.26	39,538.02
Bearden	13,375.38	12,955.05	Guy	10,279.26	Paris	93,567.22	83,273.20	Lakeview	17,076.87	14,098.98
Beebe	245,875.28	172,171.88	Hackett	9,686.86	Parkdale	1,102.55	450.30	Mountain Home	282,594.61	236,847.60
Beehive	143.97	132.69	Hamburg	103,905.88	Parkin	5,127.92	3,406.98	Norfolk	10,246.12	9,722.78
Bella Vista	684,148.93	600,479.55	Hampton	7,939.47	Patmos	134.06	865.71	Salesville	10,422.40	8,562.14
Belleville	2,678.51	2,908.98	Hardy	44,333.92	Patterson	1,057.83	1,341.21	Benton County	1,090,260.59	1,180,103.34
Benton	2,267,593.35	2,013,720.26	Harrisburg	108,404.03	Pea Ridge	136,841.83	120,353.82	Avoca	11,853.04	13,555.79
Bentonville	4,123,129.62	3,612,892.11	Harrison	928,756.83	Perla	3,055.65	2,814.01	Bella Vista	732,697.96	736,845.83
Berryville	340,616.14	331,230.50	Hartford	9,504.40	Perryville	31,267.54	24,797.93	Bentonville	1,318,291.66	980,599.96
Big Flat	376.84	537.53	Haskell	63,478.88	Piggott	80,294.92	77,849.44	Cave Springs	133,742.20	53,639.80
Black Rock	10,999.59	11,548.59	Hatfield	7,582.91	Pine Bluff	1,556,291.16	1,481,390.79	Centerton	433,037.54	264,310.04
Blains	4,334.04	3,902.04	Havana	4,181.24	Pineville	2,785.92	2,311.72	Decatur	43,152.85	47,195.24
Blue Mountain	333.08	281.34	Hazen	98,706.16	Plainville	6,327.85	4,537.67	Elm Springs	11,317.58	3,805.62
Bluytheville	440,778.73	449,606.63	Heber Springs	236,150.36	Pleasant Plains	13,096.00	12,804.84	Garfield	14,432.96	13,944.68
Bonanza	4,002.59	3,753.01	Hector	7,223.90	Plumerville	14,829.32	13,671.08	Gateway	10,611.76	11,250.19
Bono	23,576.48	26,335.86	Helena-West Helena	287,101.50	Pocahontas	367,376.01	326,575.46	Gentry	92,244.39	95,140.50
Booneville	163,940.77	147,376.21	Hermitage	26,126.54	Portia	5,300.78	3,922.16	Gravette	86,330.04	86,473.69
Bradford	19,089.80	20,733.65	Higginson	2,369.98	Portland	9,406.05	7,658.41	Highfill	38,625.82	16,194.72
Bradley	6,171.73	4,472.87	Highfill	104,964.82	Pottsville	30,570.53	41,549.32	Little Flock	74,355.31	71,806.77
Branch	2,292.25	2,980.15	Highland	39,492.86	Prairie Grove	233,528.89	185,711.92	Lowell	239,470.34	203,531.23
Briarcliff	1,843.98	3,589.89	Holly Grove	9,331.14	Prescott	64,557.67	56,674.48	Pea Ridge	159,638.78	133,168.92
Brinkley	203,870.58	188,046.61	Hope	241,766.01	Pyatt	1,402.53	1,464.09	Rogers	1,701,483.15	1,554,581.91
Brookland	115,708.24	107,653.40	Horatio	9,967.60	Quitman	31,671.43	33,348.46	Siloam Springs	420,746.40	417,757.08
Bryant	1,643,536.73	1,457,964.36	Horseshoe Bend	36,320.59	Ravenden	6,640.70	3,447.05	Springdale	294,330.20	182,003.09
Bull Shoals	44,888.38	41,240.37	Hot Springs	2,444,411.98	Redfield	45,832.42	44,661.58	Springtown	2,020.13	2,416.71
Cabot	1,232,982.13	1,111,792.13	Hoxie	23,678.98	Rison	20,885.87	18,533.72	Sulphur Springs	11,707.02	14,194.68
Caddo Valley	66,751.36	73,321.01	Hughes	7,096.67	Rockport	32,118.15	20,660.23	Boone County	584,520.71	530,742.00
Calico Rock	57,173.71	52,596.95	Humphrey	3,034.79	Roe	721.46	733.31	Alpena	5,486.46	5,600.48
Camden	390,681.33	357,754.18	Huntington	5,363.22	Rogers	4,615,094.44	4,077,843.28	Bellefonte	7,775.64	7,970.59
Caraway	7,855.63	7,639.63	Huntsville	186,210.41	Rose Bud	27,665.95	27,466.69	Bermion	8,059.42	7,707.24
Carlisle	67,242.65	67,926.68	Imboden	12,716.88	Rosston	2,843.10	NA	Diamond City	14,321.55	13,729.08
Cash	3,183.82	3,102.62	Jacksonville	942,030.57	Rudy	13,178.74	14,270.36	Everton	1,967.56	2,335.00
Cave City	36,483.89	30,585.99	Jasper	47,975.61	Russellville	1,374,906.95	1,270,536.92	Harrison	247,250.11	227,231.99
Cave Springs	146,630.04	145,001.47	Jennette	256.92	Salem	32,585.41	28,459.35	Lead Hill	5,183.76	4,757.77
Cedarvale	11,042.61	9,265.48	Johnson	125,235.28	Salesville	6,488.99	5,743.13	Lead Hill	5,183.76	4,757.77
Centerton	518,280.17	418,145.17	Joiner	4,924.10	Scranton	6,484.40	5,029.92	Lead Hill	5,183.76	4,757.77
Charleston	49,790.98	39,539.66	Jonesboro	2,101,899.21	Searcy	1,102,132.35	1,011,598.99	Lead Hill	5,183.76	4,757.77
Cherokee Village	37,031.96	27,014.08	Judsonia	17,584.24	Shannon Hills	19,189.19	15,977.22	Lead Hill	5,183.76	4,757.77
Cherry Valley	5,688.83	3,447.60	Junction City	6,522.89	Sheridan	284,504.45	259,954.53	Lead Hill	5,183.76	4,757.77
Chidester	5,581.25	5,514.52	Keiser	6,191.70	Sherill	1,271.99	604.20	Lead Hill	5,183.76	4,757.77
Clarendon	53,330.96	36,879.98	Keo	2,250.22	Sherwood	1,281,713.85	1,176,666.53	Lead Hill	5,183.76	4,757.77
Clarksville	505,023.21	464,641.20	Kibler	5,106.51	Shirley	5,617.46	3,966.98	Lead Hill	5,183.76	4,757.77
Clinton	123,073.84	119,294.40	Kingsland	2,757.22	Siloam Springs	1,018,474.54	948,793.76	Lead Hill	5,183.76	4,757.77
Coal Hill	6,814.83	5,406.67	Lake City	20,278.58	Sparkman	7,100.23	5,452.62	Lead Hill	5,183.76	4,757.77
Concord	3,565.93	NA	Lake Village	90,011.74	Springdale	4,100,709.43	3,418,349.33	Lead Hill	5,183.76	4,757.77
Conway	3,792,312.43	3,427,523.60	Lakeview	7,643.16	Springtown	467.98	372.30	Lead Hill	5,183.76	4,757.77
Corning	95,511.96	75,421.39	Lamar	28,266.93	St. Charles	2,787.99	2,030.03	Lead Hill	5,183.76	4,757.77
Cotter	12,185.00	15,984.29	Leachville	19,838.43	St. Paul	4,175.53	3,605.23	Lead Hill	5,183.76	4,757.77
Cotton Plant	1,228.47	5,190.81	Lead Hill	9,911.36	Stamps	17,250.18	15,449.55	Lead Hill	5,183.76	4,757.77
Cove	17,220.50	14,996.48	Lepanto	41,504.93	Star City	66,191.01	51,007.79	Lead Hill	5,183.76	4,757.77
Crawfordsville	14,044.25	12,531.45	Leslie	8,582.44	Stephens	6,546.27	6,375.40	Lead Hill	5,183.76	4,757.77
Crossett	193,969.36	248,663.24	Leslieville	12,702.22	Strong	9,964.26	10,717.30	Lead Hill	5,183.76	4,757.77
Damascus	11,966.63	11,527.98	Lincoln	109,513.93	Stuttgart	690,216.48	621,040.59	Lead Hill	5,183.76	4,757.77
Danville	56,557.31	46,384.78	Little Flock	22,154.46	Subiaco	10,776.45	9,293.67	Lead Hill	5,183.76	4,757.77
Dardanelle	202,225.12	191,248.90	Little Rock	6,128,536.95	Sulphur Springs	3,475.32	3,099.55	Lead Hill	5,183.76	4,757.77
Decatur	24,085.40	22,400.38	Lockesburg . .							

Bay	40,630.84	42,497.70	Tollette	4,088.47	4,383.01	Mississippi County	1,440,289.20	1,008,979.86	Mansfield	9,274.52	8,549.31
Black Oak	5,046.37	6,182.34	Independence County	639,797.61	618,761.80	Bassett	2,606.04	2,209.15	Waldron	37,098.05	34,197.21
Bono	52,174.68	50,284.62	Batesville	187,881.47	168,522.25	Birdsong	672.53	523.55	Searcy County	112,573.40	108,310.00
Brookland	88,019.05	46,461.95	Cave City	3,055.53	2,663.99	Blutheville	281,746.60	199,461.68	Big Flat	NA	10.59
Caraway	24,538.78	30,180.21	Cushman	7,269.47	4,732.87	Burdette	2,942.30	2,439.00	Gilbert	299.03	296.64
Cash	6,064.30	8,070.08	Magness	3,693.50	3,321.77	Dell	4,077.19	2,847.63	Leslie	4,312.94	4,672.05
Egypt	2,447.38	2,642.83	Moorefield	2,115.37	2,252.88	Dyess	7,124.58	5,235.55	Marshall	15,285.05	14,355.17
Jonesboro	1,701,817.21	1,587,186.35	Newark	19,810.57	19,338.62	Etowah	5,338.18	4,482.14	Pindall	1,092.61	1,186.55
Lake City	50,377.03	49,128.38	Oil Trough	3,794.23	4,275.55	Gosnell	61,157.88	45,306.66	St. Joe	1,483.64	1,398.44
Monette	32,617.30	35,418.66	Pleasant Plains	5,909.60	5,739.10	Joiner	10,466.19	7,355.31	Sebastian County	409,326.22	1,066,140.08
Crawford County	605,567.50	568,468.14	Southside	71,838.51	64,149.62	Keiser	15,783.36	9,692.15	Barling	107,685.42	97,400.99
Alma	86,931.24	70,836.30	Sulphur Rock	10,224.27	7,498.65	Leachville	42,852.55	25,449.88	Bonanza	13,218.60	12,051.64
Cedarville	21,251.52	18,222.14	Izard County	67,762.09	57,992.92	Luxora	19,797.50	15,042.63	Central City	10,381.22	10,521.60
Chester	2,149.03	2,078.42	Jackson County	339,149.44	333,127.92	Manila	77,382.59	42,676.12	Fort Smith	2,007,380.62	1,806,886.00
Dyer	11,521.19	11,450.93	Amagon	933.56	1,194.83	Marie	2,269.78	1,072.65	Greenwood	214,289.94	187,628.25
Kibler	14,998.44	12,562.04	Beedeville	1,136.51	1,304.56	Osceola	146,610.79	99,054.05	Hackett	17,654.82	17,019.01
Mountainburg	7,879.78	8,248.33	Campbell Station	3,138.93	3,108.99	Victoria	420.33	472.48	Hartford	11,236.94	13,455.91
Mulberry	23,027.45	21,633.89	Diaz	16,560.54	16,069.19	Wilson	16,098.61	11,530.97	Huntington	11,034.27	13,309.20
Rudy	1,940.10	797.38	Grubbs	4,072.49	4,706.15	Monroe County	NA	NA	Lavaca	55,171.33	47,975.99
Van Buren	3,465,501.19	297,920.30	Jacksonport	2,029.48	2,584.73	Montgomery County	319,237.71	293,794.43	Mansfield	15,402.93	15,153.62
Crittenden County	1,029,138.16	941,455.31	Newport	108,306.47	96,061.59	Black Springs	1,286.87	1,092.05	Midland	5,111.79	6,811.79
Anthonyville	1,302.22	1,375.08	Swifton	9,917.38	9,729.30	Glennwood	831.10	463.29	Sevier County	649,583.75	539,395.03
Clarkedale	3,241.09	3,168.67	Tuckerman	23,095.46	22,701.70	Mont Ida	13,351.28	11,869.15	Ben Lomond	2,187.10	1,752.69
Crawfordsville	4,456.50	4,091.09	Tupelo	947.09	2,194.58	Norman	4,061.68	4,169.64	De Queen	95,373.38	79,704.89
Earle	17,662.02	20,617.72	Weldon	771.20	914.40	Oden	2,412.89	2,559.15	Gilham	2,452.68	1,934.00
Edmondson	2,344.00	3,646.96	Jefferson County	493,807.84	477,668.66	Nevada County	131,793.70	127,524.53	Horatio	14,372.40	12,619.34
Gilmore	1,527.94	2,021.63	Altheimer	9,935.25	11,973.12	Bluff City	1,255.18	1,174.03	Lockesburg	9,279.57	8,932.65
Horseshoe Lake	2,546.57	2,493.94	Humphrey	3,054.81	3,747.69	Bodcaw	1,287.09	1,306.58	Sharp County	364,164.45	310,988.50
Jennette	1,024.42	883.98	Pine Bluff	588,877.94	597,232.60	Cale	776.51	747.97	Ash Flat	17,657.09	14,416.00
Jericho	945.32	1,016.37	Redfield	21,483.56	15,781.65	Emmet	4,222.93	4,497.30	Cave City	30,003.25	25,625.18
Marion	132,653.24	105,437.37	Sherrill	756.56	1,022.10	Prescott	32,985.66	31,206.54	Cherokee Village	68,059.10	57,046.19
Sunset	1,597.39	1,521.99	Wabbaseka	2,569.46	3,102.79	Rosston	2,893.29	2,471.15	Evening Shade	7,242.16	6,354.81
Turrell	4,488.34	4,727.39	White Hall	79,667.61	67,239.31	Willisville	1,574.29	1,439.14	Hardy	12,208.22	10,738.45
West Memphis	236,522.52	224,155.83	Johnson County	162,784.97	156,141.86	Newton County	59,145.58	58,308.53	Highland	16,932.87	15,372.17
Cross County	641,319.39	581,285.24	Clarksville	120,689.62	114,691.62	Jasper	5,115.85	3,632.59	Horseshoe Bend	224.16	117.68
Cherry Valley	9,085.41	8,785.61	Coal Hill	10,549.57	12,646.30	Western Grove	3,310.80	2,993.38	Sidney	3,310.70	2,662.55
Hickory Ridge	3,602.56	3,658.67	Hartman	6,638.51	6,485.60	Ouachita County	611,112.12	553,477.52	Williford	1,362.22	1,103.27
Parkin	12,545.77	14,863.36	Knoxville	8,491.11	9,134.83	Bearden	10,961.40	10,719.23	St. Francis County	486,235.95	461,635.83
Wynne	131,367.14	112,544.57	Lamar	22,115.49	20,056.65	Camden	149,899.96	135,188.84	Caldwell	12,139.74	11,354.72
Dallas County	203,676.81	166,446.91	Lafayette County	118,094.79	82,543.18	Chidester	3,573.76	3,206.89	Colt	7,886.80	7,733.48
Desha County	140,166.57	127,691.86	Bradley	4,177.15	3,890.14	East Camden	11,272.16	10,330.86	Forrest City	350,329.98	314,474.58
Arkansas City	6,406.45	4,941.87	Buckner	1,701.80	1,703.49	Louann	2,161.20	1,819.83	Hughes	28,424.78	29,481.36
Dumas	68,170.72	63,542.12	Lewisville	9,437.27	7,928.95	Stephens	10,876.64	9,886.99	Madison	20,430.30	15,732.94
McGehee	65,580.88	56,964.47	Stamps	12,974.96	10,487.28	Perry County	194,710.74	164,320.13	Palestine	13,620.20	13,932.54
Mitchellville	4,922.26	4,860.85	Lawrence County	445,357.63	421,431.61	Adona	1,155.98	1,317.65	Wheatley	7,269.96	7,262.92
Reed	2,214.99	2,322.41	Alicia	1,425.13	1,137.12	Bigelow	2,730.90	1,985.93	Widener	5,706.50	5,585.30
Tillar	545.23	283.55	Black Rock	5,879.90	6,070.76	Casa	930.99	1,078.08	Stone County	229,887.00	209,661.39
Watson	3,152.10	2,849.00	Hoxie	25,891.50	25,493.51	Fourche	434.46	390.88	Fifty Six	2,342.84	2,314.70
Drew County	542,585.66	479,449.20	Imboden	6,378.20	6,208.31	Houston	1,109.43	1,090.69	Mountain View	42,660.36	36,767.68
Jerome	NA	598.21	Lynn	2,571.21	2,641.05	Perry	2,032.66	1,702.23	Union County	639,640.45	614,395.45
Monticello	153,073.94	145,212.57	Minturn	867.04	999.57	Perryville	10,652.08	9,204.63	Calion	17,666.59	17,911.61
Tillar	2,538.54	3,129.12	Portia	4,225.56	4,007.43	Phillips County	206,004.65	207,733.59	El Dorado	783,213.67	762,655.41
Wilmar	7,162.31	7,838.13	Powhatan	1,036.46	660.26	Elaine	10,306.14	9,983.62	Felsenthal	3,356.14	4,388.92
Winchester	2,484.15	2,561.59	Ravenden	4,245.49	4,310.05	Helena-West Helena	194,809.84	192,706.07	Huttig	22,879.03	24,549.88
Faulkner County	1,162,764.98	1,077,034.69	Sedgwick	1,624.45	1,393.89	Lake View	6,809.63	6,950.85	Junction City	21,599.97	21,898.65
Enola	3,053.57	3,279.56	Smithville	867.04	715.29	Lexa	4,334.91	4,480.69	Norphlet	27,815.10	27,630.17
Holland	5,627.01	5,404.48	Strawberry	2,670.87	2,769.44	Marvell	17,962.51	18,612.20	Smackover	72,111.15	72,691.68
Mount Vernon	1,382.75	1,406.91	Walnut Ridge	53,656.56	48,951.23	Pike County	273,696.24	254,596.41	Strong	18,882.81	20,682.52
Twin Groves	3,043.96	3,250.45	Lee County	44,256.87	40,767.27	Antoine	1,891.37	1,632.74	Van Buren County	323,966.84	285,810.71
Wooster	10,005.70	8,344.45	Aubrey	1,085.56	1,263.30	Daisy	1,472.93	1,604.83	Clinton	43,362.65	36,023.13
Franklin County	312,079.36	345,395.00	Haynes	1,226.29	1,114.67	Delight	4,820.48	3,893.47	Damascus	4,234.30	3,461.10
Altus	9,037.00	10,730.04	LaGrange	522.68	661.37	Glennwood	33,576.00	30,505.80	Fairfield Bay	33,649.69	29,834.68
Branch	4,022.48	5,195.15	Marianna	35,934.21	30,579.17	Murfreesboro	25,022.99	22,900.28	Shirley	4,286.14	4,028.72
Charleston	35,169.57	35,700.74	Moro	1,779.12	1,605.13	Poinsett County	339,997.21	295,512.95	Washington County	2,142,463.63	2,013,343.82
Denning	3,925.85	6,420.41	Rondo	1,638.40	1,471.37	Fisher	2,451.53	2,422.66	Elkins	75,684.53	60,503.43
Ozark	48,133.93	52,149.69	Lincoln County	192,068.20	160,301.92	Harrisburg	30,126.64	25,008.81	Elm Springs	39,838.39	40,122.36
Wiederkehr Village	679.48	537.92	Gould	5,599.63	5,430.34	Lepanto	23,589.21	20,565.45	Farmington	159,353.54	136,498.27
Fulton County	325,809.21	284,700.14	Grady	2,576.00	2,913.05	Marked Tree	31,134.49	27,876.89	Fayetteville	1,974,038.24	1,681,209.07
Ash Flat	918.94	714.83	Star City	18,352.94	14,753.38	Trumann	100,771.69	79,263.36	Goshen	44,166.82	24,470.98
Cherokee Village	6,774.12	5,557.45	Little River County	394,881.71	346,905.97	Tyronza	9,751.66	8,278.33	Greenland	25,487.32	29,566.25
Hardy	284.63	294.34	Ashdown	58,417.72	52,201.75	Waldenburg	721.84	662.70	Johnson	75,831.61	76,634.62
Horseshoe Bend	89.45	119.14	Foreman	13,394.53	11,174.25	Weiner	8,811.90	7,778.58	Lincoln	48,201.08	51,386.78
Mammoth Spring	7,554.81	6,846.94	Ogden	1,795.99	1,989.48	Polk County	364,675.44	341,410.24	Prairie Grove	148,028.18	101,128.45
Salem	12,735.03	11,458.29	Wilton	4,133.73	4,133.70	Cove	9,925.90	10,240.96	Springdale	1,577,629.49	1,466,773.80
Viola	2,911.33	2,361.74	Winthrop	1,590.35	2,122.11	Grannis	15,433.36	14,852.08	Tontitown	90,371.78	56,207.86
Garland County	2,648,734.48	3,054,133.84	Logan County	414,816.70	371,385.47	Hatfield	10,734.90	11,072.04	West Fork	48,978.52	52,940.99
Fountain Lake	17,064.45	10,451.29	Blue Mountain	1,092.80	1,318.10	Mena	173,905.38	153,802.16	Winslow	7,669.32	8,933.86
Hot Springs	908,427.70	337,768.75	Booneville	47,300.83	42,413.08	Vandervoort	3,578.30	2,332.36	White County	1,696,268.37	1,406,409.98
Lonsdale	3,700.29	1,953.12	Caulksville	1,912.40	2,264.16	Wickes	19,820.66	20,213.87	Bald Knob	45,874.34	43,477.57
Mountain Pine	21,016.23	15,999.00	Magazine	9,189.45	9,003.48	Pope County	472,402.57	446,622.55	Beebe	153,466.23	109,781.98
Grant County	286,559.33	259,841.66	Morrison Bluff	968.62	680.31	Atkins	52,434.15	53,638.10	Bradford	12,332.59	11,390.91
Greene County	466,780.56	444,553.53	Paris	39,440.12	37,544.61	Dover	24,520.62	24,507.06	Garner	3,838.02	4,262.21
Delaplaine	977.81	1,766.84	Ratcliff	2,073.84	2,147.23	Hector	7,537.75	8,003.03	Georgetown	1,473.36	1,860.97
Lafe	6,386.30	6,975.96	Scranton	3,042.45	2,381.08	London	17,166.27	18,478.11	Griffithville	2,819.40	3,376.75
Marmaduke	18,517.22	16,922.03	Subiaco	4,979.68	6,080.26	Pottsville	57,587.70	50,472.46	Higginson	12,823.72	9,319.84
Oak Grove Heights	16,867.17	13,540.67	Lonoke County	986,091.50	406,033.19	Russellville	530,760.57	496,543.69	Judsonia	33,723.64	30,300.73
Paragould	451,273.15	397,736.16	Allport	1,293.60	1,641.84	Pra					

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.

ACCOUNTANT—GRANTS/BONDS—The city of Springdale is currently accepting applications for the position of accountant—grants/bonds. Interested persons should submit an application to the Human Resources Department. This posting will remain open until the position is filled. The incumbent assists the finance director in providing financial and accounting services for the city. The incumbent is responsible to perform technical and administrative professional accounting work in maintaining the fiscal records and systems of the city. The job objective is to ensure grants, bonds and other special program accounts are reconciled, balanced and maintained in accordance with established policies and procedures. Qualified applicants must possess a bachelor's degree in accounting or related area and 2-4 years of experience in accounting, management reporting or auditing in a Generally Accepted Accounting Principles (GAAP) or Government Accounting Standards Board (GASB) environment. Certified Public Accountant (CPA), Certified Public Finance Officer (CPFO) or Certified Government Financial Manager (CGFM) preferred. Annual salary \$49,382 - \$61,728. To apply, you must submit a city of Springdale application. Visit www.springdalear.gov/789/Current-Job-Openings to apply or email jobs@springdalear.gov to request an application. Resumes will not be accepted without an accompanying application. EOE and drug-free workplace.

DEPUTY DIRECTOR WATER & SEWER LINE MAINTENANCE—The city of Fort Smith's next deputy director of water and sewer line maintenance will be an innovative, dedicated manager and self-motivated leader who can maintain a collaborative and supportive work environment in the department. The deputy director will strategically manage the department's operational goals and will work harmoniously with department managers to carry out the organization's assigned duties. The deputy director will evaluate and recommend improvements to existing programs and propose new initiatives as needed for department and system effectiveness, efficiency, safety and full compliance with state and federal requirements. The chosen candidate will possess a comprehensive knowledge of water and wastewater systems as well as the state laws and regulations governing their administration and have the technical skills required to operate and manage municipal utility systems. It will be vitally important for the next deputy director to possess a well-rounded background of both engineering knowledge and management experience coupled with a successful track record of delivering excellent business operations. The successful candidate should be able to interpret and develop technical drawings, specifications and contracts, and have extensive knowledge of electrical and mechanical systems. Specific training and continuing education in the water and wastewater fields is critical. The chosen candidate will hold a bachelor's degree in civil engineering, business administration or related area, with at least 10 years of experience working with water and wastewater systems. A master's degree is a plus. Five years of supervisory experience, including three years of administrative or managerial experience, is required. A Grade 4 Arkansas Water Distribution Operator License is required or the selected candidate must obtain the license within one year of employment. The starting salary for this position is up to \$100,000 annually, dependent on qualifications and experience, with growth potential to \$118,913. Apply online at www.governmentresource.com/executive-recruitment/open-recruitments/fort-smith-ar-deputy-director-of-water-sewer-line-maintenance. For more information on this position contact: Gary Holland, senior vice president, Strategic Government Resources, GaryHolland@governmentresource.com, 405-269-3445.

FINANCE DIRECTOR—The city of Bentonville is looking for a finance director. Position acts as chief financial officer for the city. Leads the financial management of all city departments and reports directly to the mayor. Serves as lead person on projects that require a "team approach" and inter-department coordination. Responds to city council legislated action by ensuring that necessary financial and administrative functions of the city are carried out in a professional and timely manner. Performs fiscal administrative work in analyzing, controlling, recommending, writing and implementing policies concerning city finances, budget management, purchasing and utility billing. Develops strategies to ensure the fiscal well-being of the city by carrying out necessary reporting requirements, reviewing financial conditions, and causing internal work audits to be performed, while promoting and maintaining transparency, efficiency and accountability. Prescribes rules, regulations and administrative policies/procedures, including staffing, job assignments, major financial decisions and plans/procedures for all city departments. Works with the mayor, city council and staff on large financial projects like bond proposals and management of municipal bonds. The finance director prepares the mayor, city council and staff for presentations and advises on key project decisions. The finance director prepares the mayor, city council and staff for presentations and advises them on key decisions on these projects. Manages subordinate supervisors (assistant finance director, purchasing manager, and utility billing and collections manager, who supervise 20-25 employees in their respective departments). Fifth year college or university program certificate in business, accounting or a related field and seven to 10 years related experience and/or training or equivalent combination of education and experience. CPA desired but not required. A complete job description and hiring pay range are available on request. The city of Bentonville is committed to providing equal opportunity without regard to race, color, religion, sex, age, national origin, marital status, veteran status, political status, disability status or genetic information, as required by all federal and state laws. The city's commitment extends to all employment related decisions, terms and conditions of employment (including job opportunities), promotions, pay and benefits. For more information visit www.bentonvillear.com/Jobs.aspx.

FIRE CHIEF—Holiday Island Suburban Improvement District (HISID) is seeking an experienced, trusted, and analytical leader to serve as its next Fire Chief. Under the direction of the District Manager, the Holiday Island Fire Chief is responsible for managing all aspects of Fire Department operations, administration, budget, and personnel. The Holiday Island Fire Department includes four full-time firefighters, six part-time firefighter/EMTs, and 15 volunteer firefighters. Members are trained in water, high angle, lost persons, and vehicle extrication-type rescues. For more detailed information for this opportunity, please go to: <https://holidayisland.us/uploads/10-22StrategicGovtResourcesHIFireChiefBrochure.pdf>. The Department is currently led by an Interim Fire Chief. The salary range for this position begins at \$63,000, dependent on qualifications and

experience. Holiday Island offers a generous benefits program including health, life, dental, vision, and long-term disability insurance. The Arkansas Municipal Health Benefit Program is provided for an employee and family coverage is available at a very affordable rate. The Fire Chief is eligible to participate in the Arkansas Local Police & Fire Retirement System (LOPFI), which is a statewide defined benefit retirement system for police officers and firefighters of political subdivisions in Arkansas. Employees are also eligible for a 457-retirement plan. HISID pays a portion into the LOPFI retirement, and HISID will also match up to 5% of the employee's 457 contributions. To apply, please submit resumes and cover letters to: Danny Presley, Holiday Island District Manager, DPresley@HolidayIsland.us. Holiday Island Suburban Improvement District is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check.

HISTORIC PRESERVATION SPECIALIST—The city of Eureka Springs is looking for a historic preservation specialist to be the lead administrator for the city's Historic District Commission as well as the Planning and Zoning Commission. Responsibilities would include: oversight of Certified Local Government programs and grants; communication, programing, and follow-through for Historic District and Planning Commissions; research, write and assist with grants and maintain records for all city grants as required; serves as liaison between the city and local groups; continuing education in the principles and practices of urban and land use in all related fields. Applicants should have a bachelor's degree or equivalent from a four-year college or university or 10 years of experience in related field. Be knowledgeable in the areas of historic preservation, grant writing and planning administration. Qualified persons should be self-motivated, able to speak and engage in public forums, fluid with public relations, technologically savvy and have exceptional organizational skills. Applicants who are interested in applying should send their resume, cover letter and contact information to HumanResources@eurekaspringsar.gov.

SPORTS COMPLEX COORDINATOR—The city of Elkins is accepting applications for the position of sports complex coordinator. Requirements for the position are knowledge of athletic programming and planning, knowledge of computer operations, ability to organize and lead a group of volunteers in a manner to achieve good performance and maintain high morale. Must be able to work a flexible schedule this includes nights and weekends. Good physical condition and sufficient strength to do lifting and carrying as required. Ability to lift up to 50 pounds. Possession of valid driver's license. Ability to make public presentations and organize events. Organizational skills. Ability to maintain facilities and fields to keep them in playable condition. Ability to resolve conflict in a professional manner. Responsible for total implementation of recreation programming. Compiles reports to evaluate the level of success of programs and reports to the head of the department and board. Tracks revenues and expenses to assure budget compliance and prepares a budget proposal each fall to reflect actual expenses. Responsible for maintaining facility conditions, which may include but not limited to operation of equipment such as tractors, mowers and groomers. Connects with city staff, board and volunteer staff to make sure lines of communication stay current and accurate. To be the active representative from the city of Elkins on the Washington County Civic League (WCCL) board. Participate, as necessary, in any WCCL meetings, activities and events. Assist in the administration and promotion of the WCCL in a manner that best benefits the league and the city of Elkins. Any other assigned duties required by the head of the department and/or board. Minimum of high school degree or equivalent, bachelor's degree in recreation or physical education preferred but not required. The sports complex coordinator at is someone who is motivated, self-driven and organized. The job requires someone that is ready to learn and to look for new ways to help shape and grow our current program for our kids and families in the community. Must be able to plan ahead, effectively communicate with parents and program participants. Salary based on experience. You may apply at the city of Elkins, 1874 Stokenbury Road Elkins, AR 72727; or fax resume to 479-643-3368. Please contact the city of Elkins if you have any questions at 479-643-3400. Open until filled.

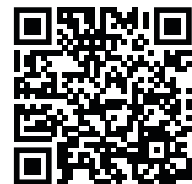
WATER RECLAMATION/WASTEWATER MANAGER—Cape Coral, Florida, seeks an action-oriented individual who will energetically take on new opportunities and tough challenges with a sense of urgency and enthusiasm to serve as its next water reclamation/ wastewater manager. The chosen candidate will be knowledgeable in relevant federal, state and local regulatory statutes, codes, ordinances and safety regulations, as well as the principles and practices of effective management, organizational structures, administration, budget development, and leadership. They will be an excellent communicator with planning, organization, prioritization and time management skills. The manager will be familiar with the Supervisory Control and Data Acquisition (SCADA) system. A bachelor's degree in science, engineering, management, public administration or a related field; five years of progressively responsible experience as a wastewater treatment plant operator, as required for an A Level license; and three years of experience in the supervision of a wastewater treatment facility, which must include all phases of facility wastewater/reuse processes, accounting, budget development and administration assistance, are required. Direct municipal experience is not required if the candidate works or has worked for a private sector wastewater operations contractor who serves municipal clients, and the candidate has the appropriate licensing. Candidates must possess and maintain a Florida Department of Environmental Protection A Level or equivalent wastewater treatment plant operator license upon hire or promotion. If new hire with out-of-state license, must obtain and maintain FDEP A License within 12 months of hire. Must possess a valid state driver's license and obtain a valid Florida driver's license within 30 days of hire or promotion. Reclaimed irrigation water experience and experience in Class A AWT nutrient removal wastewater treatment system facility is preferred. The salary range is \$81,764.80-\$130,832.00 DOQE. Please apply online at www.governmentresource.com/executive-recruitment/open-recruitments/cape-coral-fl-water-reclamation-wastewater-manager. For more information on this position contact Kurt Hodgen at KurtHodgen@GovernmentResource.com or 540-820-0531.

FOR SALE—2021 Ford F600 XL dump truck. One owner. 2,500 miles. Contact Glen Johnson (Thunderbolt) for info and pictures, 870-914-9022.

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