

City & Town

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THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



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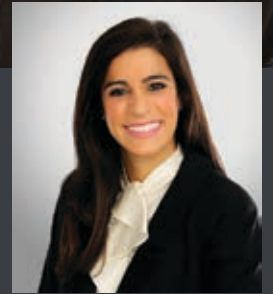
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Cover photo by Andrew Morgan.



ON THE COVER—The Highway 10 spur that runs through Greenwood has gotten a new overlay and will soon become a city street, thanks to a partnership with ARDOT. It’s one of many improvements in the growing city, says Mayor and League 2022-2023 District 3 Vice President Doug Kinslow. Read about Kinslow and his hometown inside beginning on page 16. Read also about the first livestream broadcast from the League’s new in-house studio, the new tech utilized for the recent HR and personnel matters workshop, and an update on the opioid litigation and settlements from the Association of Arkansas Counties, all inside. And the December 15 early bird registration deadline for the 2023 Winter Conference will be here before we know it. Check out the registration information and tentative conference agenda starting on page 28.—atm

Features

16 Leading with love and a side of humor
Whether as a restaurateur, as the city’s first ever parks director or as mayor, League 2022-2023 District 3 Vice President Doug Kinslow has relished his role as a public servant, with a focus on parks, trails and other quality-of-life amenities while improving infrastructure to accommodate his beloved hometown’s steady growth.

22 ACMA meets in Fort Smith
The Arkansas City Management Association met in Fort Smith in October for the organization’s fall conference and annual business meeting, where they elected new officers for the year and covered a variety of topics essential to municipalities.

24 Cybersecurity seminar highlights online safety
As phishing scams and other cyberthreats have increased, so has the League’s efforts to assist cities and towns with cybersecurity. An October 12 seminar offered crucial tips to help members mitigate threats and keep city systems safe. It was also the first seminar to be livestreamed from the League’s new dedicated in-house studio.

26 HR workshop gets interactive makeover
October’s Human Resources and Personnel Matters workshop, part of the League’s voluntary certification program for municipal officials and personnel, featured a new interactive format, with a mix of pre-recorded sessions and live moderation with the goal of increasing engagement for both in-person and online participants.

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Dear public officials and friends,

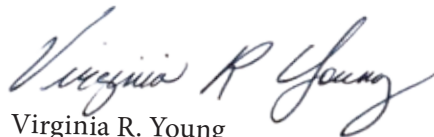
It's hard to believe that it's already November. The holidays are officially here! This is the busiest season of all with budgets due, families gathering for Thanksgiving and many events happening to celebrate within our communities and churches.

The 2023 Winter Conference will be January 11-13 at the Statehouse Convention Center in Little Rock. The early bird deadline is December 15. Hotels are selling out quickly, so please go ahead and register as it will be difficult to remember with the approaching holidays.

Winter Conference coincides with the start of the next general session of the Arkansas Legislature. It's crucial to stay in communication with your legislators. It is not too early to begin discussing important issues that you would like to see addressed.

Sherwood's Trail of Lights opens Friday, November 18. It is a beautiful drive-thru Christmas display the entire family will enjoy. I recommend that you plan to attend on a weeknight, if possible. Weekends are great as well but will be very busy from Thanksgiving through Christmas. Please share any events or festivities that your community hosts. We can all gain great insights as we travel the state admiring other communities.

Purposely in His Service,



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



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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

The perspective of mindfulness

In 1895 Mary T. Lathrap^{1 2} wrote a poem originally titled “Judge Softly” but later changed it to “Walk a Mile in His Moccasins.” We typically think of the saying as “walk a mile in his shoes.” Meaning that before you judge a person it’s best to understand their life history and experiences. In other words, it is the practice of empathy. Some of you may be old enough³ to remember the song “Walk a Mile in My Shoes” written and originally sung by Joe South in 1970. South hit #12 on the charts with it.^{4 5} Elvis also recorded it.^{6 7} ⁸ I’ve listened to both versions and like them equally. The song, like the saying, speaks to tolerance for our fellow man as well as perspective and compassion.

Rightfully so, the local controller (LC, the controller and “she who must be obeyed” are allowed moniker substitutes) has pointed out that there are more words in the footnotes than the column at this juncture of my writing. As noted, she’s correct. Also, I need to point out that she’s quite calm in her discussion with me concerning the word count. It suddenly occurred to me why. She’s an enormous Elvis fan! Bullet dodged! Where was I? Oh yeah, Mrs. Lathrap, writings of understanding our fellow man, Joe South and the Big E. That is a lot to take in and sometimes perspective takes time to come into focus.

I believe myself to be a mixture of a visual learner and an auditory learner. No professional has ever told me that, but my quick Google-machine search made me realize the mixture of those styles captures my abilities.⁹ When I took an online test to determine what type of learner I am, the result stunned me a bit. The result: auditory learner. No mention of the visual things that stick with me. At least no mention of my “theory” until I read the full results: 55-percent auditory, 40-percent visual, 5-percent tactile.¹⁰ Tactile?! What in the world does that mean?! Glad you asked. A tactile learner retains information by physical movement. That does explain why I could only learn to tie nautical knots by actually tying the knot while watching the instructor do the same. The drawings did nothing but confuse me! Tactile might also explain why I like to draw floor plans to illustrate a



¹ Mary Torrains Lathrap was born in Michigan in 1838 and died in 1895. She was known as the “Daniel Webster of Prohibition.” She was an author, preacher, suffragist and temperance reformer. Her pen name was Lena. She married Carnett C. Lathrap in 1864. I’ve read a great deal in my life. I’m fairly certain I’ve never run across the name Carnett. <https://bit.ly/3Uf4YIP>

² If you’re interested in reading the entire poem as well as learning more of “Lena’s” poetic style and work click here: <https://bit.ly/3WoMQOR>

³ I’m fully aware that making such a comment in public offers many of you the chance to renew the “old” jokes, particularly in light of my recent back surgery. Mostly that comment is for the League staff, some of whom relish the idea of using my own words against me. I’d be lying if I said I didn’t like the attention and creativity!

⁴ South was an immensely gifted song writer and collaborator. His biggest hit was sung by Lynn Anderson titled “Rose Garden.” He not only collaborated with some of the biggest country stars of the 1960s and ’70s, but he also worked with others such as Aretha Franklin, Simon & Garfunkel, Bob Dylan, James Taylor and the Georgia Satellites. <https://bit.ly/3UfOz70>

⁵ <https://bit.ly/3DTRnRM>

⁶ Big E, or the King as many of us fans called him, recorded the song on his 1970 live album *On Stage*. Like many of E’s records he was Taking Care of Business and got it to gold record status in 1971 and platinum in 1999. I think that’s called staying power. <https://bit.ly/3TZBjn7>

⁷ Other nicknames for Elvis: the Memphis Flash and the Tupelo Tornado! <https://bit.ly/3SRAmvX>

⁸ One of the King’s mottos prevalent in the late ’60s and early ’70s was “Taking Care of Business.” He also named his 1970s comeback band The TCB Band. He routinely wore a gold TCB with lightning bolt necklace and the same image appeared on the tail of his private jet, the Lisa Marie. <https://bit.ly/3W1Xy8l>, <https://bit.ly/3DUhKHt>

⁹ <https://bit.ly/3NuiB4E>

¹⁰ <https://bit.ly/3fsMbe8>

description of the interior of a building or home. Not exactly an old dog learning a new trick¹¹ but the “diagnosis” certainly has clarified some things for me.

Personal revelation: I’m a slow reader and must work at comprehension and recollection of what I read. However, when someone describes something to me, tells me a story or speaks in a clear and organized manner I understand the communication completely. I have the same reaction when looking at pictures, graphs or other visual aids. Over the years I’ve developed my own method to ensure the information being given to me is retained. Namely, I use chronology to provide a complete picture in my mind. Additionally, when I see an image, I often have a visceral reaction. That image becomes ingrained in my memory and it allows me to “connect” what I’ve been told with what I see.

Recently I saw a photo in the newspaper. It was of an Indonesian family standing on a tiny walkway to their home—which was completely surrounded by floodwaters. It was an emotional moment for me. I was stunned and, much to the delight of the LC, speechless. A brick house sitting in the middle of a flooded field. Talk about perspective setting. Can you imagine?

Before I go any further let me address, for the second time in this column, the “Mark is Old Jokes” because I read the newspaper. My kids find this practice astounding and ancient. Perspective. Yes, I read the paper every day to ensure I’m up to speed on a myriad of issues related to municipalities. And football, of course. Perspective. No, I don’t read the paper version. Yes, I use my iPad. See, I’m hip with technology. Sorta hip. Agreed, I just went from maybe not too old to really old by using the word “hip” in the context I just used it. Side note: Recently while talking to my brother-in-law about an upcoming trip he’s taking I said, “Man! That’ll be a gas!” The controller is still laughing. She said, “Let me guess it’s also GROOVY!” And then she laughed harder. I tell ya, I get no respect! Apologies to the late Rodney Dangerfield.¹²

Back to perspective, empathy and mindfulness. I don’t know about you but given the divisiveness in our society right now it’s difficult for me to see and hear from my fellow man. I have to slow down and focus. For example, in front of that brick house are family members. That’s their home. It’s got curtains in the windows just like our homes. It has bedrooms and a place to prepare food. When I focus that way it’s a bit easier to understand the plight of others. At least it is for me. That’s the key though. Being able to focus. Being able to close out the noise, the fighting, the anger and the intolerance. The hard part of course is that if you’re not taking care of yourself, you really can’t care for, or be empathetic toward, others. I speak from experience. After Wells died my focus was on taking care of my family. I did so at the expense of my own emotional well-being. I’m working on it, but I’ve got a way to go.

In another perspective moment or, better said, moments, the controller and I have singlehandedly boosted the workload of the UAMS¹³ orthopedic clinic including doubling down on surgeries, x-rays, MRIs, bandages, casts and a host of equipment to enable us to “walk.” I put walk in quotes because it’s more of a hobble, hop, roll, swing and shuffle set of movements. We currently have a walker, crutches and a knee scooter at the Casa Hayes Ortho and Small Engine

¹¹ This will not come as a surprise to any of you and certainly not to the local controller. Yes, I googled the origins of the phrase and I must say, I’ve outdone myself! (The coughing and eye rolling from LC are at an all time high! Job well done Marky Mark!) The phrase was described as “old” in John Fitzherbert’s 1534 classic “The Boke of Husbandry.” Here’s the quote from the “boke” and a little hint to understand the olde English writing: boke is book. “...and he [a shepherd] muste teche his dogge to barke whan he wolde haue hym and to ronne whan he wolde haue hym; or els he is not a cunning shepeherd. The dogge must lerne it, whan he is a whelpe, or els it will not be: **for it is harde to make an olde dogge to stoupe.**” <https://bit.ly/3UhFb2F>. Pure magic. I have tear in my eye. The LC just noted: You’re gonna have a black eye if you don’t get to the point!

¹² He of the black suit, white shirt and red tie was born Jacob Rodney Cohen on November 22, 1921, and died October 5, 2004. He was a staple of late-night comedy TV while I was growing up and then starred in many films. My personal favorite: *Caddyshack*! The 1980 comedy starred amongst others Chevy Chase, Bill Murray, Ted Knight and the irreverent Dangerfield. It’s still one of my favorites! <https://bit.ly/3WlaZWa>

¹³ I’m not in the business of picking “businesses or services” to recommend to the League’s membership. What follows is my personal opinion and that of the local controller. Our collective experience—which is by no means small—at UAMS has been nothing short of terrific. Professional, kind and always wanting to do more is how I can best describe every single encounter we had with staff, doctors and volunteers.

Repair Clinic. Here's the abbreviated version of this debacle. The local controller broke a bone in her left foot on Memorial Day weekend. See the full story in the footnote.¹⁴ She had surgery on October 5 and was put in a non-weight-bearing cast. Two things of note: First, the cast is pink and the local-controller-in-training cannot wait to bedazzle it and second, the no-weight-whatsoever restriction lasts for SIX weeks! Within two days of her surgery, I began to have severe pain in my lower back, hips and legs to the extent that walking was not really happening. I'll pause for a moment so you get the full picture: no walking for either of us. Getting coffee was, shall we say, a chore. One MRI later and it's clear that I have a non-malignant cyst that has grown into the L4-5 disk thereby crushing the nerves. Surgery on October 26 and no lifting or bending for six weeks. You may be asking why I would share these personal medical stories. Good question. Perspective and living in the moment are the best responses I can give.

Many of you will recall during our summer convention we had a mindfulness session led by my good friend Kerrie Lauck. As a result of her excellent presentation many of our cities and towns have engaged Kerrie's services to assist municipal employees in, well, feeling and being better. It shouldn't come as a surprise to any of us that workplaces throughout our country have seen unprecedented stress levels. A pandemic will do that! Add in the current economic conditions, social and political crisis and increasing violence and pretty soon things get very dicey. I don't want any of us, or our families, to face that sort of anxiety, depression or burnout. Mindfulness training is a way in which we can train our brains to become more resilient and to develop better coping skills. I hope, dear reader, that you now understand why I've shared my bones and back stories. Perspective and mindfulness.

What is mindfulness? Mindfulness is a broad term, but the generally accepted definition is "purposeful attention to what's happening in the moment without judgement and with an attitude of openness and curiosity." For some of you that may sound a bit esoteric. At first glance that was my reaction. However, there is real science that proves the practice of mindfulness reduces stress, lowers anxiety and depression, decreases chronic pain, increases clarity of thought and a host of other positive things.^{15 16}

Given the physical issues the LC and I have faced in the past few weeks I realized pretty quickly that we needed perspective—all is not lost and our situations would improve in short order. While six weeks seems like a long time, in the grand scheme of things it's really not. It also became clear that we needed some healthy habits to get through those six weeks intact¹⁷ and positive. That perspective led me to using mindfulness to assist in our recovery. It's working. I'm still learning how to practice mindfulness but I feel pretty good about what it's doing for me. I think that's the point. Focusing on right now has calmed me and focused me. Guess what? Like you, my job isn't waiting for me to get physically fully recovered. To the contrary, actually. I needed to alter my perspective to ensure I was doing everything necessary to get you the services and products you need. Mindfulness has helped me do so.

I continue to practice being in the moment. After all, those moments help great cities make a great Arkansas.

Until next month, Peace.



Mark R. Hayes
Executive Director
Arkansas Municipal League

¹⁴ LC fell while walking Olive and tore a tendon and with it a piece of bone of her left foot. Me: "You need to go to the doctor." LC: "No. I want to enjoy boating season." She then reminded of the previous summer when Zorro tore my rotator cuff and my ensuing surgery ruined her most favorite time of the year, summer boating season. If you're keeping score that's LC: 1 and moi: 0. We "limped" through summer boating season. Sorry, dad jokes just fall out of me now. Also, when I say "boating" I'm not referring to a yacht. Rather, ours is a pontoon boat.

¹⁵ <https://bit.ly/3Nqt0y8>

¹⁶ <https://cle.clinic/3WnDbrv>

¹⁷ The local controller loves reality TV, particularly murder shows. Yes, murder. I confess that this lockdown has caused some frayed nerves thus I'm sleeping with one eye open just to be on the safe side.



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Adam Triche, PE
Project Manager/Partner

Who we are ...

"I grew up on the water and in the woods, hunting and fishing. Preserving and protecting our natural resources is my priority, so that I can pass what I love onto my children and generations to come."

Adam is a partner with the company and serves as the assistant Water/Wastewater Department head.

Bridge-load posting certification deadline set for Dec. 31

To promote safe travel over bridges on city streets and ensure eligibility for federal highway funding, cities and towns with bridge-length structures must submit a properly endorsed bridge-load posting certification by December 31.

The Federal Highway Administration and the Arkansas Department of Transportation administer the requirements of the National Bridge Inspection Standards, and the regulations implementing this federal law place the compliance responsibility on the official with jurisdiction over each bridge. In addition to identifying structural deficiencies during the inspection process, the official must also advise the traveling public of any weight restrictions if a bridge is found to not be capable of safely supporting legal-load vehicles. If the bridge is determined to not be capable of safely supporting a minimum of a 3-ton vehicle, it is the official's responsibility to close the bridge until it is adequately strengthened or replaced.

Arkansas law A.C.A. § 27-85-101, Conservation of Bridges, requires the "administrators of the various public highway, road and street systems shall make every effort to conserve the safe function of the bridges under their jurisdiction pursuant to the findings and recommendations of the bridge safety inspections by the bridge inspection teams of the Arkansas Department of Transportation in accord with the national bridge inspection standards published in the Federal Register."

Copies of required documents, as well as the Local Government Procedures for Compliance with the National Bridge Inspection Standards manual, can be downloaded at www.ardot.gov/divisions/bridge/bridge-rating-and-inventory. For questions or additional assistance, contact Todd Russell, district construction engineer, at todd.russell@ardot.gov or 870-836-6401.

Event Calendar

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

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

March 26-28, 2023, National League of Cities, Congressional City Conference

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. ☹

Obituaries

LELIA MAE BELL, 69, who recently retired after serving 43 years as the clerk/treasurer for the city of DeWitt, died October 28.

CHARLES LEE CARTY, 73, of Benton, who served for 35 years as an officer with the Little Rock Police Department, Pulaski County Sheriff's Office, Shannon Hills Marshal's Office and the Benton Police Department, died November 3.

ROBERT "BOB" DUKE, 88, who served 33 years on the Cabot City Council, died October 12.

MARTHA RAYE TURNER-HENDRIX, 83, who served as the mayor of Tollette for 19 years, died October 9.

NORMA CORRENE LAWSON, 84, who served as a council member for the Lawrence County town of Alicia, died October 17.

THOMAS "TOMMY" MELVIN SWAIM, 77, who served as the mayor of Jacksonville from 1987 to 2009, the longest tenure in the city's history, died October 12. Swaim served as president of the Arkansas Municipal League in 1998-1999.

Summaries of Attorney General opinions

Recent opinions that affect municipal government in Arkansas

Constables not “employees” under APERS statutes

Opinion: 2022-020

Requestor: Mark Johnson, state senator

Q1) Is a constable eligible to be a member of the Arkansas Public Employees Retirement System (APERS)? Q2) If the constable is not paid for the position, does this have an effect in the matter? Q3) Does the fact that a constable is simultaneously employed by the State of Arkansas and an APERS member due to their state employment have an effect in the matter? Q3a) Could a person in this situation accrue service credit in APERS for their concurrent service as a constable? Q4) Does a state employee who is an APERS member accrue one year of service for each year employed? Q5) Does a state employee who is a member of APERS and simultaneously serving as an elected constable accrue two years of service for each year employed? **RESPONSE:** Q1 & 2) No, because constables do not qualify as “employees” as that term is defined in the relevant APERS statutes. That is true regardless of whether a constable is paid for the position. Q3) No,

because concurrent service only applies if an employee earns service through separate, eligible positions. Q4) State employees generally receive service credit for “actual service” at the rate of one month for each month of service. Q5) No. See response to Q3.

Sick leave accrual allowed, but payment limited by law

Opinion: 2022-017

Requested: Charlene Fite, state representative

Under current Arkansas law, can a municipal police department accumulate up to 95 days of sick time if approved by city ordinance? **RESPONSE:** Yes, a municipal police officer may accumulate 95 days of sick leave if that amount of leave has been approved by municipal ordinance. However, payment for unused sick leave upon the officer’s retirement or death may not exceed 90-days’ salary.

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



Arkansas Municipal League

Winter Conference Scholarships Available

The Arkansas Municipal League each year awards two scholarships for registration to the League's Winter Conference. A scholarship will be awarded to one mayor or council member and to one city clerk, recorder or treasurer, which will give city officials the opportunity to further their educational training in municipal government.

The Arkansas City Clerks, Recorders, and Treasurers Association (ACCRTA) manages applications and the selection process.

Completed scholarship applications should be returned to the ACCRTA Scholarship Committee chair:

Penny R. Lamb, CAMC, CMO
Recorder/Treasurer
City of Murfreesboro
805 N Washington Ave
Murfreesboro, AR 71958

Questions: murfreesboroclerk@yahoo.com
 or 870-285-3732

WINTER 2023 APPLICATION FOR ARKANSAS MUNICIPAL LEAGUE SCHOLARSHIP

I, _____, am a member of the Arkansas Municipal League, and do hereby apply for a registration assistance from AML. (Applicant's city or town must be a member of AML at the time of application.)

Name: _____ Title: _____
 Address: _____
 City, State, Zip: _____
 Telephone: _____ Date assumed position: _____

Other related experience:	Title	Municipality	Years
_____	_____	_____	_____
_____	_____	_____	_____

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

Please answer the following questions:
 How does your municipality budget yearly for your education? _____
 What is your reason for applying for this scholarship? _____

I understand that if a scholarship is awarded to me, it must be used for registration at the AML Winter Conference to be held Jan. 11-13, 2023, at the Statehouse Convention Center in Little Rock and that I must attend all sessions.
 Yes _____ No _____

If your attendance must be approved by the chief executive officer or legislative body of your city or town, will you be given time to attend the conference? Yes _____ No _____

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

Signature: _____ Date: _____

Deadline to apply is November 30, 2022.

Disclaimer: ACCRTA or AML will not be responsible for applications that are not received by the deadline.
 Please feel free to call to verify that your application has been received.

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Greenwood's Kinslow leads with humor and love

By Andrew Morgan, League staff

When you enter the office of Greenwood Mayor and League 2022-2023 District 3 Vice President Doug Kinslow, the first thing you may notice is the gurgling sound of the large fish tank and the colorful exotic species swimming within. Glance to the right and there's Elvis in full gunfighter mode, a life-size cutout from his 1960 western *Flaming Star*. Elvis is a lifelong favorite, the mayor says, partly inspired by his mom, who was a huge fan. Kinslow even dresses in tribute on occasion, though he concedes there are better impersonators out there. "I call him Melvis. It's the brother that probably shouldn't be here because he's so bad."

Scan the rest of the office and you'll notice another favorite character taking up plenty of shelf space, a certain red-white-and-blue-clad Marvel Comics superhero. "Captain America is my guy and I, on occasion ... OK, I am Captain America. Let's just get it out." In addition to Elvis, he has become known for donning the superhero's costume at local festivals and school events. "Kids just eat it up and love it and I love kids and we have a good time together. If I could get kindergarten through fourth grade to vote, I could be mayor forever." Kinslow loved comics as a kid, and his childhood has lasted nearly 65 years now, he says pointing to a sign on the shelf: "You're only young once but you can be immature forever."

Though he considers himself a Greenwood native, Kinslow was born in nearby Fort Smith. "The reason I was born in Fort Smith and not Greenwood is Greenwood doesn't have a hospital. It hasn't ever had a hospital, I don't believe."

Kinslow graduated from Greenwood High School, though the school system has grown dramatically in the years since then, from just a few buildings housing all grades and the administration to what now resembles a college campus. In fact, residents refer to it lovingly as the University of Greenwood, and it is of course a point of pride for the city.

Kinslow is married to his childhood sweetheart, Pam, who was a teacher in Fort Smith and Greenwood schools before her retirement. The couple has been married for 44 years. They have three sons and an adopted daughter and two grandchildren.

After high school, Kinslow spent time attending Westark Community College, now the University of Arkansas-Fort Smith, but left before earning a degree in business to, well, run a business. He was starting on his



Greenwood Mayor and League 2022-2023 District 3 Vice President Doug Kinslow poses next to Elvis and a portrait of comic book icon Captain America, both lifelong favorites of his. He's been known to dress up as each of them for the amusement of kids of all ages in the community.

long and winding road through the world of working for and operating restaurants. "I just kind of dabbled at college for a little while, but the deeper I got into the food business, I thought forget that, I've gotta run this restaurant. To this day I wish I'd have at least hung around enough to get a degree of something, but I think we did OK without it."

He worked off and on in the restaurant business for 35 years, starting in his junior year of high school at his uncle's Mexican restaurant called Juan's in Fort Smith. "My family is as far from Hispanic as you can get, but John is his name, so...he learned back years ago to cook what I call Ark-a-Mex food. It was very popular." He started as a dishwasher/cook, then greeter, assistant



Both of Kinslow's parents were committed to their community and inspired him to pursue public service. His father Fred was "truly Mr. Greenwood," he says. He was a barber in the city for more than 60 years, a job that itself was a kind of public service. A painting of his old shop hangs outside the mayor's office. "I had a gentleman tell me very bluntly...he said the only reason you're mayor is because of your dad, and I said, 'I'll take it.'"

manager, manager, and later a part owner of another location.

Striking out on his own, he opened a restaurant in Greenwood called Doug's Place ("You know, it's always about me," Kinslow jokes) and did that for about four years. He also went back into business with his uncle and opened yet another restaurant and did that for about six years.

Somewhere in there he decided to get what he calls a "real job" and spent about eight years at a company in Fort Smith company called Transcrit, a printing plant that produced business forms. It was essentially a factory job and it paid well, but with its long shifts and shifting schedules, it was "hard on the system."

Kinslow became very involved in the South Sebastian County Boys and Girls Club in Greenwood during this time. "My boys were growing up, and I'd want to coach them, like all parents do, I guess, if they can." He ended up taking a second job there and was then offered the directorship.

"My wife was not real excited about me leaving a real job and going to a nonprofit youth organization, but she's been very understanding with me for 44 years." He spent the next 10 years directing the organization, and the whole family was involved. Pam would run the gate, and their boys would coach and umpire games. "It was a very educational experience for me and probably got me more prepared for this position than anything else

in my life other than talking to people in the restaurant business." In the meantime—his jobs have often overlapped, he says—Kinslow took a similar position with a local church managing a new recreational facility and the youth sports ministry.

Then the city began talking to him about doing something similar for Greenwood. The only problem was that at that time the city had no parks department, no committee and no commission. So in 2006 he became Greenwood's first parks director of the city's first ever parks department. "And we've gotten a lot of stuff done," he says. "And I always say 'we,' because I didn't do it."

With state, federal and grant money, the city has focused on its trail system, a project that is still ongoing. The city has also been able to focus attention on the 36-acre Bell Park, which Kinslow calls "the crown jewel of our parks," as well as other smaller parks that dot the city.

He held the position for the next nine years. During this time the city also created a parks commission, so that the new parks department and the city's growing amenities would be protected from the political whims of whoever the mayor happened to be, he says. In fact, when a previous mayor who considered the new parks system "fluff" vacated the office with six months to go in the term, Kinslow saw an opportunity to both protect parks and serve his beloved hometown in a broad and meaningful way.



Greenwood is home to one of two Sebastian County courthouses. In a unique jurisdictional designation dating back to the late 19th century, Greenwood is the county seat of lower Sebastian County, while the much larger city of Fort Smith is the seat of upper Sebastian County.

“I went home and visited with my wife and said, ‘What do you think about me running for mayor?’” She wondered why he would leave a job where he didn’t have to ask the citizens to put him back in office every four years. “I said, well, where’s the fun in that?!”

Kinslow won the election to finish the previous mayor’s term and then began running again almost immediately to serve the next full term. He went on to win the next two four-year terms, becoming the first Greenwood mayor in over 40 years to serve more than one consecutive term. It’s hard to accomplish everything on your list in one or even two terms, so he’s running again during this election season for a third. It’s tempting to try for four terms, he says, but if he wins in November, it will likely be his last.

Growth in Greenwood has been slow and steady over the past several decades. It now has a population of just under 10,000 as of the 2020 census. While the school system is the city’s largest employer, Greenwood is home to several small manufacturing operations, like Armedica and Alpha Packaging. There is room for more small industry, Kinslow says, but it is unlikely to become a big industry town. It is a true bedroom community, he says, and he considers that one of its strengths. “I brag about that.” Embracing that status is also part of a regional focus on growth, and city leaders from Fort Smith, Van Buren, Alma, Mulberry and other neighboring communities work together to promote the entire area and build on their individual strengths, Kinslow says. He cites a recent meeting in Fort Smith, which could soon be home to a new

training center for F-16 and F-35 fighter pilots at Ebbing Air National Guard Base, “which is huge,” he says. “The term they use is a ‘bedding down’ here. We’re a bedroom community, so this is perfect for all of your employees.”

Homebuilding is on the rise in Greenwood to accommodate new residents. A new mixed-use, single- and multi-family subdivision is underway on the east side of town, one of the largest developments in the city’s history. On the west side, a project called The Curve, a mixed-use, 34-acre site that will include small businesses, a new \$5 million regional library and more will soon begin development. “There’s big things on both sides,” Kinslow says. “I call them bookends because I know bookends can be moved.”



Greenwood’s population has nearly tripled since 1990, and the city takes pride in its status as a bedroom community, with plentiful new housing opportunities and amenities for residents who commute to nearby Fort Smith and other regional hubs for work. “Our motto in Greenwood is ‘This Feels Like Home,’ so we try to personify that,” Kinslow says.

Much of the city’s work during Kinslow’s time as mayor has focused on improving and expanding infrastructure, with a particular focus on streets. “Our streets are like most cities’: need some work.” With growth comes traffic, and a new bypass to relieve congestion downtown is scheduled to begin construction in 2024, though Kinslow prefers the term “traffic relief” to bypass. “Sounds less threatening.” The city has recently worked with ARDOT on an overlay of the Highway 10 spur through the heart of the city. As part of a new partnership with the state, this portion of 10 will become

a city street, much like the recent partnership in Crossett in south Arkansas, where the city agreed to turn a portion of Highway 133 into a city street in exchange for improvements to Main Street. (This could be an option for other cities and towns as well. See the August 2022 issue of *City & Town* for details.)

Harkening back to his days as the city’s first parks director, greenspace and trails remain hugely important for Kinslow and the city. “As quick as someone will give us money, we’ll match it and get to building.” 🏡



Groundwork has begun on East Village, possibly the largest development in the city’s history. The subdivision will include multi-use facilities and single- and multi-family housing.



The Highway 10 spur that runs through Greenwood, which has received a fresh overlay, will soon become a city street as part of a partnership with ARDOT. A bypass on the south side of the city is intended to ease traffic congestion in downtown. Its construction will begin in 2024.



Kinslow calls the 36-acre Bell Park the “crown jewel” of Greenwood’s growing park and trail system. This pavilion and the concrete picnic table beside it are both dedicated to the memories of his parents, Bo and Fred, who loved and supported their hometown.

The Arkansas Opioid Recovery Partnership

By Colin Jorgensen

All 75 Arkansas counties and most Arkansas cities and towns have been engaged since 2018 in litigation against opioid companies, seeking compensation to implement solutions to the Arkansas opioid epidemic. Several of the defendants have finalized or are close to finalizing national settlements and state-specific settlements. Multiple defendants have filed bankruptcy in response to litigation across the country, and we are also pursuing the counties' claims in those bankruptcy proceedings. The unity of Arkansas governments has been beneficial in these settlement discussions, as it has been from the start in the united Arkansas opioid litigation.

I have written in the past about the Arkansas Opioids MOU and your vision for abatement of the Arkansas opioid epidemic. In July 2021, Governor Asa Hutchinson, Attorney General Leslie Rutledge, Association of Arkansas Counties Executive Director Chris Villines and Arkansas Municipal League Executive Director Mark Hayes all signed the Arkansas Opioids MOU. The MOU includes an equal split of Arkansas settlement dollars among the state, counties, and cities and towns—one-third of every Arkansas dollar is allocated to the state, one-third of every Arkansas dollar is allocated to cities and towns, and one-third of every Arkansas dollar is allocated to counties. The unified, equal split among the governments of Arkansas remains an excellent result for the people of Arkansas.

In the Fall 2021 issue of *County Lines*, I wrote about potential settlements with opioid manufacturers and distributors. As of this writing, there are two national settlements, two bankruptcy plans and an Arkansas-specific settlement that will provide settlement payments into Arkansas, to be used as set forth in the Arkansas Opioids MOU. These settlements and bankruptcy plans, as of this writing, will provide over \$200 million in total abatement funds for Arkansas across 18 years (for the longest settlement)—and there may be additional settlements to come. Arkansas will begin receiving payments later this year.

We (your lawyers) have explained that opioid litigation settlement dollars will be subject to court supervision, and can only be spent for future programs, projects and strategies to end the Arkansas opioid epidemic. This is as it should be. We have explained the importance of unity of local governments in both the litigation and the abatement phases of this case, to do the maximum good

you can do with the limited resources and funds at your disposal from these settlements.

We have been having these discussions, and preparing for abatement of the Arkansas opioid epidemic, for a long time. No county or municipality has objected, and most Arkansas counties and municipalities have specifically authorized the AAC and AML directors to work together to build an appropriate structure and process for management and disbursement of county and municipal opioid funds. The directors have begun doing exactly that. Thanks to the unity of Arkansas counties and municipalities, the Arkansas Opioids MOU, and the QSF, Arkansas counties and municipalities are ready to receive opioid settlement funds—before the payments begin. This is no small accomplishment. And more importantly, we are preparing for abatement so we will be ready to use the opioid settlement funds as quickly as possible, to help as many of your people as possible, in the most effective ways possible.

Directors Villines and Hayes have already made what may be their most important decision regarding the Arkansas Opioid Recovery Partnership (ARORP). It is time to begin the important work of studying the Arkansas opioid epidemic and making recommendations regarding programs and strategies to abate the Arkansas opioid epidemic in a manner consistent with approved purposes, settlement agreements and court orders approving settlements and bankruptcies. The AAC and AML, through their directors and boards, have agreed to jointly hire a director of ARORP, and jointly fund any additional staff, personal benefits and related costs, to begin this important work—even before the settlement funds begin to flow.

Directors Villines and Hayes knew exactly who they wanted for this job, and Kirk Lane agreed to take the position effective Aug. 22, 2022. Lane served with national distinction as State Drug Director from 2017 until August 2022. Prior to that, he also served many years as chief of the Benton Police Department. In his resignation letter to Gov. Hutchinson, Lane wrote: “This position has opened my eyes to the serious issues that substance use disorder creates, and how it has entrenched itself in everything we do. Most importantly, it has made me more determined to get in front of it to defeat it.”

AAC Director Villines wrote about the hiring of Kirk Lane as director of the unique county-city partnership:

“We are excited to announce the formation of the Arkansas Opioid Recovery Partnership, a united venture between counties, cities and towns in Arkansas. It is a partnership between the Arkansas Municipal League and Association of Arkansas Counties that represents an unprecedented, united front between the representatives of local government. Especially exciting is the fact that Arkansas Drug Director Kirk Lane has decided to direct this partnership as we move forward. We expect to receive settlement funds this year, and when they come in we must have a plan. Every dollar needs a name and a wise and sound commitment to fight opioid addiction in Arkansas. Hiring Kirk Lane now is critically important to building this plan and he has a proven track record and experience which will prove invaluable in managing what will likely be a multi-year stream of settlement funds. This is not a situation of Kirk Lane leaving his passion, it is simply a re-engagement from a different perspective and our local governments in Arkansas are going to be thrilled with his leadership and vision.”

Everyone involved in the yearslong effort of this litigation is thrilled about where we’re at now, and where we’re headed.

We (your lawyers) will continue to pursue the opioid industry, marshal settlements into Arkansas, assist with building the structure and process for abatement, and represent your interests in this litigation wherever that takes us—so a united Arkansas can bring the cavalry to help the communities and families suffering from addiction. 🙏

This article is reprinted with permission from the Association of Arkansas Counties.



Colin Jorgensen serves as litigation counsel for the Association of Arkansas Counties. He can be reached at cjorgensen@arcounties.org.

An aerial photograph of a large, modern building with a prominent glass facade and a white roof. To the left of the building is a playground area with a splash pad, several red and white striped umbrellas, and a swimming pool. A parking lot with several cars is visible to the right of the building. A dark green banner with white text and a logo is overlaid at the top of the image. The logo consists of three white diagonal lines forming a stylized 'E' or mountain shape. The text on the banner reads "ETC Engineers & Architects, Inc." in a white serif font. At the bottom of the image, there is a blue banner with white text providing contact information for the company.

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Fort Smith hosts ACMA fall conference

By Andrew Morgan, League staff

The Arkansas City Management Association (ACMA) held its 2022 fall conference October 19-21 in Fort Smith, where city managers, city administrators, clerks and other city staff gathered to discuss a variety of municipal issues, including an update on legislative priorities, accessing and utilizing sales tax data available from the Department of Finance and Administration, ensuring psychological safety in the municipal workplace and the latest on the American Rescue Plan Act.

Members elected a new slate of officers for 2023 during the annual business meeting on Friday, October 21. The new officers are: Little Rock Intergovernmental Relations Manager Emily Cox, president; Fort Smith Deputy City Manager Jeff Dingman, vice president; Holiday Island Suburban Improvement District Manager Danny Presley, secretary/treasurer; and Arkadelphia City Manager Gary Brinkley, immediate past president.

The ACMA offers support and training opportunities for city manager and city administrator forms of municipal government, but membership is open to other Arkansas city officials regardless of the form of local government. The ACMA offers associate memberships to administrative staff and managerial staff in cities with the mayor-council form of government. The ACMA also offers student memberships for full-time students enrolled in an institution of higher learning in Arkansas who intend to pursue a career in local government, and affiliate memberships for any person interested in the ACMA's objectives.

In Arkansas, eight cities—Arkadelphia, Barling, Fort Smith, Hope, Hot Springs, Little Rock, Texarkana and Siloam Springs—operate under the city manager or city administrator form of government.

The ACMA's next meeting is April 23-25 in Arkadelphia. For more information, visit www.arml.org/acma. 🏠



Arkadelphia City Manager and 2022 ACMA President Gary Brinkley welcomes members to the fall conference in Fort Smith.



From left, Arkansas Municipal League Legislative Liaison Jack Critcher and League Legal Counsel Blake Gary give a preview of issues likely to come before the state legislature during the upcoming session.



ACMA members board Fort Smith's newest compressed natural gas-powered bus for a tour of some of the historic city's recent developments.



Fort Smith City Administrator Carl Geffken, on the mic, shares information about the ever-expanding Chaffee Crossing development, which includes housing, greenspace, small businesses and restaurants. It is also home to the Arkansas Colleges of Health Education (ACHE), which draws elite medical students from across the nation and the globe.



From left, CISA's Mark Kirby, BCI's Jeff Bennett and League General Manager of IT Services Jeff Melton prepare to present an October 12 cybersecurity seminar, the first to be livestreamed from the League's new on-site studio.

Cybersecurity Awareness Month seminar highlights online safety

By Mel Jones, League staff

October is Cybersecurity Awareness Month, a national effort led by the Cybersecurity and Infrastructure Security Agency (CISA) in partnership with the National Cybersecurity Alliance (NCA). The goal of Cybersecurity Awareness Month is to provide access to current information to help safeguard organizations, as well as personal information, from potential cyberattacks.

As part of Cybersecurity Awareness Month, Jeff Melton, the Arkansas Municipal League's general manager of IT services, hosted CISA's Arkansas representative Mark Kirby and Jeff Bennett, practice director of security/wireless at BCI, one of the League's managed service providers (MSP), to discuss the latest threats and how to protect against them. The October 12 seminar was the first live event streamed from the League's new on-site studio, with more than 100 attendees tuning in.

The theme of this year's Cybersecurity Awareness Month is "See Yourself in Cyber," which emphasizes the personal responsibility we should all take to be more cyber secure. Kirby highlighted the four areas where

individuals can take action to increase online security in both their personal and professional lives:

- **Enable multi-factor authentication:** You need more than a password to protect your online accounts, and enabling MFA makes you significantly less likely to get hacked.
- **Use strong passwords:** Use passwords that are long, unique and randomly generated.
- **Recognize and report phishing:** If a link looks a little off, think before you click. It could be an attempt to get sensitive information or install malware.
- **Update your software:** Don't delay—if you see a software updated notification, act promptly. Better yet, turn on automatic updates.

The panel also discussed current security threats to municipalities. Melton cited the Nationwide Cybersecurity Review conducted by the Multi-State Information Sharing and Analysis Center (MS-ISAC), which lists the top five security threats to state, local,



Kirby



Bennett



Melton

tribal and territorial government organizations as lack of sufficient funding, increased sophistication of threats, emerging technologies, lack of documented processes and inadequate availability of cybersecurity professionals.

Such threats lead to vulnerabilities to a variety of risks, the greatest of which are cybercrime-as-a-service (CaaS), business email compromise and threats to critical infrastructure. The panel took a deep dive into each topic, with Melton outlining the ways he and his staff work not only to protect the League as an organization, but our member cities and towns as well. Some of those services include the Cybersecurity Task Force established by Berryville Mayor and 2021-2022 League President Tim McKinney, quarterly cybersecurity training and certified IT training courses, the cyber insurance coverage for members of the League’s Municipal Property Program, in-depth resources such as the Net Diligence eRiskHub Portal, the Technology ListServ, and a list of MSPs and vendors that the League has vetted to ensure confidence in the products and services being referred to our members.

One such MSP that the League works with is BCI, or Business Communications, Inc. The Mississippi-based company understood that while many organizations in the Southeast didn’t have big budgets, they still had the same cybersecurity needs, but there was a lack of providers offering valid services at an affordable price to help reduce their risk. Bennett said his

goal was to take the enterprise-class tools that BCI uses daily in their big accounts and make them scalable.

“Whether it’s a city with one PC or somebody with 10,000 PCs, they both should have access to those services that will reduce risk at an affordable price. That’s where our managed services started,” he said. “This came out of our security side because in reality the threat landscape has changed so much that we had to adapt to put in baseline services for our customers so they could have value and reduced risk.”

To stay up to date on the latest in technology, cybersecurity and more, sign up for the League’s Technology Listserv under eCommunications on the arml.org homepage. If you missed the seminar or would like more information, contact Jeff Melton at jmelton@arml.org.



League Digital Content Specialist Ben Cline preps panel members for the livestream.

New training format previewed at HR workshop

By Mel Jones, League staff

The October 26 Human Resources and Personnel Matters certification workshop looked a bit different this year as the Arkansas Municipal League previewed a new training format for the 40 in-person attendees. A combination of pre-recorded content and live moderation, the new format helps create a more interactive learning experience for participants with knowledge checks, animated scenarios and discussion points built in throughout.

“It’s an exciting time for us because it’s so different and such a cutting-edge way of doing things. I think you’re going to love it,” League Executive Director Mark R. Hayes said in a short explainer video shared with workshop registrants. Instead of watching a concurrent livestream of the workshop, those who registered to attend virtually received a link to participate in the six on-demand interactive training modules. More than 110 participants registered for the on-demand workshop and will have until November 30 to complete the training modules and receive certification credit.



From left, League Litigation Counsel Amanda LaFever, Clinton Recorder/Treasurer Dena Malone and Mansfield Clerk/Treasurer Becky Walker chat between workshop sessions.

In-person and online audiences will experience the same content; the in-person training will include moderators who guide attendees through the presentations, knowledge checks and other interactive components as a group. Online participants will complete identical presentations, quizzes and interactive components at their own pace. As the League builds its online training library, members will have access to a learning management system (LMS) filled with customizable options for both the voluntary certification program and other training sessions. The new platform will also allow the League to increase the amount of available training workshops.



A pre-recorded training module featuring League Director of Human Resources Tracey Pew and General Counsel John L. Wilkerson covered the basics of workers’ compensation, the FMLA and the ADA, with the two staff members guiding attendees through knowledge checks and other interactive components.

Changes to the League’s training efforts were first discussed at the annual planning meeting held in August, where Hayes announced that, in addition to traditional in-person meetings, the League would include more digital outreach, regional meetings, self-paced online trainings and other new options. Additionally, a new program planning committee, proposed by 2022-2023 League President and Sherwood Mayor Virginia Young, will look at content options for conferences and conventions, the certification program and other training sessions.

The next opportunity for League members to experience the new training format will be during the City Government 101 sessions at the 2023 Winter Conference, which is scheduled for January 11-13. As League staff continue to develop the new training format, feedback from participants is crucial. Whether you attended the Human Resources and Personnel Matters workshop in person or completed the training online, we want to hear from you. Email Mel Jones, communications and creative manager for the League, at mjones@arml.org, and let us know what you think. 🗣️



The certification workshop drew 40 in-person participants, while more than 110 have registered to complete the training online.

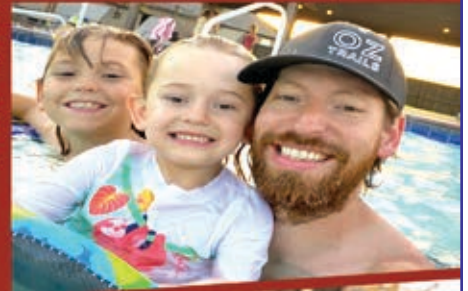
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Blake Peacock joined HW in 2011 after graduating from college, working in the firm's Van Buren office. In 2021 he became an Associate of the firm, and currently works in HW's Fayetteville office. As a licensed Professional Engineer in Arkansas, Blake specializes in land planning and development and municipal infrastructure projects. He has a broad range of experience in computer modeling of roadway design, stormwater drainage systems, water distribution systems, and sanitary sewer collection systems.

Blake is a native of Springdale, AR and a graduate of the University of Arkansas where he earned his Bachelor's degree in Civil Engineering. He is passionate about the outdoors, whether hiking one of the beautiful trails in the Ozarks or biking along the Razorback Greenway with his wife, Julia, and their two children, Brantley and Mallory. Most of his free time is spent chasing his children around to recreational activities or swimming at the pool. He also enjoys running, woodworking and bow hunting.

Blake Peacock, P.E.
Associate



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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

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DOUBLETREE HOTEL—\$152

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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 style="text-align: right;">*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)

Monday 8:34 am



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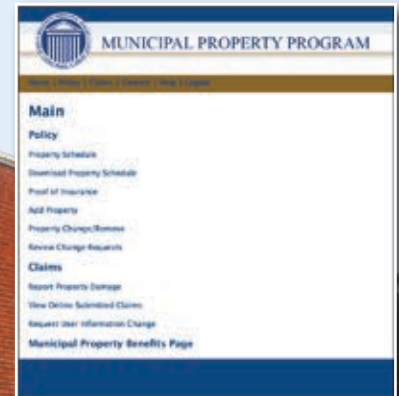


Visit the Municipal Property Program's New Interactive Full Service Web Portal: www.arml.org/mpp

Manage your municipal property coverage needs online at www.arml.org/mpp. Members can make changes to their municipal policy, add/delete properties, and file and view claims.

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- First and Last Name
- Phone Number



For more information including a free quote on either of these programs, call 501-978-6123.



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Manage your municipal fleet's coverage needs online at www.arml.org/mvp. Members can make changes to their municipal policies, add/delete vehicles, and file and view claims. Create an MVP interactive account by emailing mvp@arml.org your:

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Meet Stephanie Stroncek, precertification specialist with the Municipal Health Benefit Program.

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



Stephanie: I answer all incoming phone calls from hospitals, doctors' offices and members to start a precertification for inpatient stays or outpatient procedures. I request all clinical information for the nurses so they can complete the precertification. I also assist with the weekly check runs.

How long have you been working at the League? How did you get started?

I have worked for the Municipal Health Benefit Program (MHBP) for almost eight years. I was hired temp-to-perm in November 2014 and became a permanent employee in February 2015.

How has the League changed since you started? What has stayed the same?

Within MHBP we have had a few changes in managers. We have also gotten a new computer program for claims and precertifications. Since the COVID-19 pandemic began, we have also had the opportunity to work from home a few days a week.

What advice would you have for someone just getting into public service? You will be asked many questions, so take advantage of the people and resources around you to make sure you are giving the correct answers.

Where did you grow up? How has it changed? Stayed the same?

We moved to Maumelle right after it became a city. It has totally changed. There was only a two-lane road in and out, and it was almost all residential. If you needed groceries you had to go to Little Rock or North Little Rock to find the nearest grocery store. Today you can just about get all your errands done without having to leave the city.

What is your favorite spot in your hometown? Why? My mom's house, because it is always welcoming and full of good memories.

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

My favorite part about working at the League is the great people I work with and being able to help our member cities and towns. 🍷

Meet Danielle Smith, executive assistant to the mayor and director of human resources for the city of Greenwood.

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



Danielle: As the executive assistant to the mayor, I am responsible for maintaining the mayor's schedule, ensuring those appointments are kept and everything in between! My second role with the city is the director of human resources. I assist department directors with all personnel matters.

Why did you choose your profession? Did it choose you? I chose this position because it was a new opportunity to work with our great mayor.

What's your favorite aspect of your job? What's the biggest challenge? My most favorite aspect of this position is the myriad of people I get to interact with on a daily basis. The biggest challenge is remaining calm and collected in the eye of the daily office storm.

What's your favorite spot in Greenwood? Why? Besides my home, I think Bell Park is one of the best spots in Greenwood. There are several things to do in the park and the views of the surrounding mountains are my favorite.

What is the public perception of your job versus the reality of your job? The most common misconception regarding my position is that I am only a secretary who answers the phone all day. Realistically, most days I am working in various departments to ensure tasks are completed.

In what season does Greenwood shine the most? By far, the best season of the year in Greenwood is Christmas. Our city staff does an amazing job decorating our square to where it looks like something straight out of a Hallmark movie. We LOVE Christmas in Greenwood!

What's the biggest lesson you've learned working for a city government? That, whether we like it or not, everything is public knowledge.

What advice do you have for someone who would like to follow your footsteps into this job? The job is long and hard most days, but it can be rewarding and the benefits are great!

What are three "can't miss" things that someone can do if they visit Greenwood? Take a trip up to Bell Park and walk the trails, fish at the city lake and, of course, grab a slice of the best pizza in town at Geno's Pizza! 🍕

arkansas municipal league **Codification Service**

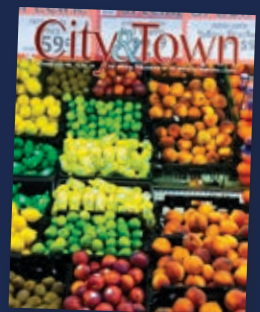
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Care to share a flying taxi?

With companies already making deliveries via drone, the next generation of electric aerial transportation may not be far behind, and municipalities should plan ahead.

By Mark Stodola

Over the last decade, cities and towns have gained a plethora of new mobility options, from rideshare companies like Uber and Lyft to e-scooters and electric bicycles. Municipalities have scrambled to develop rules, regulations and ordinances for them. The latest transportation innovation, flying taxis, will be even more disruptive and will require an entirely new planning-decision framework.

Many of us grew up watching George Jetson on television, zipping around in his own personal flying vehicle. Flying vehicles have long been the stuff of science fiction. Futuristic personal transportation alternatives have seemed for years to be simply the products of overactive imaginations. While cities and towns continue to wrestle with traffic congestion, bike lanes, electric scooters, and dedicated transit and vehicle lanes, several technology companies are making electric air transportation a reality. In fact, billions of dollars have flowed into this transportation sector.

Walmart, Amazon and others are already using drones to deliver packages to their customers. In July the University of Arkansas (U of A) announced a new planning grant to support their vision of becoming the preeminent university in the “smart mobility” field. Smart mobility, which includes autonomous vehicles, electric and interconnected transportation systems, is revolutionizing how we move goods and people. Smart mobility innovation is rapidly changing current supply chains and changing the way people shop, work and travel.

The U of A’s smart mobility innovation sectors include:

- Next generation vehicles—Next generation vehicles will disrupt traditional supply chain operations while reducing our carbon footprint resulting in a more sustainable approach to moving goods and people.
- Unmanned aerial mobility—Unmanned aerial vehicles, often called drones, will transform delivery and logistics services. This technology has already begun to change how we shop, how retailers fill orders and how shippers transport goods.

- Artificial intelligence for smart mobility—Artificial intelligence solutions will be developed to collect and analyze data to improve transportation system performance.

Dr. Heather Nachtmann, the associate dean of the U of A’s College of Engineering, is leading the university’s efforts along with more than 50 faculty members who specialize in supply chain transportation, education and research. The \$412,000 planning grant provided by the Walton Family Charitable Support Foundation is designed to elevate the U of A in the area of smart mobility innovations and work force development. Nachtmann was recently appointed in February by Governor Asa Hutchinson to the new Arkansas Council on Future Mobility. The council, which also includes representatives from Walmart, Canoo, J.B. Hunt, Entergy, the Arkansas Trucking Association, the Arkansas Auto Dealers Association and multiple state agencies, has worked this year to develop policy recommendations and will present a report to the governor by the end of this month.

The U.S. Air Force is getting into the act as well. “We’re fascinated by the prospect of flying cars,” Brigadier General Heather Pringle, commander of the new Air Force Research Laboratory at Wright-Patterson Air Force Base in Ohio, told the *Springfield News-Sun* in 2020. The new lab will speed the Air Force’s exploration of the vehicles through a program called Agility Prime.

All of these developments command the attention of local government. According to the American Planning Association (APA) the rapid development of flying taxis has significant implications for the built environment across the rural-urban composition of communities, particularly in the areas of land use, rights of way, and building and housing developments. According to the APA as reported in a 2021 issue of *Governing* magazine (governing.com), “Unless municipalities are game for unplanned deployment across communities, planners and policy makers need to start preparing as soon as possible.”

According to the article, there are three main issues local governments will need to address. The first concern is environmental. The Environmental and Energy Study

Institute (eesi.org) reports that commercial air service now accounts for 10 percent of carbon emissions in the United States. If flying taxis become popular this percentage could quickly increase. However, many firms are designing fully electric or hybrid models that could mitigate this issue.

The second concern is noise. In recent years the Federal Aviation Administration has seen an increase in complaints about aircraft noise. Some in the ascendent industry claim small electric flying vehicles will be quieter than traditional small aircraft. However, assurances from the industry alone won't resolve the noise concerns that municipal officials will have, requiring cities and towns to develop some appropriate regulatory framework about noise.

The third concern involves designated rights of way. This is critically important for both takeoff and landing so that aviation vehicles don't crash into each other. Designated right-of-way corridors will be needed, particularly in densely populated cities with substantial air traffic.

While skeptics offer the general critique that planning for flying vehicles distracts from more immediate transportation needs such as better bus and transit services and safer streets, advocates muse that if flying vehicles replace automobiles, it will mean safer streets for pedestrians and bicyclists. Some even suggest linkages with other public transit options in major cities, which would further reduce congestion and carbon emissions. All in all, this technology is upon us, and city officials need to envision how it will impact their communities. 🏙️



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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Different types of planning commissions meet in different types of buildings. The Hope Planning Commission has met in this one for well over half a century. Elvis Presley even borrowed its auditorium for a performance in the 1950s.

What does the planning commission do...and not do?

By Jim von Tungeln

Despite a batch of statutes specifying the composition and methodology of planning commissions in our state, no two seem to operate the same. Each flies by its own compass, so to speak. Some differences appear understandable. Others do not. A close look is in order.

The primary statutes governing planning, those in the A.C.A. § 14-56-400 series, contain 26 sections and numerous subsections under the heading “Municipal Planning.” Additionally, there is an older set under an act adopted in 1924. There are other laws, like the Affordable Housing Accessibility Act (A.C.A. § 14-54-1601 et seq.) and the Private Property Protection Act (A.C.A. § 18-15-1701 et seq.), scattered throughout the statutes.

While almost no planning commissioner nor younger planner in the state knows of these statutes, plaintiffs’ attorneys almost always do.

Underneath are court cases such as *Richardson v. Little Rock Planning Commission*, 747 S.W.2d 116 (Ark. 1988), which sets forth one of the prime determinants for planning commission review of subdivision plats. At the U.S. Supreme Court level, *Reed v. Town of Gilbert*, 576 U.S. 155 (2015) establishes limitations on how municipalities may regulate signs, at least where content is concerned. Other decisions deal with such issues as regulatory takings.

Towering above all these is the common law concept our attorney friends call “police power.” This limits urban planning efforts, as well as all aspects of public administration, to activities that benefit the health, safety, welfare and morals of the general public.

With all this guidance, what can the planning commission do? It can, as the name suggests, plan. That is why the term “planning and zoning commission,” or worse, “zoning committee,” should never appear in educated and civilized conversation. It is “The Planning Commission.”

For those needing additional descriptions of the term “planning,” the statutes offer nine suggestions in A.C.A. § 14-56-403. Those include planning for good civic design as well as safety, efficiency and traffic.

After adopting plans, planning commissions may adopt regulations designed to carry out or protect provisions of those plans. They may recommend those regulations to the elected body for adoption. They may then administer and enforce adopted regulations. The planning commission can, if the city chooses, operate as the board of zoning adjustment, offering quasi-judicial interpretation or relief from specific zoning regulations. In small communities, the city council can serve as the planning commission.

The planning commission can approve subdivision plats if it follows statutes. It can approve or disapprove amendments, within statutory guidelines, to the plans or adopted codes. This mostly means a request to change the zoning classification for a parcel on the zoning map, which is a part of the zoning code.

At this point procedures among planning commissions vary. Some view themselves as simply “advisory commissions.” Thus, every decision is simply forwarded to the elected body for its deliberation. This results in a couple of dynamics. First, planning commissioners may avoid making tough decisions or complex ones. The attitude is, “Let someone else make the final decision.”

Second, applicants may start to view the planning commission at worst as a waste of time and at best as a warmup for the real show. Neither approach shows much respect.

Other planning commissioners believe that their decisions can and should carry a lot of weight. Their approval of a rezoning request must, of course, go to the elected body for it to be ordained municipal law. The elected body may enact the commission’s decision by ordinance or send it back for restudy. As what should be a last resort, the elected body may also reverse the commission’s approval if facts indicate a lack of rational judgement.

In those cities, the planning commission’s decision to deny a rezoning request is final, but the applicant has the right to appeal that decision to the elected body. They must make the appeal on their own initiative through a specified procedure.

This approach, with its emphasis on decisiveness, offers a number of benefits to the city. First, applicants prepare their best presentation for the public hearing and commission review. Second, it grants the planning commission the respect it deserves for voluntarily serving the city. Third, it can lighten the burden for the elected body whose predecessors initially established the planning commission for the purpose of taking on a responsible role.

Finally, it might help in litigation by not pitting the judgement of planning commissioners against the judgement of elected officials. Nothing suggests solid municipal governance like teamwork and mutual respect.

In summary, the planning commission plans and establishes legally grounded strategies for seeing that the city moves toward implementing those plans.

There are things the prudent planning commissioner will avoid doing. The first of these involves violating the adopted policies, plans and ordinances under which they operate. According to the Arkansas Municipal League staff (past and present), one of the most often quoted statements of legal advice to a municipal official is, “You must follow your own ordinance(s).”

Additionally, planning commissioners should avoid being what former sailors call “sea lawyers,” or lay personnel who offer legal advice without a license granting such authority. They, of course, deny blame when trouble follows, though they claim expertise in statutes and the Constitution. One who hangs around planning commission meetings will hear lay planning commissioners (and sometimes planners) using the word “illegal” far more often than licensed attorneys.

Planning commissioners must avoid making decisions based on false assumptions related to socioeconomic factors. Further, it is even better if planning commission chairpersons deny citizens the ability to express unsupported sentiments during public presentation or hearings.

Planning commissioners should remember that the impact of plans and regulations they help enact should apply equally to the most powerful and least powerful of applicants. Decisions based on the stature of applicants provide a sure pathway to court.

The planning statutes require the planning commission to “adopt rules and regulations for the discharge of its duties and the transaction of business,” or bylaws. This creates some final suggestions. One is that decisions of the commission be based on clear votes, best by factual reasoning. Negative motions and decisions based on whether a motion or second occurs complicate matters unnecessarily. If your city attorney approves, a simple vote taken after discussion has ended may be sufficient and provide clearer documentation.

A conscientious planning commissioner will take every opportunity for training. The administration of the planning function of a municipality grows more complicated each year.

A conscientious planning commissioner will leave personal feelings out of decisions by remembering and following the mandate to protect the health, safety, welfare and morals of the general public.

A conscientious planning commissioner will serve not for personal gain but for service to the community.

Finally, a conscientious planning commissioner will learn that the questions of planning are those about which reasonable people can and do differ. Perhaps the most difficult job of a commissioner is to avoid taking disagreements personally. Society dinners do not occur to recognize planning commissioners, but their job affects every citizen and should be a highly respected one. 🍷



Jim von Tungen 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.



Utilizing an existing parking lot and green space adjacent to the Jackson County Library, Newport has created a Wi-Fi park, a place where residents with limited or no access to the internet can take advantage of free, high-speed broadband.

Overcoming the digital divide: Newport develops its first Wi-Fi park

By Michael Hudson

In the early stages of the COVID-19 pandemic, many Arkansans were left wondering how they would stay connected to school, work and one another while functioning remotely. Citizens had to contend with a lack of broadband infrastructure, especially in rural parts of the state. According to research conducted by Broadband Now (www.broadbandnow.com), Arkansas currently ranks 49th among states in their annual rankings of internet coverage, speed and availability. Federal Communications Commission data shows that less than 21.5 percent of an estimated 1.7 million Arkansas households have adequate internet access.

The pandemic put a spotlight on the need for more advanced technological infrastructure across the state and the city of Newport was no exception. The Newport Economic Development Commission (NEDC) understood that their city was at the forefront of this challenge and began to advocate for better access and identify ways

to support citizens in overcoming the digital divide, said Executive Director Jon Chadwell. “There are many in our community who do not have adequate access to broadband internet. Our staff and partners felt this was a critical issue for us to address.”

The NEDC identified a first step in overcoming the challenge: the development of DTech Park in downtown Newport and subsequent development of a Wi-Fi park. DTech Park is a public-private partnership focused on creating a high-tech environment that will produce high-demand job opportunities in northeast Arkansas. During the planning phase for the project, the NEDC partnered with the Jackson County Library to strengthen their Wi-Fi signal to reach into the parking lot area of the park. The NEDC then leveraged funding from a pandemic preparedness grant to begin construction on the official Wi-Fi park, located between the library and DTech Park.

The Wi-Fi park consists of 41 parking spaces, four accessible parking spaces and four green spaces that include trees and picnic tables. There are also plans to include spaces for electric vehicle charging. Internet access for the park is fully funded by the Newport Rotary Club, so citizens receive service with no additional cost to the city or NEDC.

Safety was also a priority, Chadwell said. “We partnered with Entergy Arkansas to install two pedestrian lights so that those who work early in the morning or into evening feel safe.” The park doesn’t yet include charging stations for laptops, phones and other electronic devices while sitting in the outdoor spaces, but NEDC and their partners are brainstorming ways to offer this service, likely by routing electrical outlets from the pedestrian lights to the picnic tables.

For communities interested in creating their own Wi-Fi park, Chadwell suggested starting with an already existing parking lot. He recommended that the space consist of an area where individuals can access the internet from either their vehicle or from outdoor seating, preferably both. The parking lot itself does not have to be paved, but a paved lot is preferred so that those with mobility issues are able to access the amenity. Additionally, preparing a well-lit space will allow further utilization of the park before sunrise or after hours.

“Get with local partners and the people who supply your broadband,” Chadwell recommended. “Partnering with local businesses and organizations not only creates shared workload and decreases costs but also creates opportunity to accomplish more in a shorter amount of time and for the community to come together to support a common goal.”

The digital divide is nothing new; COVID-19 only heightened our awareness of it. Creating digital equity and inclusion for all Arkansans is critical as we look to stay economically competitive and improve the quality of life in our communities. Through assessing community needs and creating and implementing plans to fulfill those needs, communities like Newport are preparing themselves for a bright and prosperous future.

To learn more about the DTech Park and the Newport Wi-Fi park, contact the Newport Economic Development Commission at www.newportarcity.org/economic-development or visit www.dtechpark.com.



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

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Prevent loud noise from harming your hearing

By John Dornhoffer, M.D.

Hearing loss is a common condition, particularly among older adults. However, damage to the hearing mechanism can occur at any age, and it can have a significant effect on a person's day-to-day life.

Loud noises have a particularly harmful effect on hearing. Exposure to high-decibel sound levels, such as those produced at concerts or while using power tools, can damage the sensitive structures that allow us to hear.

There is no treatment that can reverse this damage. Although there are methods and technologies that can compensate for hearing loss or prevent it from getting worse, the best solution is to keep it from happening in the first place.

How is hearing damaged?

Sound waves travel from the outer ear until they reach the eardrum, a membrane in the ear canal, causing it to vibrate. Three bones in the middle ear amplify these vibrations and send them to the cochlea, a snail-shaped structure filled with fluid in the inner ear.

Loud noises primarily cause damage to the cochlea. The cochlea contains thousands of hair cells that turn sound vibrations into electrical signals, which then are transmitted to the brain. The vibrations caused by loud noise can damage the hair cells, affecting a person's ability to translate these signals.

If someone is only exposed to loud noise for a short time, then most of the hair cells will recover. Repeated or prolonged exposure, however, will destroy some of these cells, causing a person to hear less efficiently. Hair cells regenerate in some animals, such as birds and amphibians, but that is not the case in humans. When those hair cells die, the damage is permanent.

Excessive noise can also damage the auditory nerve, which carries signals from the inner ear to the brain.

Preventive measures

The best way to protect hearing is to avoid noisy situations. Noise measured at or below 70 decibels, the sound level during a normal conversation, is considered safe. Activities with higher sound levels, such as visits to movie theaters or sporting events, increase a person's chances of hearing damage.

This doesn't mean we have to give up the activities we enjoy; we just need to be cognizant of the risks and take steps to mitigate them. Since sounds get louder closer to their source, one should avoid sitting or standing next to loudspeakers or other things that generate loud noise. Turn down the volume when watching TV or listening to music through headphones. Wear earplugs or other forms of hearing protection when operating loud machinery, including lawn mowers and string trimmers. It is also important to limit the length of exposure.

You should also have your hearing examined during your yearly checkup. Hearing loss can occur gradually, and it might be difficult to notice at first. By detecting problems early, a person can take steps to preserve hearing.

Coping with hearing loss

If hearing loss is detected, there are methods that can help a person compensate. Visual cues play an important role in supplementing the auditory information that's transmitted to the brain, so facing the person who is speaking can help. Finding good locations for listening, such as places with little background noise, can also make it easier to hear.

Many people also benefit from the use of medical devices. Hearing aids are often used by patients who have inner-ear damage; the devices amplify sounds that people would otherwise have trouble hearing. In more severe cases, a cochlear implant could be considered as an option. Cochlear implants bypass damaged parts of the ear and deliver signals directly to the auditory nerve.

Hearing loss does not have to be the isolating experience it once was. In addition to the huge benefits provided by cochlear implants, strides in technology have vastly improved the benefits of hearing aids. If hearing loss begins to interfere with daily life, there are many options available. 🏠



John Dornhoffer, M.D., is professor and chair of the Department of Otolaryngology-Head and Neck Surgery at the University of Arkansas for Medical Sciences (UAMS).

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PHOTOS BY KRISTA QUINN

Rain gardens, such as this one in St. Louis, can beautify public spaces and help control stormwater, reducing the need for storm sewers in some areas.

Creative funding strategies for community forestry programs

By Krista Quinn

There is a large body of scientific and economic research that clearly documents the many benefits of trees in communities. Cleaning our air and water, reducing street flooding and even improving human health are just a few of the benefits to having healthy and abundant trees in cities and towns. However, most communities in the United States are experiencing declines in tree canopy on an annual basis due to tree removal from development and poor tree care practices. While communities may understand the value of trees, municipal budgets are often stretched so thin that there is little available funding for tree care or planting. Because trees are essential in healthy, livable communities, some cities and towns are looking for creative methods to fund community forestry programs.

Linking trees to other community goals

Planting and maintaining trees can be a cost-effective way to address many needs in a community. For instance, many cities are finding that the presence

of trees and greenspaces reduce the need to construct new storm sewers and can reduce water treatment costs. Studies also link the presence of trees in neighborhoods to better health outcomes for residents and to lower crime rates.

In many communities, however, tree care is managed by a single department such as the parks department or the street department with a budget based on a set of goals not related to stormwater management, water treatment, community health or safety. This lack of coordination between departments leads to the “silo effect” where each department is operating independently of the others and opportunities for collaboration are missed. If communities understand all the ways that trees are beneficial and how trees save money for individuals and the city, it can be easier to make tree planting and maintenance priorities for all departments. Cooperative interdepartmental planning is beneficial for advancing tree care in the community and has other positive impacts. It encourages other municipal departments that benefit from the presence of trees to contribute to the

community forestry program. For example, a small portion of sewer fees or real estate taxes could be directed to the community forestry program.

Many cities are breaking down silos by adopting comprehensive or sustainability plans that focus on a set of goals that all municipal departments work toward. Because trees provide a multitude of social, economic and environmental benefits, enhancing the community forest often becomes a guiding principle in these plans. When a community adopts a comprehensive or sustainability plan, tree planting, conservation and tree maintenance can become priorities for public works departments, transportation departments, community health organizations and other municipal services.

Communities can also develop dedicated funding streams for a community forestry program through taxes, fees and fines. While adding new taxes and fees is generally unpopular, the Trust for Public Land's LandVote database (landvote.org) calculates that approximately 75 percent of ballot measures to fund land conservation, parks and related purposes have passed in the United States since 1988. Many Americans value parks, trees and greenspaces and are willing to pay a reasonable sum to support these programs.

One of the most common ways larger communities support their urban forestry programs is through stormwater utility fees assessed to all property owners. Some communities have also been successful in passing temporary or voluntary taxes for specific community forestry projects. Cities may also develop tree ordinances that establish fees or fines that are collected when trees are damaged or removed by accident or through a planned development project. Revenues from these fees and fines are then earmarked for the community forestry program.

Developing community partnerships

When there is widespread public support for urban forestry programs, community organizations can be very helpful in advocating for the programs and developing funding strategies. Local tree boards can hold fundraising events and apply for grants and corporate sponsorships. They can create a community tree preservation fund or endowment to which local businesses and residents can donate. When properly managed, these endowments can become dependable long-term sources of funds for community forestry programs.

Neighborhood associations, local businesses, downtown partnerships, garden clubs, churches, and youth and civic organizations can also be instrumental in providing volunteer service and funding for community forestry projects. As we learn more about how



Conway residents gather for their community Arbor Day celebration. There is often strong public support for community forestry programs.

the presence of trees and parks in neighborhoods significantly improves mental and physical health, one potential new funding source for community forestry programs is the health care sector. Since planting and maintaining trees can help medical providers achieve their mission of improving human health and well-being and have the potential to save insurance providers money, these businesses may be interested in helping to fund community forestry programs.

One potential pitfall of relying on community partnerships to fund community forestry programs is that community organizations and local businesses may find planting trees is better for public relations than tree care and conservation. With the average lifespan of trees planted in cities and towns estimated at just seven years, it is imperative that communities put more effort and funding into tree maintenance and conservation. Additionally, trees that are poorly maintained can become safety hazards and do not provide all the benefits of healthy, well-maintained trees.

Adequate funding is one of the biggest challenges for most community forestry programs. Communities need to be creative in developing funding streams and look for ways to link trees and tree care to other community goals and needs. Since there is usually good public support for community forestry programs, partnering with community organizations and local businesses can be effective ways to fund these programs. 🌳



Krista Quinn is a county extension agent in Faulkner County with the University of Arkansas System Division of Agriculture Cooperative Extension Service. Contact Krista at 501-329-8344 or email klquinn@uada.edu.

Wastewater rehab: Upgrading sanitary sewer lift stations

By Trent Williams, PE

Sanitary sewer lift stations play a critical role in the operation of many of our municipal utilities. As infrastructure ages and maintenance and repair costs of these stations increase, many owners may need to consider station rehabilitation. Although rehabilitation can be driven by the age and condition of the station, upgrading a lift station can also address capacity deficiencies, expected or realized growth in the sewer basin, or station damage incurred by flooding. Rehabilitation can range from a simple pump replacement to complete station replacement, depending on the goal of the project.

When the capacity of the station becomes a concern, drawdown testing or other means of determining the discharge flow rate are important. Testing will allow the utility to verify the existing flow meter if one is installed in the existing station. It is important to note that the flow rate may be lower than originally designed based on aging infrastructure, however common items such as a failed check valve, an inoperable air release valve or a damaged force main can all contribute to reduced capacity. Drawdown testing can identify existing issues that may be affecting the existing capacity as well as providing the utility a baseline of repair. Drawdown testing can also provide a system curve, which is valuable if new pumps are a consideration for the rehabilitation.

Many stations were originally designed with future growth in mind, providing room for the installation of a new pump to provide flexibility. Installing one with similar capacity in these stations may be a solution for increased capacity. Other considerations include selecting a pump that is comparable to the existing pumps and choosing one that fits in the existing configuration.

The new pump's capacity will likely be based on the existing pumps. According to the widely accepted standards for wastewater facilities, known as the Ten States Standards, the capacity is based on the largest pump—likely the new pump—being out of service. Installing new pumps with increased capacity may be desired to meet current demand, though utilities may



Workers install a new pump assembly at the city of Greenland's lift station.

be limited by station size and existing infrastructure. In many cases, replacing the entire station may be warranted to meet current demand and provide capacity for future growth within the basin. Replacing the entire station is obviously a costly proposition, so all options should be considered by the utility.

Typically lift stations are constructed within the flood plain, which makes them susceptible to damage. When flood events happen, wet wells can become inundated with floodwater, overwhelming the pumps



A completed pipe and valve gallery at West Fork's sanitary sewer lift station.

as well as the sewer system downstream. Equipment such as flow meters, electrical switch gear and standby generators can be damaged. The Ten States Standards require lift stations to be protected to the 100-year flood elevation. Many local jurisdictions require one or two additional feet above that elevation. When rehabilitating or replacing a station it is also important to consider historical flood information and the potential for events exceeding the 100-year flood.

Once an elevation is determined, many options are available to protect the station and related equipment, including watertight wet well access and equipment hatches, utilizing equipment rated for submergence, constructing flood walls or raising the grade of the entire station. In addition to requiring flood protection, the Ten States Standards require that station access be

maintained in a 25-year flood event. If station design is based on a 100-year flood event, increasing the elevation of the access should also be considered.

Sanitary sewer lift station rehabilitation can range from a simple pump replacement to complete station replacement. Evaluating the available options is critical to maintaining a wastewater facility that meets the needs of your community. 🏠



Trent Williams is a project manager in MCE's Water/Wastewater Department in our Fayetteville office. Contact Trent by phone at 479-443-2377 or email him at twilliams@mce.us.com.

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	\$6.791	\$0.295	\$0.553	\$0.964	\$0.964
November	\$6.306		\$0.285		\$0.964	
December	\$6.12		\$0.374		\$0.96	
Total Year	\$79.549	\$67.078	\$2.443	\$4.650	\$16.250	\$12.977

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	\$13,617,712.35	\$592,445.41	\$1,108,417.65	\$1,933,129.73	\$1,932,525.04
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	\$134,505,458.86	\$4,733,956.43	\$9,323,817.03	\$31,099,286.06	\$26,021,545.02

* 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	\$84,245,742	\$77,705,438	\$72,984,249	\$66,726,221	\$157,229,991	\$144,431,660	\$283,743	\$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	\$813,114,943	\$901,755,580	\$694,206,162	\$778,256,518	\$1,507,321,106	\$1,680,012,098	\$957,434	\$150,710
Averages	\$81,311,494	\$75,146,298	\$69,420,616	\$64,854,710	\$150,732,111	\$140,001,008	\$95,743	\$12,559

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

CITY SALES AND USE	AMOUNT	LAST YEAR	Garland	515.01	Mount Ida	25,650.10	25,842.50	Wilton	1,174.45	692.24
Alexander	194,265.81	176,753.08	Gassville	23,495.53	Mountain Home	1,183,978.70	1,082,606.33	Winslow	10,006.20	8,469.38
Alma	327,238.50	280,207.68	Gentry	174,987.92	Mountain View	223,631.65	210,744.34	Wynne	183,726.96	171,409.35
Almyra	3,769.77	3,482.25	Gilbert	1,045.93	Mountainburg	22,323.72	19,728.88	Yellville	62,741.02	52,632.69
Alpena	7,309.37	6,857.89	Gillett	15,772.24	Mulberry	42,247.10	32,203.01			
Alzheimer	3,973.18	3,641.08	Gillham	8,795.44	Murfreesboro	48,068.57	39,843.96	COUNTY SALES AND USE		
Altus	8,243.81	7,512.53	Gilmore	726.86	Nashville	135,891.52	132,794.45	Arkansas County	423,971.51	354,043.34
Amity	18,473.54	17,995.36	Glenwood	117,485.28	Newport	252,614.17	235,389.79	Ashley County	294,716.89	265,322.60
Anthonyville	1,304.23	1,356.64	Goshen	39,002.72	Norfolk	10,907.94	7,235.43	Crossett	71,599.42	64,062.17
Arkadelphia	526,830.85	471,700.56	Gosnell	18,071.29	Norman	4,383.91	5,241.66	Fountain Hill	1,593.78	1,434.82
Ash Flat	144,950.90	119,002.24	Gould	20,113.30	North Little Rock	3,874,274.54	3,562,303.35	Hamburg	37,424.37	33,691.76
Ashdown	190,808.68	179,622.93	Grady	6,494.76	Oak Grove	1,305.22	1,296.30	Montrose	3,228.01	3,228.35
Atkins	84,688.65	79,225.57	Gravette	130,989.69	Oak Grove Heights	12,072.56	13,161.94	Parkdale	2,538.25	2,285.09
Augusta	29,388.42	27,510.90	Green Forest	103,802.30	Ola	19,223.33	21,986.78	Portland	4,796.10	4,317.75
Austin	70,429.23	51,946.28	Greenbrier	365,585.33	Oppelo	4,257.43	4,507.51	Wilmot	6,139.01	5,526.72
Avoca	15,149.05	15,104.40	Greenland	52,458.98	Osceola	134,120.76	96,320.92	Baxter County	707,692.88	648,124.32
Bald Knob	66,589.00	61,877.43	Greenwood	344,731.97	Oxford	3,860.05	3,418.77	Big Flat	1,825.51	1,671.86
Barling	90,055.65	82,884.22	Greers Ferry	37,818.36	Ozark	230,075.77	197,169.06	Briarcliff	4,895.70	4,483.61
Batesville	878,640.66	778,995.99	Guion	5,684.81	Palestine	38,502.21	36,805.77	Cotter	18,379.61	16,832.55
Bauxite	30,904.04	24,054.78	Gum Springs	1,124.03	Pangburn	10,891.53	9,378.34	Gassville	45,036.27	41,245.44
Bay	13,474.21	12,491.71	Gurdon	26,629.47	Paragould	433,532.51	388,628.49	Lakeview	16,767.97	14,723.73
Bearden	13,292.27	12,843.79	Guy	10,109.48	Paris	101,259.66	80,741.54	Mountain Home	266,048.01	243,653.98
Beebe	244,573.08	173,969.37	Hackett	10,413.51	Parkdale	1,297.19	824.84	Norfolk	9,646.18	8,834.24
Beehive	142.43	166.79	Hamburg	116,270.08	Parkin	7,388.72	5,892.77	Salesville	9,812.16	8,986.22
Bella Vista	618,023.04	587,108.05	Hampton	1,479.56	Patmos	93.72	828.13	Benton County	1,048,776.64	980,863.74
Belleville	3,185.38	2,517.16	Hardy	34,936.37	Patterson	975.30	1,158.07	Avoca	11,402.04	10,663.70
Benton	2,181,356.10	2,036,612.76	Harrisburg	98,669.01	Pea Ridge	116,683.86	121,301.42	Bella Vista	704,819.11	659,178.97
Bentonville	3,561,132.93	3,739,779.55	Harrison	918,878.73	Perla	4,680.46	4,444.95	Bentonville	1,268,131.21	1,186,014.15
Berryville	366,539.71	313,171.50	Hartford	8,050.81	Perryville	29,719.75	29,205.86	Cave Springs	128,653.37	120,322.50
Big Flat	407.21	532.32	Haskell	70,511.90	Piggott	85,950.68	78,124.35	Centerton	416,560.64	389,586.51
Black Rock	10,886.76	10,688.55	Hatfield	6,835.66	Pine Bluff	1,593,403.54	1,526,417.70	Decatur	41,510.90	38,822.89
Blevins	4,558.43	3,985.76	Havana	4,074.03	Pineville	2,698.00	2,547.69	Elm Springs	10,886.95	10,181.98
Blue Mountain	331.30	249.50	Hazen	104,030.99	Plainview	6,522.68	4,747.54	Garfield	13,883.79	12,984.76
Blytheville	473,007.31	461,793.86	Heber Springs	226,931.24	Pleasant Plains	14,210.90	12,295.24	Gateway	10,207.98	9,546.97
Bonanza	3,574.69	2,276.68	Hector	8,306.09	Plumerville	15,136.94	16,635.33	Gentry	88,734.53	82,988.58
Bono	28,105.17	25,947.05	Helena-West Helena	273,792.90	Pocahontas	368,398.55	345,941.73	Gravette	83,045.22	77,667.68
Booneville	162,433.32	143,056.86	Hermitage	12,849.47	Portia	5,061.10	5,889.16	Highfill	37,156.12	34,750.10
Bradford	19,707.36	17,479.01	Higginson	7,236.65	Portland	12,105.14	10,784.20	Little Flock	71,526.12	66,894.49
Bradley	6,193.11	5,048.90	Highfill	87,914.54	Pottsville	48,286.21	35,926.58	Lowell	230,358.60	215,441.87
Branch	2,356.97	2,609.08	Highland	47,883.67	Prairie Grove	249,397.72	193,600.94	Pea Ridge	153,564.59	143,620.61
Briarcliff	1,964.44	3,359.73	Holly Grove	9,921.09	Prescott	58,242.84	57,349.72	Rogers	1,636,742.43	1,530,756.17
Brinkley	205,694.88	205,198.89	Hope	257,637.53	Pyatt	1,467.71	1,184.73	Siloam Springs	404,737.17	378,528.66
Brookland	132,646.02	91,435.13	Horatio	9,621.77	Quitman	31,975.06	40,082.55	Springdale	283,131.06	264,797.08
Bryant	1,546,075.41	1,442,485.97	Horseshoe Bend	38,122.25	Ravenden	5,481.61	4,682.56	Springtown	1,943.26	1,817.43
Bull Shoals	40,884.48	39,070.12	Hot Springs	2,258,251.36	Rector	35,163.68	34,233.86	Sulphur Springs	11,261.58	10,532.32
Cabot	1,143,452.99	1,093,754.59	Hoxie	23,035.81	Redfield	45,871.75	52,661.42	Boone County	590,989.28	569,660.91
Caddo Valley	59,933.79	69,111.90	Hughes	8,095.85	Rison	20,630.77	19,753.40	Alpena	5,547.17	5,346.98
Calico Rock	60,598.94	53,104.00	Humphrey	2,424.80	Rockport	33,552.54	20,859.79	Bellefonte	7,861.69	7,577.96
Camden	379,401.52	354,875.73	Huntington	5,514.53	Roe	1,345.00	1,019.56	Bergman	8,148.61	7,854.53
Caraway	8,632.82	8,739.23	Huntsville	228,333.19	Rogers	4,614,860.83	4,187,174.58	Diamond City	14,480.04	13,957.46
Carlisle	77,185.24	73,227.09	Imboden	17,479.11	Rose Bud	27,170.57	23,373.82	Everton	1,989.33	1,917.54
Cash	4,325.18	3,461.06	Jacksonville	908,902.12	Rosston	4,197.07	NA	Harrison	249,986.29	240,964.47
Cave City	36,550.23	30,729.88	Jasper	49,633.55	Rudy	13,410.38	13,937.63	Lead Hill	5,241.12	5,051.98
Cave Springs	159,365.45	140,909.90	Jennette	244.37	Russellville	1,414,174.64	1,268,420.24	Omaha	2,448.41	2,360.05
Cedarvale	10,467.97	9,333.27	Johnson	165,564.56	Salem	30,359.43	26,731.80	South Lead Hill	1,645.02	1,585.66
Centerton	511,717.97	420,641.91	Joiner	5,293.75	Salesville	5,562.18	5,416.32	Valley Springs	3,500.46	3,374.13
Charleston	46,991.13	41,172.09	Jonesboro	2,166,360.53	Scranton	5,654.47	6,634.25	Zinc	1,759.80	1,696.28
Cherokee Village	38,292.34	29,957.78	Judsonia	18,936.34	Searcy	1,128,195.60	1,006,321.31	Bradley County	191,790.56	183,134.55
Cherry Valley	5,259.06	4,306.66	Junco City	9,676.53	Shannon Hills	17,235.58	14,408.29	Banks	1,110.53	1,060.41
Chidester	5,011.97	4,919.02	Keiser	6,135.07	Sheridan	320,761.62	295,172.54	Hermitage	6,701.50	6,399.04
Clarendon	57,403.61	54,923.53	Keo	2,501.40	Sherrill	1,366.82	779.97	Warren	69,606.25	66,464.75
Clarksville	527,511.83	472,283.78	Kibler	7,909.43	Sherwood	1,275,882.82	1,158,292.80	Calhoun County	128,110.93	116,981.30
Clinton	128,183.49	117,137.66	Kingsland	2,741.03	Shirley	4,708.62	4,745.89	Hampton	36,512.58	33,340.56
Coal Hill	6,467.05	4,971.03	Lake City	17,746.30	Siloam Springs	1,007,607.56	934,124.85	Harrell	6,492.50	5,928.46
Concord	3,791.42	NA	Lake Village	90,399.13	Sparkman	7,379.87	4,962.68	Thornton	10,480.74	9,570.24
Conway	3,698,241.56	3,310,058.32	Lakeview	6,731.70	Springdale	4,315,930.72	3,435,933.28	Tinsman	1,545.84	1,411.54
Corning	89,437.59	79,628.81	Lamar	29,635.72	Springtown	154.64	500.14	Carroll County	232,876.50	234,201.53
Cotter	19,255.56	18,974.59	Leachville	19,548.70	St. Charles	4,289.28	3,152.80	Beaver	605.98	609.43
Cotton Plant	1,430.77	2,227.76	Lead Hill	9,765.76	St. Paul	3,968.73	3,414.81	Blue Eye	416.04	418.41
Cove	17,394.68	17,623.43	Lepanto	40,346.47	Stamps	16,316.73	15,799.27	Holiday Island	21,697.64	21,821.09
Crawfordsville	17,335.13	10,553.20	Leslie	8,278.95	Star City	62,428.49	61,592.30	Chicot County	203,851.50	174,769.72
Crossett	255,219.41	247,288.10	Lewisville	15,812.32	Stephens	7,299.93	6,123.04	Dermott	28,214.21	24,189.12
Damascus	13,390.55	11,262.69	Lincoln	94,176.64	Strong	12,498.23	12,503.82	Eudora	24,123.78	20,682.24
Danville	52,837.62	55,646.22	Little Flock	21,313.53	Stuttgart	783,924.97	631,971.92	Lake Village	28,828.47	24,715.76
Dardanelle	205,258.89	193,473.46	Little Rock	6,303,179.23	Subiaco	11,932.84	9,550.45	Clark County	739,681.02	550,444.64

Bay	41,176.68	38,646.69	Tollette	4,091.43	3,783.99	Mississippi County	1,473,581.97	1,181,014.74	Mansfield	9,315.00	8,867.08
Black Oak	5,114.16	4,799.94	Independence County	665,827.20	610,415.08	Bassett	2,666.28	2,136.91	Waldron	37,259.99	35,468.33
Bono	52,875.60	49,626.81	Batesville	195,525.26	179,253.07	Birdsong	688.07	551.46	Searcy County	97,307.84	101,241.12
Brookland	89,201.51	83,720.77	Cave City	3,179.84	2,915.20	Blytheville	288,259.27	231,027.83	Gilbert	258.48	268.93
Caraway	24,868.43	23,340.46	Cushman	7,565.23	6,935.62	Burdette	3,510.32	2,412.64	Leslie	3,728.08	3,878.77
Cash	6,145.77	5,768.16	Magness	3,843.76	3,523.87	Dell	4,171.44	3,343.23	Marshall	13,212.31	13,746.37
Egypt	2,480.26	2,327.87	Moorefield	2,201.43	2,108.22	Dyess	7,289.27	5,842.04	Pindall	944.45	982.62
Jonesboro	1,724,679.63	1,618,711.45	Newark	20,616.55	18,900.78	Etowah	5,461.57	4,377.22	St. Joe	1,282.46	1,334.30
Lake City	51,053.82	47,916.96	Oil Trough	3,948.59	3,619.98	Gosnell	62,571.57	50,148.51	Sebastian County	411,774.29	1,020,131.59
Monette	33,055.49	31,024.47	Pleasant Plains	6,150.02	5,638.20	Joiner	10,708.12	8,582.12	Barling	108,329.47	97,318.68
Crawford County	608,993.75	530,378.56	Southside	74,761.20	68,539.35	Keiser	16,148.20	12,942.11	Bonanza	13,297.66	11,946.06
Alma	87,423.09	76,137.62	Sulphur Rock	10,640.24	9,754.73	Leachville	43,843.10	35,138.43	Central City	10,443.31	9,381.83
Cedarville	21,371.76	18,612.87	Izard County	70,249.79	59,487.61	Luxora	20,255.13	16,233.64	Fort Smith	2,019,386.38	1,814,132.87
Chester	2,161.19	1,882.20	Jackson County	350,935.83	336,935.24	Manila	79,171.31	63,452.52	Greenwood	215,571.57	193,660.51
Dyer	11,586.37	10,090.68	Amagon	964.40	927.46	Marie	2,322.24	1,861.18	Hackett	17,760.42	15,955.22
Kibler	15,083.30	13,136.19	Beedeville	1,174.05	1,129.09	Osceola	149,999.75	120,218.57	Hartford	11,304.14	10,155.17
Mountainburg	7,924.36	6,901.40	Campbell Station	3,242.63	3,118.43	Victoria	430.05	344.66	Huntington	11,100.26	9,972.01
Mulberry	23,157.74	20,168.30	Diaz	17,107.65	16,452.42	Wilson	16,470.72	13,200.62	Lavaca	55,501.30	49,860.05
Rudy	1,951.07	1,699.21	Grubbs	4,207.03	4,045.90	Monroe County	NA	NA	Mansfield	15,495.06	13,920.11
Van Buren	348,461.69	303,478.65	Jacksonport	2,096.53	2,016.23	Montgomery County	269,865.61	245,478.07	Midland	5,142.37	4,619.69
Crittenden County	1,015,133.16	967,082.79	Newport	111,884.56	107,599.37	Black Springs	1,087.85	989.54	Sevier County	635,822.98	576,203.39
Anthonyville	1,284.50	1,223.70	Swifton	10,245.02	9,852.63	Glenwood	702.57	639.08	Ben Lomond	2,140.77	1,940.03
Clarkedale	3,196.99	3,196.99	Tuckerman	23,858.46	22,944.68	Mount Ida	11,286.42	10,266.48	De Queen	93,352.99	84,599.36
Crawfordsville	4,395.85	4,187.78	Tupelo	978.38	940.91	Norman	3,433.52	3,123.24	Gillham	2,400.72	2,175.61
Earle	17,421.67	16,597.03	Weldon	796.67	766.17	Oden	2,039.71	1,855.38	Horatio	14,067.94	12,748.80
Edmondson	2,312.11	2,202.66	Jefferson County	511,204.69	529,366.57	Nevada County	130,691.11	105,873.06	Lockesburg	9,082.99	8,231.29
Gilmore	1,507.15	1,435.82	Altheimer	10,285.27	10,650.68	Bluff City	1,244.68	1,008.31	Sharp County	348,128.18	299,494.02
Horseshoe Lake	2,511.92	2,393.02	Humphrey	3,162.43	3,274.78	Bodcaw	1,276.32	1,033.95	Ash Flat	16,879.54	14,521.44
Jennette	1,010.48	962.65	Pine Bluff	609,624.12	631,282.60	Cale	770.01	623.79	Cave City	28,682.03	24,675.10
Jericho	932.45	888.32	Redfield	22,240.43	23,030.58	Emmet	4,187.60	3,392.38	Cherokee Village	65,062.06	55,972.77
Marion	130,848.04	124,654.46	Sherrill	783.22	811.04	Prescott	32,709.70	26,498.18	Evening Shade	6,923.25	5,956.06
Sunset	1,575.66	1,501.07	Wabbaseka	2,659.98	2,754.49	Rosston	2,869.09	2,324.25	Hardy	11,670.22	10,040.21
Turrell	4,427.25	4,217.70	White Hall	82,474.30	85,404.41	Willisville	1,561.11	1,264.67	Highland	16,187.22	13,925.83
West Memphis	233,303.79	222,260.57	Johnson County	177,387.96	158,716.75	Newton County	55,493.38	53,588.50	Horseshoe Bend	214.29	184.35
Cross County	646,438.13	607,484.44	Clarksville	131,516.36	117,673.42	Jasper	4,799.95	4,635.18	Sidney	3,164.91	2,722.77
Cherry Valley	9,157.93	8,606.08	Coal Hill	11,495.94	10,285.92	Western Grove	3,106.36	2,999.74	Williford	1,302.23	1,120.31
Hickory Ridge	3,631.32	3,412.50	Hartman	7,234.03	6,472.60	Ouachita County	608,990.34	563,774.79	St. Francis County	489,723.89	463,482.50
Parkin	12,645.90	11,883.87	Knoxville	9,252.83	8,278.91	Bearden	10,923.34	10,112.32	Caldwell	12,226.84	11,511.66
Wynne	132,415.65	124,436.43	Lamar	24,099.42	21,662.80	Camden	149,379.50	138,288.57	Colt	7,943.38	7,517.74
Dallas County	213,322.50	191,466.85	Lafayette County	108,627.32	99,656.54	Chidester	3,561.35	3,296.93	Forrest City	352,843.02	333,936.26
Desha County	173,743.06	154,270.42	Bradley	3,842.28	3,524.97	East Camden	11,233.02	10,399.01	Hughes	28,628.68	27,094.64
Arkansas City	7,941.09	7,051.08	Buckner	1,565.37	1,436.10	Louann	2,153.70	1,993.79	Madison	20,576.86	19,474.26
Dumas	84,500.82	75,300.20	Lewisville	8,680.70	7,963.82	Stephens	10,838.88	10,034.13	Palestine	13,717.90	12,982.84
McGehee	81,290.59	72,179.77	Stamps	11,934.77	10,949.16	Perry County	193,659.01	175,581.07	Wheatley	7,563.82	7,158.52
Mitchellville	6,188.14	5,494.59	Lawrence County	469,504.34	414,761.77	Adona	1,149.74	1,042.41	Widener	5,747.42	5,439.46
Reed	2,745.59	2,437.87	Alicia	1,502.40	1,327.22	Bigelow	2,716.15	2,462.60	Stone County	214,707.79	198,178.84
Tillar	6,754.84	6,009.09	Black Rock	6,198.70	5,475.95	Casa	925.96	839.52	Fifty Six	2,188.14	2,019.69
Watson	3,907.18	3,469.28	Hoxie	27,295.30	24,112.76	Fourche	432.12	391.78	Mountain View	39,843.54	36,776.24
Drew County	549,852.63	512,707.36	Imboden	6,724.02	5,940.02	Houston	1,103.44	1,000.43	Union County	743,020.16	617,953.98
Jerome	NA	411.54	Lynn	2,710.62	2,394.57	Perry	2,021.68	1,832.96	Calion	70,521.90	107,667.62
Monticello	155,124.10	144,760.80	Minturn	914.05	807.47	Perryville	10,594.53	9,605.55	El Dorado	909,797.92	756,659.49
Tillar	2,572.54	2,400.68	Portia	4,454.66	3,935.26	Phillips County	213,129.98	215,120.77	Felsenthal	3,898.57	3,242.36
Wilmar	7,258.23	6,773.34	Powhatan	1,092.65	965.25	Elaine	10,662.62	10,762.20	Huttig	26,576.78	22,103.34
Winchester	2,517.42	2,349.23	Ravenden	4,475.67	3,953.82	Helena-West Helena	201,547.97	203,430.54	Junction City	25,091.00	20,867.65
Faulkner County	1,152,701.55	1,021,160.43	Sedgwick	1,712.52	1,512.85	Lake View	7,045.16	7,110.97	Norphlet	32,310.62	26,872.05
Enola	3,027.14	2,681.69	Smithville	914.05	807.47	Lexa	4,484.86	4,526.74	Smackover	83,765.86	69,666.28
Holland	5,578.31	4,941.74	Strawberry	2,815.68	2,487.38	Marvell	18,583.80	18,757.38	Strong	21,934.68	18,240.60
Mount Vernon	1,370.78	1,214.35	Walnut Ridge	56,565.77	49,970.43	Pike County	262,078.93	224,469.79	Van Buren County	307,810.85	288,297.29
Twin Groves	3,017.62	2,673.26	Lee County	49,035.44	47,583.29	Antoine	1,811.09	1,551.19	Clinton	41,200.18	38,588.31
Wooster	9,919.10	8,787.19	Aubrey	1,202.78	1,167.16	Daisy	1,410.41	1,208.01	Damascus	4,023.13	3,768.09
Franklin County	233,935.60	318,714.61	Haynes	1,358.69	1,318.46	Delight	4,615.87	3,953.48	Fairfield Bay	31,971.60	29,944.77
Altus	6,774.16	9,229.14	LaGrange	579.11	561.96	Glenwood	32,150.83	27,537.08	Shirley	4,072.40	3,814.23
Branch	3,015.27	4,108.01	Marianna	39,814.15	38,635.08	Murfreesboro	23,960.86	20,522.40	Washington County	2,318,797.19	1,971,429.38
Charleston	26,363.22	35,917.32	Moro	1,971.22	1,912.84	Poinsett County	345,425.93	319,205.70	Elkins	81,913.68	69,642.58
Denning	2,942.83	4,009.32	Rondo	1,815.31	1,761.55	Fisher	2,490.68	2,301.62	Elm Springs	43,117.25	36,658.06
Ozark	36,081.34	49,157.33	Lincoln County	181,148.66	189,100.66	Harrisburg	30,607.67	28,284.33	Farmington	172,468.99	146,632.25
Wiederkehr Village	509.33	693.94	Gould	5,281.28	5,513.11	Lepanto	23,965.86	22,146.68	Fayetteville	2,136,509.70	1,816,449.50
Fulton County	313,961.65	255,419.74	Grady	2,429.55	2,536.20	Marked Tree	31,631.61	29,230.55	Goshen	47,801.93	40,640.95
Ash Flat	885.52	720.41	Star City	17,309.53	18,069.38	Trumann	102,380.71	94,609.30	Greenland	27,585.03	23,452.65
Cherokee Village	6,527.79	5,310.61	Little River County	396,487.07	367,039.33	Tyronza	9,907.36	9,155.33	Johnson	82,072.86	69,777.92
Hardy	274.28	223.13	Ashdown	58,655.21	54,298.80	Waldenburg	733.37	677.70	Lincoln	52,168.23	44,633.16
Horseshoe Bend	86.20	70.13	Foreman	13,448.99	12,450.11	Weiner	8,952.61	8,273.04	Prairie Grove	160,211.51	136,210.99
Mammoth Spring	7,280.09	5,922.63	Ogden	1,803.29	1,669.36	Polk County	366,612.87	333,989.64	Springdale	1,707,474.88	1,451,686.32
Salem	12,271.94	9,983.69	Wilton	3,950.73	3,657.30	Cove	9,978.62	9,090.68	Tontitown	97,809.75	83,157.34
Viola	2,805.47	2,282.34	Winthrop	1,596.81	1,478.21	Granis	15,515.36	14,134.72	West Fork	53,009.66	45,068.53
Garland County	2,463,470.21	2,808,084.41	Logan County	420,935.61	383,915.95	Hatfield	10,791.94	9,831.60	Winslow	8,300.52	7,057.09
Fountain Lake	15,870.65	8,643.43	Blue Mountain	1,108.92	1,011.39	Mena	174,829.30	159,272.02	White County	1,580,353.17	1,442,015.37
Hot Springs	844,875.47	295,800.17	Booneville	47,998.56	43,777.27	Vandervoort	3,597.32	3,277.20	Bald Knob	42,739.50	38,998.25
Lonsdale	3,441.43	1,874.26	Caulksville	1,940.61	1,769.94	Wickes	19,925.96	18,152.84	Beebe	142,979.05	130,463.23
Mountain Pine	19,545.95	10,645.06	Magazine	9,325.00	8,504.90	Pope County	488,188.69	463,570.58	Bradford	11,489.84	10,484.07
Grant County	332,612.32	292,037.24	Morrison Bluff	982.91	896.46	Atkins	54,186.33	51,453.85	Garner	3,575.75	3,262.74
Greene County	472,014.28	425,581.49	Paris	40,021.90	36,502.13	Dover	25,340.02	24,062.19	Georgetown	1,372.68	1,252.52
Delaplaine	988.77	891.50	Ratcliff	2,104.43	1,919.35	Hector	7,789.64	7,396.83	Griffithville	2,626.73	2,396.80
Lafe	6,457.91	5,822.63	Scranton	3,087.33	2,815.81	London	17,739.91	16,845.33	Higginsville	11,947.40	10,901.57
Marmaduke	18,724.84	16,882.85	Subiaco	5,053.13	4,608.74	Pottsville	59,512.09	56,511.05	Judsonia	31,419.12	28,668.82
Oak Grove Heights	17,056.29	15,378.44	Lonoke County	957,131.79	371,807.89	Russellville	548,496.82	520,837.51	Kensett	23,725.34	21,648.52
Paragould	456,332.99	411,442.79	Allport	1,255.61	1,120.02	Prairie County					

MUNICIPAL MART

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ACCOUNTANT—GRANTS/BONDS—The city of Springdale is 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 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.

CITY MANAGER—The city of Hope seeks applicants for the position of city manager to plan and manage all operations of the city in accordance with policies set by the City of Hope Board of Directors. Essential job functions: provides direct oversight of all departments, including the appointment and removal of employees and other personnel actions; establishes personnel policies and procedure guidelines for city operations; and in collaboration with the mayor and board of directors, creates and leads the implementation of goals and objectives for the city. Minimum qualifications: Bachelor's degree in business administration, public administration, or a related field and at least 5 years' experience of progressively responsible executive municipal work or as a private executive officer in an organization of comparable complexity. Salary: \$100,000-115,000. For a complete job description and to apply, please email Heather.Buster@ExpressPros.com.

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. 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.

FINANCE DIRECTOR—Republic, Missouri. Salary \$80,912.00 - \$121,368.00, full-time, job number 10202022-1 (open until filled). Primary purpose: Acts as a strategic business partner by providing complex financial and administrative support to city administration. This will include direct responsibility for finance, accounting, budgeting, credit, risk management, private and institutional financing, and financial compliance by ensuring financial reporting and procedural compliance with all applicable federal, state and local regulations as well as generally accepted governmental and accounting principles. To view the full job description or to apply, please visit www.governmentjobs.com/careers/republicmo/jobs/3767036/finance-director.

FINANCE MANAGER—Republic, Missouri. Salary \$56,908.80 - \$75,524.80, full-time, job number 10202022-2 (open until filled). Primary purpose: Assists the finance director in managing the accounting, purchasing, and insurance functions of the city. Maintains city financial statements and records. Performs a variety of technical financial tasks and manages the duties of finance personnel. To view the full job description or to apply, please visit www.governmentjobs.com/careers/republicmo/jobs/3771767/finance-manager.

FIRE CHIEF—The city of Batesville is seeking an experienced, trusted and analytical leader to serve as its next fire chief. Under the direction of the mayor, the fire chief is responsible for managing all aspects of fire department operations, administration, budget and personnel. Applicant must have a minimum of 10 years of general experience in a fire department position and 8 years of supervisory/managerial experience. Salary range begins at \$60,000 DOQE. The city offers a generous benefits program including health, life, dental and vision insurance. The fire chief is eligible to participate in the Arkansas Local Police & Fire Retirement System. To apply, please submit resumes and cover letters to: Mayor Rick Elumbaugh, 500 E. Main Street, Batesville, AR 72501; or email mayorassistant@batesvillearkansas.gov. Applicants selected as finalists for this position will be subject to a comprehensive background check.

FIRE CHIEF—The city of Heber Springs is accepting applications for fire chief. This position is responsible for managing and directing the day-to-day operations of the Heber Springs Fire Department and Planning and Zoning. The fire chief makes policy recommendations; prepares an annual budget; plans, directs and reviews personnel activities; prepares reports for city officials and state and national organizations; initiates and advises on the development of ordinances and regulations pertaining to fire prevention and suppression; responds on call to emergency situations either as an observer or to command the situation and other duties. Salary and benefit package includes vacation, sick leave, LOPFI retirement, 100 percent paid medical insurance as well as dental, vision and life insurance. Preferred qualifications are a bachelor's degree with six years of experience, preferably at chief level. Education and experience combination will be considered. Certificates of fire officer, instructor, inspector, EMT and a valid Arkansas DL are necessary. Applications available at the mayor's office, 1001 W. Main St. You may submit a resume and cover letter to City of Heber Springs, Attn: Human Resources, 1001 W. Main St., Heber Springs,

AR 72543; or fax to 501-250-0844. You may also download an application from our website at cityofhebersprings.com and mail, fax or email resume to humanresources@cityofheber.org. Open until filled. EOE.

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 salary range for this position begins at \$63,000, DOQE. 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. Applicants selected as finalists for this position will be subject to a comprehensive background check. EOE.

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.

MAINTENANCE FOREMAN—A Certified Diesel Mechanic, the maintenance foreman maintains Pine Bluff Transit's vehicles, equipment and facilities. The maintenance foreman works to minimize vehicle and equipment-oriented service failures through scheduled routine maintenance and repairs and by prioritizing repairs in the event of multiple break downs. The maintenance foreman obtains repair parts, assists in preparing bid specifications for new vehicles and equipment, assigns mechanics/techs to help complete task in an efficient manner. The foreman manages the maintenance operation and diagnoses standard mechanical and electronic problems, utilizing diagnostic computer when applicable; utilizes key functions for shop management system and electronic documentation available; works in accordance with all federal and corporate compliance guidelines; maintains facilities, grounds and performs other duties as assigned. A Certified Diesel Mechanic, HS diploma or equivalent with certification from an accredited diesel engine repair or service technology program and 2-3 years of related experience and/or training, or equivalent combination of education and experience and a minimum of 6-12 months of management experience. Must possess a valid Arkansas Class B CDL. To apply, contact Vickie Conaway, Director of Human Resources, 200 E. 8th, Room 104, Pine Bluff, AR 71601; phone 870-730-2038; fax 870-730-2157.

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 programing 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. Minimum of high school degree or equivalent, bachelor's degree in recreation or physical education preferred but not required. 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.

UTILITIES GM—Benton Utilities is currently seeking qualified candidates for the position of general manager. Responsibilities include management, planning, administrating and overseeing the affairs of Benton Utilities electric, water, wastewater, billing services and administrative offices. Salary DOQE. Submit resume and application to Terrie Sossamon, Benton Utilities, 1827 Dale Ave., Benton, AR 72015; or email tssossamon@bentonutilities.com. Open until filled. For complete job description visit www.bentonutilities.com. EOE.

WATER/WASTEWATER MANAGER—The city of Marianna is accepting applications for a water/wastewater manager. Applicants will need to have a minimum of three years' experience in the management of water and wastewater systems. Arkansas Class A water license and Class II wastewater license required. Salary negotiable DOQ. Send resume and salary history to James Keasler, Chairman, Marianna Water and Sewer Dept., P.O. Box 737, Marianna, AR 72360. EOE.

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