

City & Town

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THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



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Cover photo by Andrew Morgan.



ON THE COVER—The Interim City, County and Local Affairs Committee held its summer meeting in front of a live audience of municipal leaders during the League’s 89th Convention in June, and members of the League staff appeared before the committee to provide insight into the organization’s activities and provide a review of this year’s 94th General Assembly. Read coverage of the convention inside beginning on page 21. Also check out the “State of the League 2022-2023” report, which is included in this issue as a special supplement on page 50. It provides an overview of the past year’s participation rates in the League’s benefit programs, professional development attendance, legal services and other member engagement metrics.—atm

Features

14 Japanese American Internment Museum marks 10 years

The World War II Japanese American Internment Museum in McGehee, which preserves the history of the men, women and children who were illegally interned at camps in nearby Rohwer and Jerome, celebrated the 10-year anniversary of its 2013 opening in May, and one of the Rohwer camp’s most famous internees, actor George Takei, returned to mark the occasion.

21 League elects officers, preps for year at 89th Convention

The Arkansas Municipal League elected a new slate of officers for 2023-2024, adopted its policies and goals statement for the year, voted on a package of resolutions to guide its legislative advocacy and covered a broad array of issues important to cities and towns at the 89th Convention, held June 14-16 at the Little Rock Marriott and Statehouse Convention Center.

30 Delegates list and convention snapshots

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50 State of the League 2022-2023

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

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Colleagues and friends,

We just wrapped up the 89th Annual Convention in the capital city of Little Rock, and wow...where do I even begin?! The speakers were fantastic, I think the sessions were some of the most timely and informative that we've seen recently, and the attendance, which was back to near pre-pandemic levels, was so encouraging. Overall, it was just an amazing time together, and I hope that you experienced the same feeling, whether you attended in person or virtually.

If I had to pick a macro-level theme for the convention this year—for me personally, anyway—it would be the word “family.” The Arkansas Municipal League is a diverse, engaging and incredibly supportive group of people from all over the state: mayors, council members, League staff and many different levels of city team members and others involved in local government. But when you boil it down to the base, we are really a huge family, with many of the same victories, defeats, issues and solutions. And I absolutely love that about us.

Every year since joining my city council in 2010, I've been in Little Rock at our Convention on my birthday (June 15). When the League staff found out that this year was my 40th, boy did they pull out all the stops. And that includes many of you reading this. You serenaded me with “Happy Birthday” during our luncheon (thank you Mayor Doug Kinslow, a dear friend, for that surprise!). You greeted and loved on my family as they joined me for sessions and walked the halls with me. You took your time to come and tell me happy birthday in person over the course of the convention, and that meant so much! It really filled my heart with joy and appreciation, so thank you.

How about those sessions? The introduction to the League's partnership with Forge Institute was incredible. As an IT guy, I am so happy that we are joining forces with them to help educate and equip cities to confront the real cyber challenges we face, now and in the future. Please stay engaged with the League on this critical issue and on this exciting new opportunity we have with the team at Forge.

Thursday's concurrent session on establishing youth councils in our cities and towns especially resonated with me and I hope you'll follow up on that one in particular. Please request a copy or download the League's new booklet on how to do that. It's available to download for free at www.arml.org/free. We must engage and recruit the next generation of mayors, council members, police officers, water and sewer experts, firefighters, clerks... you get the idea. Nobody is getting any younger, right? Cities and towns must compete with the private sector and make the case that working and caring for our municipalities is a fun, rewarding career path that welcomes people from all walks of life and with many different skillsets.

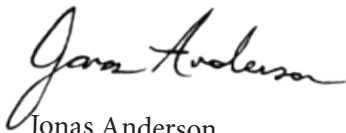


We also had the big announcement of the forthcoming online training portal and revamp of the League's educational outreach and certification program. This will be a gamechanger in helping us all access the kinds of training we need, when we need it. Please stay tuned for more on those exciting developments.

Finally, thank you, friends, for electing me as your president. I cannot describe how humbling it is to have so many people from all over the state place this kind of trust in me. To my knowledge, I am the first from my home of Sharp County to serve the League as an officer. What an honor. I want to be a very active and engaged member of the team, so please reach out to me and stay in touch. Maybe I'll get the chance to travel a bit and visit some of you here and there. In the meantime, please connect with me on social media. You can find links to my LinkedIn, Facebook and Instagram accounts at www.jonasanderson.us. I look forward to hearing from you.

Also, here's a shameless plug for the Cave City Watermelon Festival, July 27-29. We'd love to have you join us! (You can then go to Hope's festival in August. See, there's plenty to go around! 😊)

For greater communities and a greater state,



Jonas Anderson
Mayor, Cave City
President, Arkansas Municipal League



From the Desk of the Executive Director

Piece of my mind, peace of mind

The Local Controller and I recently took a trip involving airplanes,¹ rental cars² and hotel rooms. We enjoyed a nice but somewhat expensive lunch in the Atlanta airport. The fries were good! As is our custom, we had a discussion about my next column. That's not true, of course! We actually don't talk about my column until it's completed. That's when I get to watch LC do her famous eyeroll and grumble. Ahhhhh...life is good. Anyway, we did have an interesting conversation about technology and travel which then morphed into a broader review of our life and the technology we use often and take for granted most of the time. To be clear, that did lead to a talk about my column and I think what follows will amplify our conversation. Now, for some of you younger readers, cell phones have always been a part of your world. My first cell phone was A BAG PHONE! Put that in your Google machine and take a look-see. The ideal description: phone in a bag. It was in a black nylon bag that zipped open for use. The handset, yes *handset*, was cradled in a plastic box full of wires and electronic gizmos. I bought it at Montgomery Ward.³ I suspect many reading this have never heard of that store!⁴ That phone made a big difference in my work world allowing me to talk with city officials while driving from place to place. Well, place to place where there was line of sight to cell towers.

LC and I flew to Asheville, North Carolina, for the NLC MIC Board meeting.⁵ Asheville is home to the world famous Biltmore House. If you've never been there put it on your bucket list! It's hard to imagine the grandeur and sheer massive presence of the Biltmore. Seeing it in person is quite literally jaw dropping! Here's a little background on the house and then some stunning technology information that fit right into the convo LC and I were having. It was built by George Washington Vanderbilt III. Indeed, *that* Vanderbilt family. The one that made a fortune in the railroad industry, shipping business and a host of other highly profitable ventures. George gained his money via inheritance and pursued higher education and the arts. He collected thousands of books, paintings and sculptures, many of which are located at the Biltmore House. When I say house, I'll leave it at this—179,000 square feet (four acres if that's a more meaningful measure), more than 250 rooms and cost over \$5 million when it was built between 1889 and 1895. While \$5 million equates to roughly \$120 million today, there is no way the house could be rebuilt, let alone furnished, for that amount. My personal estimate would be in excess of \$400 million.⁶ What does it look like? Think château. A really big château! Get your Google machine out and take a gander at some photos. It's the largest privately owned home in the world!⁷



¹ The Wright Brothers invented the airplane and totally changed our travel world. <https://bit.ly/3PVojzR>

² The first rental car company started in 1904, maybe. Here's a fun article about the industry: <https://bit.ly/44tbpgH>

³ Founded in 1872: <https://bit.ly/3Q4H0Bj>

⁴ Back in the day we bought school clothes at Montgomery Ward, Sears or JC Penney. Come to think of it we bought tools, paint, lawn mowers, TVs and stereos to name but a few things. We also got catalogs! Every kid in America for decades couldn't wait for the Christmas catalog and then spent hours flipping pages! <https://bit.ly/3rqnXH3> <https://bit.ly/3pQZ8nm> <https://bit.ly/3K2mZYa>.

⁵ These are the times I love writing this column. LC is looking at me and sending this message by ESP to my brain. "Not all of your readers know what NLC-MIC is." Right-o! National League of Cities Mutual Insurance Company! The AML's property program has a layer of coverage with MIC that helps offset costs and provides members with solid property coverage.

⁶ LC: "Your personal assessment?! Since when did you become an engineer, contractor, architect type professional?! Good grief man...get on with it!"

⁷ Here are several great resources about the house: <https://bit.ly/44N0E8Y> <https://bit.ly/43xxpps>

Here's a sample of the technology used before the year 1900 in the construction of and for living in the Biltmore⁸:

- Electricity! Throughout the entire house!
- Indoor plumbing! Throughout the entire house!
- An indoor 70,000-gallon pool with underwater lights!
- Massive refrigerators, not the ice boxes of that time! They were electric and used ammonia to keep an internal temperature of 40 degrees Fahrenheit!
- Central heat! Throughout the house!

Let's take this technology thing to another level. Since the year 1900, after GWV built and occupied the Biltmore House here's a smattering of gizmos and things that have changed our lives⁹:

- The computer! Guess what. That's not true. Charles Babbage invented the first mechanical computer called the Difference Engine that could approximate polynomials in 1822! Oh boy, LC is about to blow her lid! "Polynomials?! OMG!" To be fair a German by the name of Konrad Zuse invented the first programable computer between 1936 and 1938. I won't mention that his machine was the first electromechanical binary computer cuz that might put LC in a coma.
- 1900 to 1945: Airplanes, neon signs, color photography, escalators, Polaroids and the atomic bomb.
- 1946 to 1960: TV remotes, transistors, supersonic aircraft, the teleprompter, WD-40, the radar gun and weather satellites.
- 1961 to 1990: Cordless tools, man on the moon, the MRI, Apple and personal computers, email, digital cameras, stealth aircraft, the space shuttle, mobile phones, the internet and ZIP files.
- 1991 to present: WiFi, the iPad-iPod-iPhone, Android stuff, Google, iBot, cloud computing, blockchain, AI and 5G.

I don't know about you, but I often take technology for granted. I use it every day for virtually every task. Take writing this column¹⁰ for instance. Because of my travel schedule I started working on it in the office with my big screen, mouse and full keyboard. I have a laptop that docks with all that stuff so when it was time to hop on a jet plane I grabbed the laptop and clicked away in the airport and then on the plane. I had WiFi the entire time, which is crazy when you think about it. I mean, I had WiFi at 35,000 feet over Tennessee! It allowed me to research all the fun facts found herein! (LC is pinching the bridge of her nose. No audible comments, but she's sending me this message loudly and clearly: "It's not research, it's just stuff from Google and there's nothing fun about this at all!" Yay me! I digress briefly to note that traveling with LC is like traveling with Lucy¹¹ from *I Love Lucy*! ¹²Let's just say she managed to dismantle and take off a barn door in our hotel room and much pandemonium and laughter occurred thereafter!)

Where was I? Oh yeah, taking technology for granted. Or maybe I should say we often use technology without thought and often to replace thought.¹³ I can think of two instances where a piece of my mind has been replaced with technological action. I don't read a map anymore, I just pop in an address to a GPS and let Siri or whomever tell me where to turn. I also often find myself using my phone's calculator rather than doing the simple math myself. Another piece of my mind has wandered off to the land of convenience. With that said, now that we are post pandemic, I, like most of you have rethought how we, the collective workforce, can work so much more differently than we did pre pandemic. While many of us still come to the office most days—and in many municipal jobs it's every day and always has been—we did discover that technology allowed lots of folks to work at home, at a parent's home, a coffee shop or anywhere else in the world where broadband and WiFi could be found.

⁸ <https://bit.ly/3NOZtyS> <https://bit.ly/3NTHIUC> <https://bit.ly/3pQ6jw8> <https://bit.ly/3K4Wu4f>

⁹ <https://bit.ly/3PU8aKZ> <https://bit.ly/43xHMcW> <https://to.pbs.org/44qaFjp>

¹⁰ LC: "I wish somebody would take this column. It would be shorter for sure." Love is in the air!

¹¹ Lucille Ball is an American icon and one of the funniest entertainers the world has ever known. <https://bit.ly/44nfwei>

¹² The humor from that show still resonates! Fantastic stuff! <https://www.imdb.com/title/tt0043208/>

¹³ LC: "Yeah, yeah, yeah. Move it along BUDDY! Folks have better things to do than listen to you prattle on!" Yay me! I got a "prattle" out of her!

Of course, safety and security protocols have to be followed and continuously monitored given the real-world cyber threats happening every minute of every day, but the work landscape has been forever altered.

How does remote work affect us as human beings? How does constant technology and interconnectivity affect us? Are those things affecting society? Working remotely certainly helps with work/life balance and flexibility. It can, however, cause employees to feel isolated and depressed. Individual productivity often skyrockets while teamwork suffers. Remote work requires technological dependency to succeed. On the other hand, working remotely may promote a healthier lifestyle. Pros and cons for sure.¹⁴ On the technology side, being “connected” all the time can mean serious burnout. Being constantly connected can often be helpful in finding solutions or information useful in whatever endeavor you might be engaged in. Not unlike remote working, that constant state of connectivity and screen time can also lead to depression and being anti-social.¹⁵ One’s mind becomes fragmented and it is easy to see how many people cannot disconnect. The Pavlovian habit of immediately checking a screen because of a ding, a vibration or a flash of light is something familiar to most of us. We have to fight the urge to take ourselves out of the moment we’re in, like me continuing a convo with LC rather than looking at the text or other thing that’s hitting my screen. My good pal J.D. Chaney¹⁶ recently told me he gave up his smart watch because every time it buzzed or beeped he immediately looked at it, thus making the folks he was meeting in person seem like they were unimportant. Good on ya, J.D.! Again, we need to live in the moment, not in the constant bombardment that technology often inflicts on us. Don’t live in the past and don’t wait for the future. Live now.

So here we are, buckled into a new world of immediacy because of technology. We want the information or the directions or whatever it is to hit our phones and our consciousness at light speed. No waiting! And when it doesn’t...BOOM! Anger and high blood pressure occur instantly. That’s a bad way to live and it most assuredly takes away peace of mind. Certainly, having the world’s information in our hands in a device the size of an Altoids¹⁷ tin is pretty darned cool, no doubt about that! Of equal or more importance is removing oneself from the constant flow of communication and information. Find a place and a state of being that brings you peace of mind.

I love working for each of you. The League has been virtually my entire professional career. I would not change a single minute of it. Like you however, I have a family that needs my time and love as well as me needing to recharge my batteries. In other words, I have to get some peace of mind so as not to lose pieces of my mind! For me there’s no better way to do that than to unplug, sit on my deck in Hot Springs and watch the water, or hop on the boat and mindlessly putter around with LC. Of course Zorro and Olive have to join us, but that too brings a calmness to the surroundings. I think it imperative that each of us find that thing or that place that gives us true peace. Something that removes the clutches of technology, phone calls and work. None of us are robots, at least not yet. We need to live in the moment, and when that moment is down time, it shouldn’t be spent reading email or researching how many votes it takes pass the minutes! Clarity I believe comes from calmness. I must have that time looking at or riding on the water. Without it I cannot devote my piece of mind to the mission of being your executive director. Go find your place or activity that charges your inner person and gives you energy and clear thought. You and your constituents deserve that.

Until next month, peace. (And peace of mind.)



Mark R. Hayes
Executive Director
Arkansas Municipal League

¹⁴ <https://imdb.to/44JdPaU>

¹⁵ <https://bit.ly/44KHFMi>

¹⁶ Executive Director and CEO of the Kentucky League of Cities.

¹⁷ Very. Strong. Mints. <https://bit.ly/3rv7PnN>

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Nathan Streett, PLA
Land Development
Department Head

Who we are ...

"I'm very proud to provide civil and landscape consulting services to the communities we call home. I especially enjoy completing projects that have a positive impact on the quality of life of the local residents. From trails, to parks, to cultural arts venues, each completed project is unique and impactful."

Away from work, Nathan enjoys experiencing new places with his wife and three kids, fishing for smallmouth bass in Ozark streams, and chasing wild turkeys during the hunting season.

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.

Trendsetter City Awards 2023 now accepting applications

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

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

- Infrastructure/Water: Recognizes cities and towns that have found innovative ways to preserve existing infrastructure and minimize repair costs or time including underground utilities, streets, public waterways, wastewater and more.
- Education/Workforce Development: Recognizes unique programs that are improving graduation rates, raising education standards in K-12 or developing a more qualified workforce for employers.
- Public Works (combined category): Recognizes environmental and green management, planning and land use, parks and recreation, energy resource management and public safety programs.

- Technology and Security: Recognizes advances in local broadband to improve education and access, using technology to improve city communications or to improve cybersecurity.
- Diversity and Inclusion: Recognizes steps taken to promote diversity and inclusion that empowers citizens and creates opportunities for minority populations.
- Tourism Development/Creative Culture: Recognizes cities and towns that are building unique venues, attractions, museums and more to attract tourism and improve the quality of life of citizens.

The competition is divided into three population categories to allow cities to compete with others of comparable size. The population categories are: cities less than 5,000 population, 5,000-20,000 population and more than 20,000.

Each city can submit one award application in each award category. Entries must describe programs or projects brought to conclusion or showing significant results between July 2019 and July 2023. An official entry application must be submitted for each project. Entry forms must be received in the *Arkansas Business* office by 5 p.m. August 31 or be postmarked on or before that date. Entry forms should be submitted to: Bonnie Jacoby, Arkansas Business Publishing Group, 114 Scott Street, Little Rock, AR 72201; or emailed to bonnie@abpg.com. Winners will be notified in September 2023. For more information and an application, please visit www.arkansasbusiness.com/trendsetter.

Nominations open August 22 for Volunteer Community of the Year Awards

Nominations open August 22 for the 2023 Volunteer Community of the Year Awards, Engage Arkansas has announced. The deadline to nominate cities and towns for the award is October 22. This year marks the 41st anniversary of the annual award that recognizes Arkansas municipalities—rather than individual volunteers or nonprofits—that seek to address the community's greatest needs through the engagement of citizens.

The Arkansas Volunteer Community of the Year Awards is co-sponsored by the Governor's Advisory Commission on National Service and Volunteerism and the Arkansas Municipal League. A panel of judges composed of distinguished citizens from across the state meets to review each nomination and select the award recipients. The winning communities will

be notified in December and celebrated at the League's Winter Conference in January 2024. Winners also receive two street signs, donated by the Arkansas Highway Commission, that designate them as a Volunteer Community of the Year for the specified year.

To learn about the award criteria and to nominate a community, please visit www.engagearkansas.org/engaged-cities.

AHPP announces County Courthouse and Historic Preservation Restoration grants

The Arkansas Historic Preservation Program (AHPP) will award more than \$4.2 million in fiscal year 2023 to 41 recipients through its County Courthouse Restoration and Historic Preservation Restoration grant programs, the agency announced June 16.

The County Courthouse Restoration Grant is an annual grant that is funded primarily by an annual grant to the AHPP by the Arkansas Natural and Cultural Resources Council using Real Estate Transfer Tax funds. The purpose of the County Courthouse Restoration Grant program is to encourage and promote the preservation and continued use of Arkansas' historic courthouses by providing financial assistance for restoration, selected maintenance and accessibility projects. Twenty-two projects will receive nearly \$3.5 million in grant funding. The courthouse recipients and award amounts are:

Arkansas County, DeWitt, \$63,540
Baxter County, Mountain Home, \$50,000
Columbia County, Magnolia, \$15,000
Craighead County, Jonesboro, \$179,000
Desha County, Arkansas City, \$172,114
Desha County, Arkansas City, \$268,790
Drew County, Monticello, \$74,432
Greene County, Paragould, \$92,900
Hot Spring County, Malvern, \$510,893.53
Independence County, Batesville, \$309,450
Jackson County, Newport, \$377,030
Lee County, Marianna, \$194,462
Mississippi County, Osceola, \$109,875
Monroe County, Clarendon, \$156,637
Perry County, Perryville, \$51,576
Pike County Courthouse, Murfreesboro, \$253,000
Poinsett County, Harrisburg, \$135,206
Pope County, Russellville, \$145,380
Prairie County, DeVal's Bluff, \$27,888
Prairie County, Des Arc, \$33,163
Searcy County, Marshall, \$203,000
Woodruff County, Augusta, \$65,359

The Historic Preservation and Restoration Grant program provides financial assistance for restoration of historic properties. The program is financed through proceeds of the Real Estate Transfer Tax. Nineteen projects, seven of which are for city owned properties, will receive more than \$750,000 in grant funding. The city recipients, the proposed projects and award amounts are:

- Crossett, Crossett Municipal Auditorium, west HVAC, \$110,078
- Des Arc, American Legion Hut, restore two wood double-hung windows and four historic wood case-ment windows on south elevation, \$10,000
- Menifee, Menifee Gymnasium, replace roof, recon-struct chimney, restore entry doors, clean and point stone cladding, \$40,000
- North Little Rock, T.R. Pugh Memorial Park, concrete work inside mill, multiple bridge sculptures and stone walkways, remove graffiti, \$40,000
- Pine Bluff, Pine Bluff Civic Center, waterproofing, removal of shrubs, trees and soil from planters, power wash building (Phase 1), \$46,493
- Russellville, Latimore Tourist Home, water, sewer and site grading/drainage improvements, repair roof, wall and siding, \$68,000
- Searcy, American Legion Hall, electrical/mechanical rough-in, HVAC, plumbing fixtures, install drywall and repair plaster, \$80,000

For more information about Courthouse and Historic Preservation Restoration Grants, please contact Nathan Treece, nathan.treece@arkansas.gov, 501-683-2513.

Monthly sales tax receipts available online

The print version of *City & Town* is now a quarterly magazine, but you'll never have to miss a month of your latest local sales tax receipts. The latest sales tax reports for cities, towns and counties from the Arkansas Department of Finance and Administration and each month's turnback estimates are available on the League's website. Go to www.arml.org/pubs and click on the "Local Option Sales and Use Tax in Arkansas" link to access the information you need, when you need it. 📄

Event Calendar

November 16-18, 2023, National League of Cities City Summit in Atlanta, GA

January 10-12, 2024, Arkansas Municipal League Winter Conference, Little Rock, AR



A memorial cemetery amid a small stand of trees is all that remains of the camp at Jerome where thousands of Japanese Americans were illegally interned during World War II. The McGehee museum honoring that history celebrated its 10th anniversary in May.

McGehee celebrates 10-year anniversary of internment museum

By Andrew Morgan, League staff

The World War II Japanese American Internment Museum in McGehee opened in 2013 to help tell the story of the Americans of Japanese descent who were removed from their homes and communities and transported against their will to rural Arkansas as a result of that wartime policy. On May 4, the city hosted a celebration of the museum's 10th anniversary.

In the months following the attack on Pearl Harbor on December 7, 1941, the U.S. government illegally imprisoned more than 120,000 Japanese Americans—men, women and children—in internment camps in some of the most desolate areas of the country, including the Delta farming communities of Rohwer and Jerome, both near McGehee in Desha County.

Actor George Takei, who famously portrayed Lt. Hikaru Sulu on *Star Trek*, was an internee at Rohwer when he was a child. When he was five years old, his family was forced from their home in California and taken to the camp at Rohwer. Takei spoke about that painful but important chapter in our history at the museum's grand opening in 2013, and he returned to McGehee for the 10-year anniversary.



PHOTOS BY ANDREW MORGAN

"May the World War II Japanese American Internment Camp Museum live long and prosper," *Star Trek* actor George Takei said, evoking the famous phrase that Lt. Sulu's fellow officer Commander Spock made famous.

“Desha County held both Jerome and Rohwer, and that story should be important for all people of Desha County,” Takei said. “But not all people in Desha County knew about this history, and it should be a part of Arkansas history. And many people in Arkansas didn’t know about what happened in Desha County over 80 years ago. It is an important chapter, a very important lesson to be learned from that chapter for all Americans.”

The city’s former train depot houses the museum. It is on the same rail line that once transported internees to the camps at Rohwer and Jerome. All that remains of the camp at Rohwer, about a 10-minute drive from downtown McGehee, is a memorial cemetery surrounded by farmland. The site features educational signage and interpretive exhibits. You can learn more about the museum and camp site at DeltaByways.com.

Check out the new *City & Town* podcast series at citytownpod.buzzsprout.com to hear audio from this historic day in McGehee. 🎧



According to McGehee Mayor Jeff Owyong, around 500 gathered downtown for the anniversary celebration, including several former internees and their families.


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League elects new leadership, sets course for year at 89th Convention

City and town leaders from across Arkansas gathered at the Little Rock Marriott and Statehouse Convention Center June 14-16 for the 89th Annual Convention of the Arkansas Municipal League, where they elected a new slate of officers for the coming year, approved the new policies and goals statement and a package of resolutions that will guide the League's advocacy efforts, and participated in a plethora of educational sessions covering an array of topics important to municipalities. In addition to the convention's general sessions, Thursday afternoon featured 21 concurrent sessions covering animal control, social media best practices, implementing youth councils, municipal planning, assisting the unsheltered population and many more pressing local issues.

During the annual business meeting on Friday, June 16, the League membership elected a new slate of officers for 2023-2024. The officers are: Cave City Mayor Jonas Anderson, president; Magnolia Mayor Parnell Vann, first vice president; Brookland Mayor Kenneth Jones, District 1 vice president; Clinton Mayor Richard McCormac, District 2 vice president; Eureka Springs Mayor Robert "Butch" Berry, District 3 vice president; and Crossett Council Member C.T. Foster, District 4 vice president.

In his acceptance speech, Anderson outlined his priorities for the year, with recruiting the next generation of local government leaders and public servants at the top of his list. "As you know, bringing in younger people, that's the only way we can keep this going," he said.

Anderson also addressed the wave of extreme partisanship we face, even at the local government level. Our time here and our resources are both too limited to waste time over petty disagreements, he said. "Unfortunately, it's sweeping the nation right now and it seems to be sweeping the state of Arkansas, and I hope that we can get serious about that and turn that around before it's too late, because once you go down that path it's very hard to turn it around."

Anderson asked the membership to help him with that task. "We've got to promote and model civility and level-headed decision-making. We've got to respect and encourage each other, maybe even when we wholeheartedly disagree."

Attendance at the 89th Convention was strong, approaching pre-pandemic levels. Total attendance, both in person and virtual, was 1,388. The exhibit hall was bustling as well, with 104 companies and organizations exhibiting in person and several others participating in the virtual exhibit hall on the event app.



Magnolia Mayor and League First Vice President Parnell Vann, above, presented the package of resolutions approved by the Resolutions Committee to the full membership during the annual business meeting on the morning of Friday, June 16. Convention delegates passed five resolutions, which include supporting the amendment of state laws regarding the publication of public notices, lowering the administrative fee charged by the state to collect local sales tax and to provide more options for cities to deal with nuisance and dilapidated properties. The package of resolutions will appear in the League's updated *Policies & Goals 2022-2023* publication, which, in addition to being available online, will be included as a supplement to the fall issue of *City & Town*.

During the June 16 annual business meeting, League Executive Director Mark R. Hayes, right, presented his annual report to the membership on the state of the organization and its programs. The League's benefit programs are strong, he told the membership. "By pooling your funds and resources together, you've managed to build a very good set of programs that, quite frankly, are the envy of most of the state leagues in the country." Hayes provided an overview of the participation in each of the League's optional benefit programs, training and certification program participation, as well as other key stats from the past year. Those numbers and other important information are available in the "State of the League 2022-2023" report, which is included in this issue on page 50.





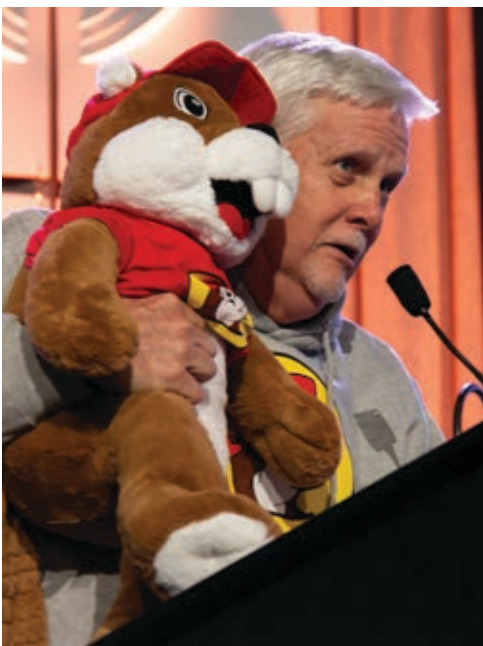
The League was honored to host Tacoma, Washington, mayor and this year's National League of Cities President Victoria Woodards, above, who spoke during the 89th Convention's opening general session on Thursday, June 15. She praised Arkansas' municipal officials for their resilience over the past several years of unprecedented challenges and those dealing with the aftermath of the devastating March 31 tornado. "It's easy just to lay down when something bad happens," she said. "It takes true strength and courage get back up and to keep working." On the national level, she touted NLC's efforts to get money directly to local governments throughout the pandemic and in the infrastructure funding legislation passed by Congress. That has been essential because "those closest to the problem know best how to solve it," Woodard said. "We advocated for that and, my friends, we succeeded."



The Interim City, County and Local Affairs Committee has traditionally met during the League's Annual Conventions, which gives the legislators a chance to mingle with city and town leaders while discussing issues that affect their constituents. During the 89th Convention we took it a step further, inviting the committee to hold the meeting during Wednesday's first general session. Municipal Health Benefit Program General Manager and Benefits Counsel Katie Bodenhamer, speaking left, and the League's Executive Director Mark R. Hayes and General Counsel John L. Wilkerson appeared before the committee to share details of the League's intent to expand mental health care access through MHBP, particularly to first responders and other public safety employees who, studies have shown, experience depression, PTSD and other mental health challenges at higher rates than other professions.



As part of the Interim City, County and Local Affairs Committee’s agenda, the League’s legislative advocacy team presented a brief review of the 94th General Assembly and discussed the relationship the League has worked to build with the legislators who serve our cities and towns. League Legislative Liaison Jack Critcher, speaking above, encouraged municipal leaders to continue to work closely with their legislators and to create good policy on local issues. “When cities do well the state does well, and when the state does well, the cities do well,” Critcher said. “It’s like the motto of the League says: Great Cities Make a Great State.”



In addition to being great municipal officials, it turns out some of the League’s members are talented thespians who are willing to ham it up on stage for the sake of education! During the opening general session, the cast performed a mock city council meeting, covering the basics of parliamentary procedure, handling public comments and participation in the democratic process, going into executive session and more. At issue during this council’s meeting: whether or not to allow the building of a Buc-ee’s in “Arkville.” Among the citizenry, the plan had its passionate supporters (Greenwood Mayor Doug Kinslow, left, whose character would live in the beaver-themed convenience store if given the opportunity) and at least one chicken-loving detractor (played by Stephens Mayor Harry Brown, right, who claimed the new roadside behemoth would put his shop out of business).



Despite progress over the past few years, “we are still the number two opioid prescribing state in the nation, as I stand before you today,” said Kirk Lane, above, director of the new Arkansas Opioid Recovery Partnership (ARORP), which is charged with using the state’s historic opioid settlement money to abate the ongoing opioid crisis in our communities. In its first year, ARORP is already making a difference in Arkansas cities and towns. As of June, ARORP had received 110 applications totaling more than \$65 million in requested funding for prevention, treatment and other strategies. More than \$250 million is expected to be distributed over the next 10-15 years as settlement payouts arrive. To keep up with the organization’s work and see the types of projects approved for funding, visit www.arorp.org. Arkansas is on the cutting edge in our approach to using the settlement money, Lane said. “Does it mean a chicken in every pot? Absolutely not. We’re looking at spending the money wisely to abate the opioid issue in your communities, so remember that going forward.”



League General Counsel John L. Wilkerson, left, provided an overview of the Americans with Disabilities Act (ADA) Title II, which prohibits public entities from discriminating against individuals with disabilities. He and West Memphis Director of Tourism Jim Jackson discussed the accessibility issues the city faced when renovating the civic center. “At its heart, it’s civil rights legislation,” Wilkerson said. He asked municipal leaders to keep in mind that, at the League “we are not experts in this field; we’re experts in the intro of this field. We know enough to know when you may have an issue.” He encouraged officials to study the League publication, *Americans with Disabilities Act Title II Compliance Guide*, which is available as a free download at www.arml.org/free.

The League has made a concerted effort in recent years to increase its cybersecurity efforts and help its members do the same in their communities. One of the latest steps has been entering a partnership with the Little Rock-based Forge Institute and the Arkansas Cyber Defense Center to assess and mitigate cyber threats. The goal is twofold, according to founder and CEO Lee Watson, right. "One is we want to manage risk, and we want to create economic development opportunities for the state. Those are the two sides of the equation for us." For municipalities, taking basic security steps helps a lot, such as learning to recognize and stop phishing scams and other attempts at accessing important data, said Jeff Melton, the League's general manager of IT services. "Bad guys don't hack into your network," Melton said, "they log into your network." Arkansas municipalities may request a free cyber risk assessment at www.forge.institute/acdc.



The League is in the process of revamping its educational outreach and expanding its curricula, both for in-person classes and online learning options. To that end, the League is launching a new learning management system, or LMS, which will allow members to access a wide variety of training opportunities online. The working title is the Arkansas Civic Education Hub, and we will be sharing more information about it very soon. To provide members with a preview of what to expect, League Communications and Creative Manager Mel Jones and Digital Content Specialist Ben Cline, left, walked Executive Director Mark R. Hayes and the audience through an example of how the system works.

League honors individuals, cities for outstanding service

During the 89th Convention, the Arkansas Municipal League recognized individual officials and municipalities for their outstanding service to their communities and to the League over the past year. The awards were presented during opening night banquet on June 14 and the New Officers' and Awards Luncheon on June 16.

The John Woodruff "City Above Self" Award is traditionally presented to an individual who has dedicated themselves to improving Arkansas' cities and towns. This year the League presented the award to five city officials, the mayors of the cities that bore the brunt of the devastating March 31 tornado. The recipients are Jacksonville Mayor Jeff Elmore, Little Rock Mayor Frank Scott Jr., North Little Rock Mayor Terry Hartwick, Sherwood Mayor Mary Jo Heye-Townsell and Wynne Mayor Jennifer Hobbs.

Eight municipal officials received the Adrian L. White Municipal Leadership Award. The award is presented to officials who have served on the League's boards, councils or committees for six years. The award is named in honor of White, who was the mayor of Pocahontas from 1967-1974 and a former League president and vice president. This year's recipients are Benton Comptroller Mandy Spicer, Fort Smith City Administrator Carl Geffken, Gassville Council Member Anita Seaman, Haskell Recorder/Treasurer Jennifer Hill, Hope City Manager J.R. Wilson, McCaskill Mayor Marion Hoosier, Mountain View Mayor Roger Gardner and Prescott Council Member Howard Austin.

Three city officials who have served the League for 12 years received the Marvin L. Vinson Commitment to Excellence Award, named for the longtime Clarksville mayor who served from 1983 until 2001 and was League president in 1992-1993. The recipients are Fort Smith City Director Kevin Settle, Jonesboro Council Member John Street and North Little Rock Council Member Charlie Hight.

Four city officials received the Jack R. Rhodes, Sr., Distinguished Service Award for 25 years of dedicated service to the League. Rhodes served as mayor of Lake Village from 1957 until his retirement in 1990 and was one of the longest-serving mayors in Arkansas history. This year's recipients are Austin Council Member Laurel Carnes, Austin Mayor Bernadette Chamberlain, Crosssett Council Member C.T. Foster and Ozark Mayor Roxie Hall.

Twenty-seven cities and towns received the Four Star Municipality Award for demonstration of excellence in loss control, employee safety, wellness, vehicle safety and



Wynne Mayor Jennifer Hobbs was one of five mayors whose cities were hit by the destructive March 31 tornado to receive this year's John Woodruff "City Above Self" Award.

prevention of liability. They are: Amity, Bearden, Calico Rock, Cammack Village, Carlisle, Central City, Coal Hill, Cove, Dell, Dierks, Garfield, Havana, Huntington, Knoxville, Lakeview, Lamar, Mammoth Spring, Mansfield, Maynard, Norfolk, Patterson, Quitman, Smackover, Swifton, Tyronza, Wilmar and Wilmot.

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

For the past several years, the League has partnered with the Arkansas Times Publishing Group on the annual publication *Block, Street & Building*, which celebrates the best of new urbanism in Arkansas. This year the partnership debuted a new competition, Reimagine the Town You Love, and invited city planners and designers to submit ideas to transform their hometowns. The 10 winning designs from Conway, Little Rock, North Little Rock and Osceola were recognized during the 89th Convention. Read about the winning designs and other innovative projects from across the state in the 2023 issue of *Block, Street & Building*, available online at www.bsbnewurbanism.com. 📄

2023-2024 Officers



Mayor Jonas Anderson, Cave City President



Mayor Parnell Vann, Magnolia First Vice President



Mayor Kenneth Jones, Brookland Vice President, District 1



Mayor Roger McCormac, Clinton Vice President, District 2



Mayor Robert "Butch" Berry, Eureka Springs Vice President, District 3



Council Member C.T. Foster, Crossett Vice President, District 4

ACCRTA elects new officers for 2023-2024

The ACCRTA held its annual business meeting and elected a new slate of officers during the League's 89th Convention. The new ACCRTA officers for 2023-2024 are: Maumelle Clerk/Treasurer Tina Timmons, president; El Dorado City Clerk Heather McVay, vice president; Cherry Valley Recorder/Treasurer Stacey Bennett, secretary; North Little Rock Clerk/Treasurer Diane Whitbey, appointed treasurer; and Paragould City Clerk Andrea Williams, immediate past president. 🏛️



From left, North Little Rock Clerk/Treasurer Diane Whitbey, appointed treasurer; El Dorado City Clerk Heather McVay, vice present; Maumelle Clerk/Treasurer Tina Timmons, president; and Cherry Valley Recorder/Treasurer Stacey Bennett, secretary.

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 Administrative Assistant Cheryl Kindervater
 Attorney Caleb Conrad
 Payroll Administrator Kimberly Cole

Alma

Mayor Jim Fincher
 Clerk/Treasurer Khris Miller
 Council Member Gary Perry
 Human Resources Director Ronda Teague

Alzheimer

Mayor Zola Hudson
 Recorder/Treasurer Doris Hudson-Gaddy
 Council Member Joycette Strong
 Council Member Paul Manning
 Council Member Jesse Culclager
 Council Member Sheron Burton

Altus

Mayor Veronica Post

Anthonyville

Mayor Leroy Wright

Arkadelphia

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 Accounts Payable/Payroll Clerk Chama Williams
 City Clerk/HR Samantha Roybal
 City Treasurer Shacresha Wilson

Arkansas City

Mayor Carolyne Blissett

Ash Flat

Recorder/Treasurer Charlotte Goodwin

Ashdown

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 Deputy City Clerk Michelle Harp

Augusta

Mayor Jeff Collins
 City Clerk Essie Nichols

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Bald Knob

Mayor Gary Looney

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 Council Member Julie Hinkle
 Council Member Brittany Bennett
 Council Member Fred Krug
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 Deputy City Clerk Donna Smith
 Sanitation Superintendent Jason Jones

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 Council Member Curtis Hogan
 Council Member David Milam

Beebe

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 Council Member Matthew Dugger
 Council Member Tracy Lightfoot
 Council Member Jean Stark
 Council Member Nathan Lindsey
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 Assistant Clerk/Treasurer Ginger Williams
 Assistant Clerk/Treasurer Stephine Swiney
 Court Clerk Jennifer Latture
 Police Captain Barron Dickson

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 Council Member Larry Wilms
 Council Member Wendy Hughes
 Council Member Craig Honchell

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 Council Member Jeff Hamm
 Council Member Shane Knight
 Community Dev. Director John Parton
 Finance Director Mandy Spicer



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 Council Member Cindy Acree
 Associate Staff Attorney Bonnie Bridges
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 Council Member Pamela McGee
 Council Member Candi Bishop
 City Engineer Michael Bishop
 Code Enforcement Officer Danny Stallings
 Office Manager Shelby Pfeifer



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 Finance Coordinator II Nichole Manley

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 Recorder/Treasurer Tina Bailey
 Council Member Michael Castanga

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 Council Member Corey Spangler
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 Street Superintendent Jake Barrett



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City Clerk Penny Trumpy

Cherry Valley

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Clerk/Treasurer Angie Baker

Clarksville

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 Council Member Jeffery Pistole
 City Attorney Chad Brown
 Deputy Recorder/Treasurer Elishia Duncan

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 Assistant to Mayor Felicia Rogers
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 Deputy City Attorney Evan Pence
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Cotton Plant

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Crossett

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Council Member James Knight
Council Member Dan Pevy
Council Member Chris Gill
Council Member Shelia Phillips
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Mayor's Assistant Intern Trinity Foster

Cushman

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Decatur

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Council Member Amber Madison
Council Member Roy Dalton
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Finance Director Michael Akins

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Council Member Bella Comas
Council Member Ruth Krotz
Council Member Patti Leitner
City Attorney A.J. Kelly

Farmington

Mayor Ernie Penn
Clerk/Treasurer Kelly Penn
City Attorney Jay Moore

Fayetteville

Clerk/Treasurer Kara Paxton
Assistant City Attorney Blake Pennington
Chief of Staff Susan Norton

Flippin

Mayor Heith Hogan
Council Member Margaret Ott
Council Member Lacie Bettencourt
Deputy City Clerk Suzie Inskeep
Human Resources Director Susan Collie
Water Clerk Kim Wise
Water Operator Anita Hannah

Fordyce

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Clerk/Treasurer Kyle Nichols
Business Manager-Water Dept. Jan Stacy
Chief of Staff Larry Stacy

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Council Member Marvin Metcalf
Council Member Justin Reeves

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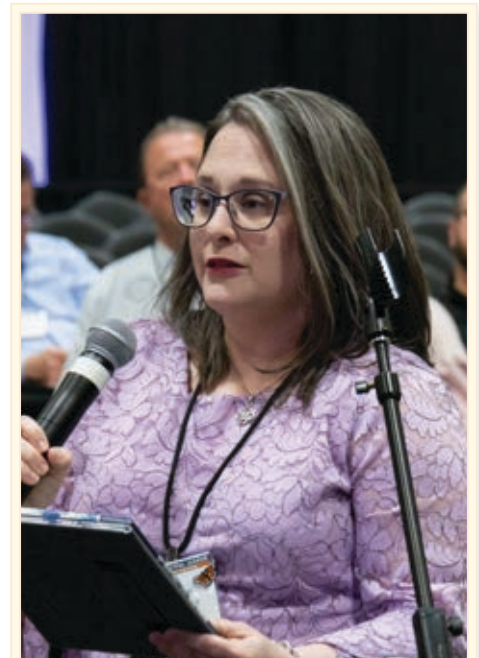
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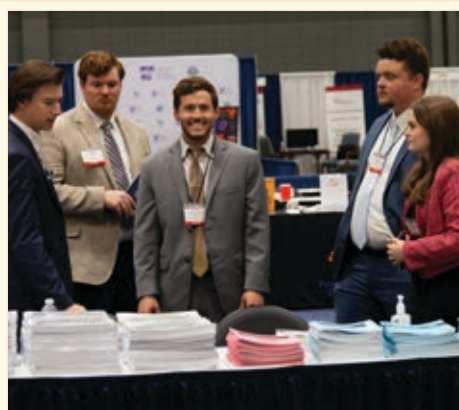
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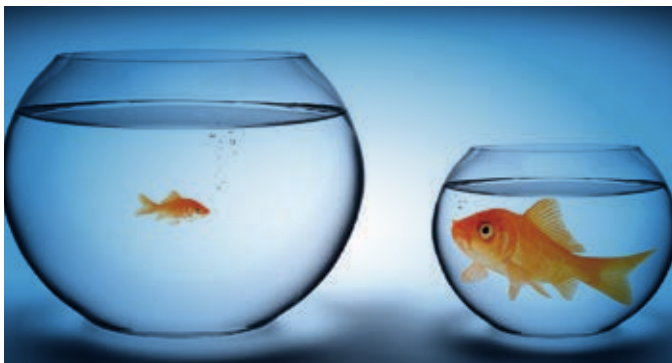
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State of the League 2022-2023

Arkansas Municipal League Annual Report

Message from Our Director



Wow! Another trip around the sun and here we are gathering again for our annual convention. I feel like I blinked and 365 days passed in a nanosecond. Nevertheless, here we are gathering to share knowledge and ideas, to ask questions and renew friendships. That's one of the best parts of municipal government—good, long-lasting relationships. For those of you who are new to League gatherings I think you'll quickly discover you are among friends. I don't say that lightly. Over the years I've watched many seasoned city officials reach out to first-time attendees to make them feel welcomed. Moreover, I've seen those initial greetings grow throughout the meeting and by the time everyone is packing up to head home new friendships have been forged. From there, things just get better and better!

In August I will be celebrating my fifth year as your Executive Director. I must tell you, it seems like the blink of an eye from 2018 to 2023. Even seeing those years in black and white I still cannot grasp that so much time has elapsed. Five years...60 months...1,825 days...43,800 hours, yet it still feels like the journey began only yesterday. What's the old saying? Choose a job you love and you'll never have to work a day in your life. It's true! I suppose that's why time has flown by. Of course, we've also seen quite a few changes in our world since 2018. Face masks and social distancing for instance! I made a list (by the way, I LOVE lists) off the top of my head of major events starting in 2018 until present day. I'm sure I missed many but this will drive my point home I think.

- In 2018 we lost Don Zimmerman after 50 years of leadership.
- A pandemic started late in 2019 and little did we know the impact we'd see. None of us would be spared knowing friends or family that perished or continue to suffer. By March 2020, offices, businesses and schools pivoted to online environments, and quarantines, travel restrictions, social distancing and masking up became the norm.
- Vaccines were developed by late 2020, only to become political fodder and the subject of many, many conspiracies.
- The country sees its most controversial presidential election in history and discord and conflict grow exponentially, culminating in the January 6, 2021, attack on the U.S. Capitol.
- School and mass shootings occur at alarming rates.
- The number of natural disasters spawned by Mother Nature increases. Thirteen hurricanes made landfall in the U.S. in those five years. Wildfires pop up all over the country. Arkansas averages 39 tornadoes a year. A single insurance carrier paid Arkansans \$231 million in hail claims in 2022 alone!

The list isn't nearly complete and it's still a bit overwhelming to me. Why do I share it with you? Because against that background municipal government never wavered from its mission. Arkansas' cities and towns confronted those hardships directly and successfully. I'm reminded of a Clint Eastwood film, "Heartbreak Ridge." Towards the end of the movie, he's confronted with an ugly situation where he's ordered to stay put but does the opposite and leads his platoon to "take the hill" during a raging battle. When asked why he did so he responds: "We're marines, sir. We're paid to adapt, to improvise." Substitute marines with city officials and employees and you get a synopsis of what you did during the past five years. You're city officials and employees. You're paid to adapt, to improvise. I gotta tell you there are literally thousands of examples in this regard. You put up plexiglass in city hall, provided masks and rearranged furniture to ensure the public and those folks working in city hall could remain healthy. You held city council meetings outdoors. Your public safety officials put themselves in harms way day in and day out. Like I said, I'm barely scratching the surface so I'll summarize it as follows: you made Arkansas' cities and towns greater than ever and by doing so, you made Arkansas better than it's ever been.

I'm thrilled to report that the League has followed your lead. Your League staff pushes the envelope every day to ensure you and your municipality get the best service and product that allows you to operate more effectively and more efficiently. The League is embracing technology in new and imaginative ways. We've updated computer systems in our optional programs to allow you easier access to information and solutions while giving the programs valuable data to keep products and services as reasonably priced as possible. We'll be delivering services and products through new methods, both person-to-person and virtually. Watch for our podcasts, videos and new websites, they promise to make your world better! Last but not least, your League employees remain devoted to making the cities and towns in Arkansas the very best in the country. We're succeeding because you're succeeding!

Remember, we are you and you are us. Continue your kindness and your hard work.

Peace,

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

Mark R. Hayes, Executive Director, Arkansas Municipal League

Your Arkansas Municipal League

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

League membership includes:

- 124 Cities of the First Class
- 201 Cities of the Second Class
- 174 Incorporated Towns

AML Benefit Programs

Municipal League Workers' Compensation Program

(485 Members, plus 125 Municipal Entities)

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

Municipal Legal Defense Program

(479 Members, Including 5 Limited-Service Members-Housing Authorities)*

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

Municipal Vehicle Program

(480 Members, Including 43 Limited-Service Members)*

- 27,000 plus Units Covered and Insured to a Value of \$1.1 Billion.

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

Municipal Property Program

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

- 11,000 plus Properties Covered and Insured to a Value of \$4.5 Billion.

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

Municipal Health Benefit Program

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

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

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

(7 Members)

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

Additional Optional Programs Include:

Accidental Death & Dismemberment

(239 Members)

Firefighters Supplemental Income Protection & Death Benefit Program

(202 Members)

Ordinance Codification

(95 Members)

Non-CDL Drug Testing

(138 Members)

State Aid Street Program

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

Total Project Funding to Date: \$226.5 Million

Miles of City and Town Streets Improved to Date: 1,327

Projects Approved to Date: 909

New Projects Approved for Funding: 86

Legal Services

- **Active Cases:** 212
- **Legal Inquiries:** Approximately 4,000

Professional Development

- 88th Annual Convention: 839 in-person and 135 virtual for a total of 974 attendees
- 2023 Winter Conference: 803 in-person and 190 virtual for a total of 993 attendees
- AML Voluntary Certification Program for Municipal Officials and Personnel: 1,942 participants; 10 events
- Loss Control, Safety & Other Training: 4,561 participants; 145 events
- Virtual Continuing Legal Education: 258 participants; 6 events
- Active AML Community ListServ Groups: 8
- AML Community ListServ Subscribers: 1,947
- AML Community Threads Created: 9,608
- League-Sourced ListServ Messages: 924
- League-Sourced Attachments Sent via ListServ: 459
- Information Requests Via www.arml.org: 242

Publications

City & Town, the official monthly magazine (now quarterly) of the Arkansas Municipal League, is free to members. Total readership: more than 7,300 per issue in print and online.

Other Educational Publications

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

AML Online

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

Site Visits (May 2022-May 2023): **245,404**

Unique Page Views (same period): **594,865**

Top Page Visits

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| | 11. Services/Classifieds |
| | 12. Publications for Free |

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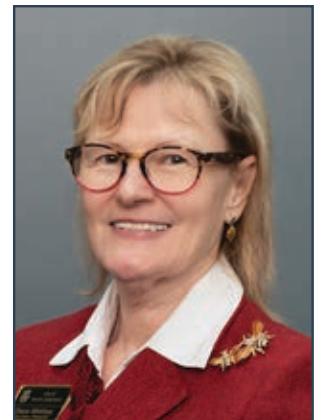
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Prepping the next generation of local leaders

By Mark Stodola

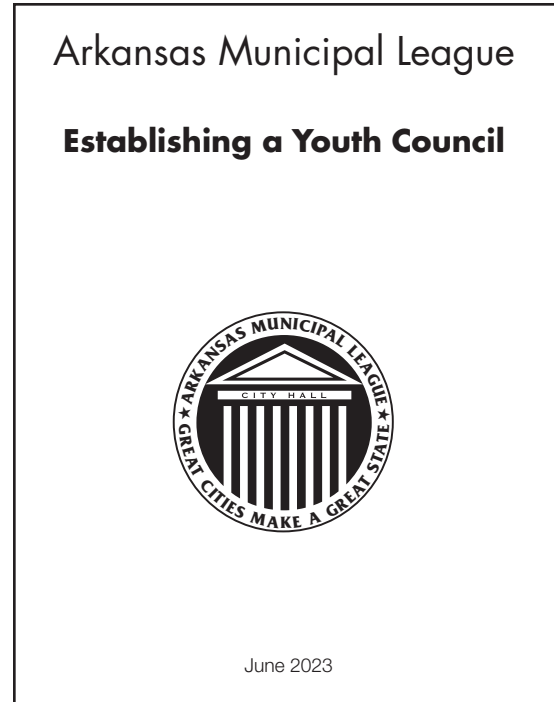
According to the U.S. Census Bureau, nearly 25 percent of the U.S. population is under the age of 18. As local officials, relating to this vast portion of the population in our communities is imperative. It's vital that local governments help prepare them to be the next generation of municipal leaders, and establishing a youth council is a great place to start.

How often do you as an elected official make policy decisions that affect the youth in your community without ever consulting them? Engaging with our youth is essential if we are to do our job of representing all of our citizens. Civic engagement will be critical as the next generations come of age to replace us and tackle the problems of contemporary America, such as food insecurity, the housing crisis, the opioid crisis, crime and violence, equitable access to justice, clean water and navigating the next pandemic, issues that often disproportionately affect young people.

Young people are too often excluded from the decision-making process in our cities and towns. Mayors and city councils across the country have come to realize the importance of creating a city youth council as an excellent communication tool to not only find out how to respond to their needs, but also to expose them to the operations of municipal government and prepare them to become future leaders in their communities.

Youth councils are formal, city-created bodies of young people made up of high school students, usually between the ages of 16-18, who meet on a regular basis and advise local elected officials. Youth councils are an excellent way for young people to be involved in the policymaking decisions of their local government. They provide young people with an opportunity to have direct access to you as a policymaker and play an important role in shaping municipal policy.

The League's new booklet, *Establishing a Youth Council*, is available as a free download at www.arml.org/free. It has everything you need to start an effective youth council program in your city. The booklet covers how to establish a youth council, who should oversee and supervise the council, how to publicize its creation, and how to solicit participation from local schools. It also provides an outline of potential topics to cover for the first few meetings of the youth council.



The booklet's appendices provide valuable resources, such as a sample city council resolution to establish a youth council, a sample youth council application form, a sample oath of office, sample bylaws and more. The booklet also includes a list of ideas for meeting agendas, community service projects, and ways the youth council can engage with local government officials, city departments, local businesses and nonprofits.

The League recognizes that engaging our youth is essential to the future success of our communities. Creating a youth council is a wonderful way to make a positive difference in your city. I am available to assist you in creating a youth council and am happy to meet with you and visit with your city council. Please feel free to call me at 501-454-7070. 📞



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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Tools for Planning. Part 3: Expertise

By Jim von Tungeln

At some time during the planning process, the city will need skills that may not be readily available from the planning commission or staff. Even if staff capabilities are present, the workload of such staff members, severely taxed in most municipalities, may not allow the attention required.

In this issue we look at what expertise may be required in preparing plans and supporting regulations. In light of such needs, questions arise: Where do we find such expertise? What will it cost? Is the future of our city worth the cost? Each city or town must answer these questions.

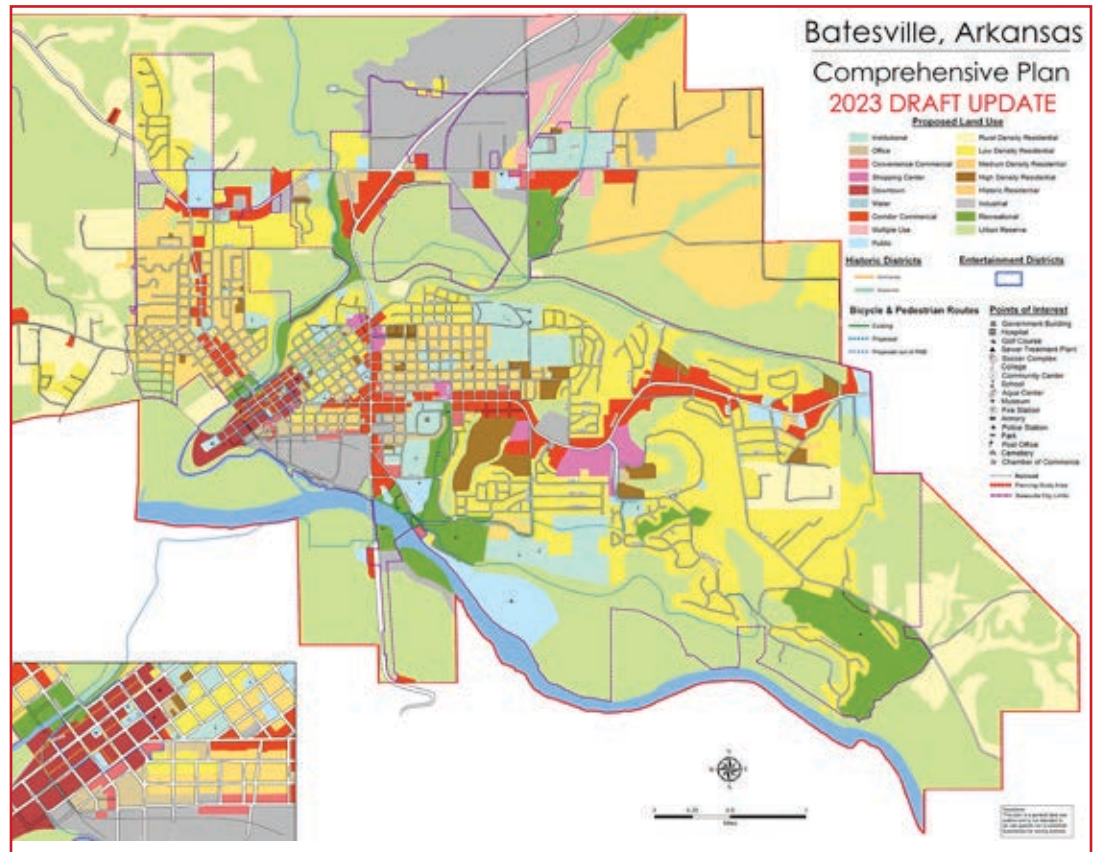
The first demand for expertise concerns organizational skills. Given the number of policies, people and problems encountered, planning can be a messy process. Someone must keep records, which must be legible and organized for at least two reasons.

First, a member of the planning team may appear as a witness in a case involving planning. There is no worse answer to a plaintiff's attorney asking why something is, or is not, in a plan or regulation than a befuddled "I have no idea."

Second, as our attorney friends tell us, "If it is not documented, it didn't happen."

After an idea finds its way into the plans or supporting regulations, someone must possess the ability to express it accurately and with an acceptable degree of readability. The planning team must first decide upon its target audience. How wide and deep is the intended audience? It is important to note that half of U.S. adults can't read a book written at the eighth-grade level, according to the Organization for Economic Cooperation and Development.

Also be aware that our state lags in this metric.



The Batesville Planning Commission is utilizing ArcGIS software to update its comprehensive plan. Geographic information system mapping provides a great variety of important data in a visual form, which helps the commission make sound decisions about the future of the city.

Combined with our state's ranking in education and with the involvement of a profession known for its lack of ability to write clear prose, all this can spell trouble if we seek wide acceptance of plans. Retaining a professional journalist, student or retired educator might help.

Next comes graphics, a historically prominent aspect of planning documents. For much of that history, it also represented one of the costliest aspects of the planning process. Maps required skilled technicians, and photographs required expensive reproduction techniques. That changed with the advent of computers. Photographs appear as digital images in PDFs that can be reproduced in plans. Now maps can be produced with keystrokes instead of pens.

Furthermore, through geographic information system (GIS) programming, databases can be attached to graphics and opened with a keystroke. Maps now tell stories. Several companies sell graphic and geographic information systems. Two companies, ESRI and

Autodesk, account for most sales and neither are accessible without major expenditures in money and staff time. Read-only software may be cheap and relatively user-friendly. For data input and manipulation, smaller communities should anticipate retaining professional services.

Speaking of professional services, others are essential. If plans include elements of, say, infrastructure design or drainage, the input of a professional engineer (PE) is essential. Most cities have a PE on staff or retainer so this should not pose a problem in procurement. Planning alone may not require detailed design, but early input can prevent many problems later.

If planning leads to the need for legal property descriptions, perhaps in zoning cases or instances where planning leads to annexation proposals, seek the services of a professional surveyor (PS). A PE may or may not hold this designation.

This brings us to the matter of employing expertise in the field of urban planning. Planners serve like catchers on a baseball team in that they can view the entire playing field. An experienced one can see aspects of the planning function from existing conditions through local input through political considerations to projections of legal problems. At the very least, a qualified planner should be able to guide the planning process through pitfalls that can bring momentum to a halt.

In selecting expertise, the municipality should first determine whether it seeks skills in urban planning or urban design. Although the two may intertwine, they sometimes rely on different approaches to issues. Urban planners learn, as mentioned, to view the process of development as a unified whole. Problems and issues require approaches involving a range of considerations. These may include physical analysis, sociology, engineering, and legal and political concerns. Urban designers, as the name implies, rely on specific physical applications to issues.

After specific education and experience requirements are fulfilled, urban planners achieve designation from the American Institute of Certified Planners (AICP). This provides a guide for selecting expertise in the field of planning.

Where can a city find expertise to guide it through the planning process? At this time, to the author's knowledge, there is no firm in our state specializing only in urban planning assistance. At one time, many years ago, there were as many as six operating in Little Rock alone. The state's planning and development districts, by name, once provided direct assistance as did metropolitan planning organizations. Cities and towns may check in their specific location to determine what assistance those agencies still provide.

Large design firms in the state offer planning services along with engineering and architectural expertise. Some employ professionals with the AICP designation.

Beyond this, individual cities can and do rely on out-of-state firms to conduct planning efforts.

Training for staff, planning commissioners and elected officials occurs at specific times. The Arkansas Chapter of the American Planning Association, in conjunction with the Arkansas Public Administration Consortium (APAC), furnishes such assistance. Information is available at ualr.edu/publicaffairs/apac.

In addition, the Arkansas Municipal League offers as a service to its member cities and towns an accredited urban planner for technical consultation with member cities and towns. The first visit each year by the planner to a city for advice, information and consultation is complimentary. Contact information, including the phone number, appears at the end of this column.

Now for an inconvenient truth. As apparent from the message above, planning, if done right, will cost your municipality money. The tools discussed in previous columns and this one, especially expertise, do not come free, except in the rare instances mentioned. That's the bad news.

The good news is that computer and internet technology has reduced that cost substantially. To estimate what planning might cost a small to medium community, one might place that cost at a bit more than what the city or town spends each year for holiday decorations and scads less than one lawsuit that can occur when planning is not done right. Ask your city attorney for an estimate.

Another fact worth considering is that planning itself can be done for modest external cost. It is the supporting phase of planning that costs, i.e., preparation and enforcement of regulations. There are planning commissions in our state that actively engage in planning. That costs their city very little. There are commissions in our state that simply wait for rezoning applications based on supporting material adopted decades ago and never maintained. That approach is cheap until a disappointed applicant hires an attorney.

Each municipality must decide what direction it will take. 🏛️



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

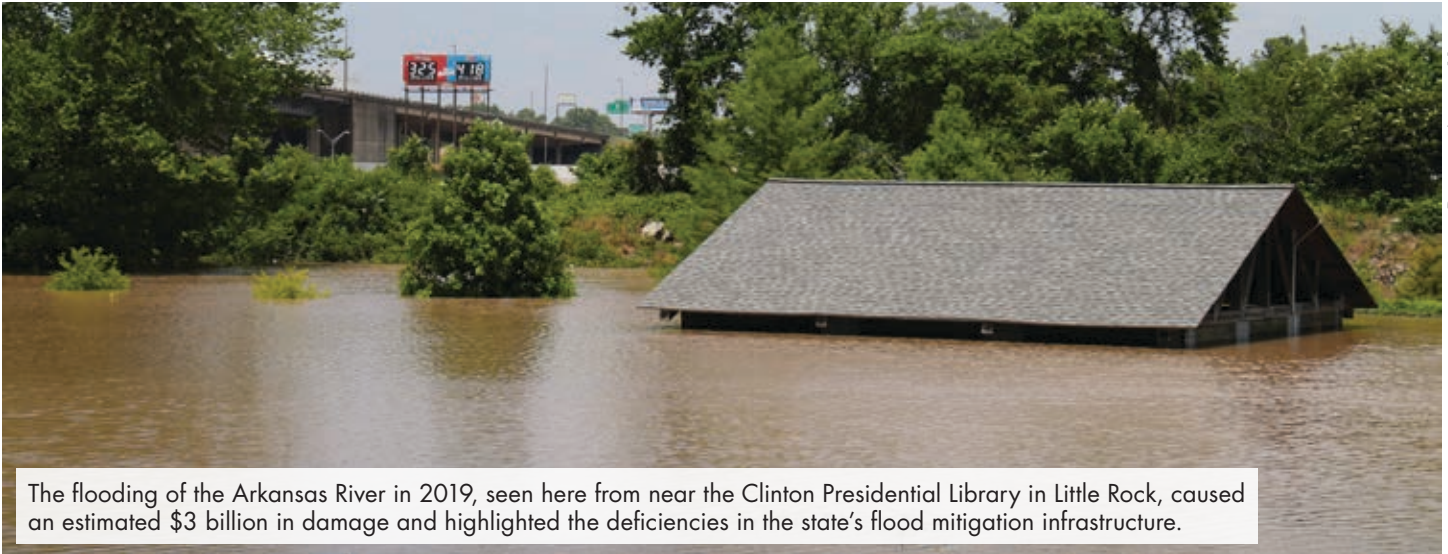


PHOTO BY ANDREW MORGAN

The flooding of the Arkansas River in 2019, seen here from near the Clinton Presidential Library in Little Rock, caused an estimated \$3 billion in damage and highlighted the deficiencies in the state's flood mitigation infrastructure.

Flood mitigation supports community growth and development

By Greta Hacker

Flooding is one of the most common weather-related disasters. Flood damage to property, infrastructure and agricultural yields can cause significant economic and social consequences to communities. According to Risk Factor, a nonprofit environmental risk estimator tool, 13 percent of properties in Arkansas have a 26 percent chance of being affected by flooding in the next 30 years.

Many Arkansas communities have historically lacked the resources and information to properly manage flooding. The National Centers for Environmental Information reported that the Arkansas River flood of 2019 caused an estimated \$3 billion in infrastructure and property damage. Our aging flood mitigation infrastructure may have contributed to the problem; in 2017, the Army Corps of Engineers labeled over half of the state's levees "in unacceptable condition."

Local leaders working to manage flooding can find help from state programs and services. The Arkansas Department of Agriculture's Natural Resources Division provides education, funding and consultation for city leaders on flood mitigation. Whit Montague, a certified floodplain manager with the Natural Resources Division, noted that making sure property owners purchase flood insurance is a key part of recovery and resilience. "The average flood insurance claim in Arkansas during 2006-2016 was approximately \$22,000," she said. "However, only about half of the homes damaged by floods are insured for flood damage, meaning that many homeowners are forced to pay out of pocket during recovery."

Montague emphasized that lacking education about flood insurance is part of the problem. Lenders require property owners in official flood zones to purchase flood insurance before taking out a mortgage. In Arkansas there is no disclosure requirement for whether a property is in a flood zone, so many buyers don't find out about the flood insurance requirement until they go to close. This leaves the purchaser with little opportunity to shop around for a better rate. Purchasers are often given high quotes that can add hundreds of dollars onto their monthly payments.

"What is missing [from the discussion] is that there are ways to reduce that insurance premium," Montague said.

The Natural Resources Division supports communities in this effort by coordinating the state's National Flood Insurance Program (NFIP). This voluntary program encourages communitywide adoption of minimum regulatory standards to manage flooding and allows property owners to purchase federally backed flood insurance. The state NFIP office is available year-round for phone, email, virtual and in-person consultation with local officials and citizens who have questions about flood insurance or mitigation.

The state also supports flood mitigation through administering federal grant funding to communities. Projects that receive funding can include repairing a levee, creating a detention or retention pond to collect floodwater, and training people to talk to the community about flood insurance. The Natural Resources Division can also provide funding for improving properties through floodproofing, relocation, elevation or demolition of existing structures.

The city of Clarksville demonstrates a successful communitywide flood mitigation project that received support in part from a low-interest loan administered by the Natural Resources Division. Clarksville's downtown area lies in a 100-year floodplain, which stifled growth and revitalization due to high flood risk and the associated high flood insurance premiums. Clarksville's levee was built in the 1950s and wasn't deemed satisfactory to manage flooding in the area. The city received a \$1 million grant from the Federal Emergency Management Agency and contributed \$400,000 to finance renovation of the levee. The project took eight months and was completed in August of 2022. FEMA then designated the area as no longer being in a floodplain, which eliminated the mandatory insurance requirement for 830 properties.

Since the city's levee project has reduced flood risk in the area, the downtown has seen "an explosion of capital investment," said Steve Houserman, Clarksville's economic development director. "Just in direct investment, we have seen over \$2.5 to \$3 million. We also have three or four businesses that are already underway and ready to open up in the next couple of months."

The city has also invested in its downtown since the levee renovation. Projects include purchasing, revitalizing and selling a historic building to the local University of the Ozarks, as well as constructing a public stage for concerts and other community events.

Houserman advises local officials looking to institute a floodplain management project to have good data, ideally from an environmental study of the area, that shows how the flooding causes a detriment to growth and revitalization. He also recommends involving affected groups and other stakeholders in the effort from the beginning. "Those business owners, for their own wellbeing, will show up to city council meetings and they will advocate for that issue, because it's going to save them money in the long-term and help the local economy grow," he said.

Montague encourages community leaders to view floodplain management as an opportunity for community progress. "Management of flood risk is not an impediment to growth and development," she said. "In actuality, it protects your residents and neighbors and sets the stage for smart, safe and sustainable growth."

To learn more about the Natural Resources Division's flood mitigation assistance programs, visit www.agriculture.arkansas.gov/natural-resources/divisions/water-management/floodplain-management. 🌐



Greta Hacker is the graduate assistant at 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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Margaret "Meg" Kelch joined HW in August 2021 as a Project Engineer. She received her BS in Chemical Engineering from Oklahoma State University in 2014, and is a licensed Professional Engineer in the States of Arkansas and Texas. Her engineering experience includes oil and gas projects, municipal water and wastewater projects, and industrial water treatment design. She is also experienced in chemical treatment and applications design, process design work, and collection system rehabilitation assessment and design. At HW, Meg supports design projects with special focus on water and wastewater treatment plant design. She has served on the Program Water Committee for the Arkansas Water Conference since 2018, serving as Committee Chair in 2022.

Meg resides in Greenwood, with her husband, Zachary, daughter Rose, and two cats. They enjoy hiking, swimming, running, biking, and traveling together. She loves learning to cook new dishes and playing piano in her free time. Meg is an active member of Immaculate Conception Catholic Church and enjoys meeting up with her friends for book club, craft nights, and their annual ski vacation.

Meg Kelch, PE.
Project Engineer

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Breaking down the stigma of mental illness

By Laura B. Dunn, M.D.

By now, we've all heard about the growing mental health crisis, as the pandemic has exacerbated feelings of stress, anxiety and loneliness. Our mental health affects every other aspect of our lives, including our physical health, our social interactions and our spiritual life.

If mental health is so important, why is it so hard for so many of us to reach out when we need help?

Unfortunately, people are often reluctant to share their mental health struggles with others. Many fear judgment from others or even discrimination. A lack of awareness of the effectiveness of treatments may also get in the way of seeking help for yourself or encouraging loved ones to get help.

We are actually very fortunate that there are now many effective treatments for mental health conditions. Psychotherapy (talking confidentially with a trained counselor or therapist) is an effective treatment for many conditions. Medications are also helpful for many people. It's just as important to take medications for mental health conditions as it is for physical conditions such as diabetes or asthma.

Root of the problem

Where does stigma come from, and what form can stigma take? Our society has long considered mental illness to be a private struggle rather than an issue we should face openly and honestly. Mental illness is sometimes seen as a moral failure—a description that wrongly assumes that people can control their symptoms. Media and popular culture have furthered the problem by depicting people experiencing mental illness as being untrustworthy or violent.

Stigma may be external—for example, public perceptions of people with mental illness—but it can also be internal. Internal stigma, sometimes referred to as “self-stigma,” is our own internalized sense of shame about our condition.

These misperceptions can discourage people from getting the help they need. Many choose to delay treatment or avoid it altogether, worried about being seen differently in the workplace or in social circles. Those feelings can lead to lower self-esteem and withdrawal from social interactions.

Overcoming stigma

Seeking help might feel difficult or scary, but taking that step isn't a sign of weakness; it's a show of strength. And, like “putting on one's mask before helping others,” we must take care of ourselves in order to be there for others in our lives—our loved ones, neighbors, friends or co-workers.

If you're struggling with mental illness, then I would also encourage you to talk to friends and family members about it. Staying silent can exacerbate feelings of isolation and shame. Sharing your experiences will give you a sense of empowerment, freedom and pride as you see the impact you are also having on others who are struggling.

It's important to educate others about the realities of mental illness, since misconceptions usually stem from a lack of understanding. Research shows that having contact with people who are experiencing mental illness can have a significant effect in reducing stigmas. We're much less likely to judge others when we can relate to them.

Changing attitudes

Decades of effort by patients, advocates and health professionals have elevated some of the conversation surrounding mental illness, but we still have a long way to go. Americans have become more receptive to treatment, but negative perceptions about mental illness have lingered.

Mental health is important in every stage of our lives, and all of us will struggle at some point. The stigma surrounding mental illness places an unfair burden on people at a time when they're most in need of help and support. To break down these barriers, we must be more open about our mental health and more willing to show compassion for others.

If you're having a mental health crisis, don't let stigma prevent you from getting the help you need and deserve. uamshealth.com/ar-connectnow can help connect you with a therapist or provider in your area. If you're experiencing suicidal thoughts, please contact the Arkansas Lifeline Call Center by dialing 988. 📞



Laura B. Dunn, M.D., is chair of the University of Arkansas for Medical Sciences (UAMS) Department of Psychiatry and director of the UAMS Psychiatric Research Institute.

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Trees are one of Arkansas' greatest natural resources, and protecting our urban canopies as cities grow and develop is essential.

Protecting our urban tree canopy

By Edwin Hankins IV, PLA

Those of us who are fortunate to live in the Natural State are seldom far from tree canopy cover. Thankfully, many of our neighborhoods and communities across the great state of Arkansas are covered with large and healthy trees. According to the Arbor Day Foundation, 46 communities across our state have been recognized as Tree City USA cities. The Tree City USA designation requires cities to follow four standard guidelines: Form a tree board, implement a tree care ordinance, establish an annual budget for tree care and observe Arbor Day. The end goal of the designation is to promote interest in protecting our urban tree infrastructure.

Why is this important? Here's a quick middle-school Earth Science lesson. A single large tree can provide enough oxygen for up to four people for a day. Forests have been shown to remove approximately one-third

of fossil fuel emissions globally every year. Tree root systems can prevent erosion and reduce stormwater runoff rates, which reduces flooding from major storm events. Trees provide shade for people and structures and can cool a city by 10 degrees. Trees also provide windbreaks that, in the winter, can reduce heating costs. Studies have shown that urban tree canopy reduces crime and increases property values. It's truly amazing the benefits that come with planting trees.

To determine the amount of urban tree canopy, you can use web maps and applications such as those available through the USDA National Agricultural Imagery Program (naip-usdaonline.hub.arcgis.com) to view the leaves, branches and stems of the trees that cover the ground as seen from above. Vegetative spaces can consist of developed or undeveloped lands. Some new developments in areas that were not previously

developed negatively impact the tree canopy. Of course, this depends on how well or how poorly planned the development is. There must be a balance of development and protection of existing natural resources to reduce the destruction of the existing, native tree canopy. This is where a city's established tree board and ordinances per the Tree City USA standards can come in.

First, the city must create a tree board that will be responsible and accountable for the protection of public trees located throughout the city. This group usually has a seat at the table to provide necessary guidance and assistance for land development guidelines. Tree boards are typically made up of urban foresters, arborists, concerned citizens or a combination thereof. This community support can be crucial to a program's success.

Public tree care ordinances are essential to success as well. It is important to codify the desired tree policies to ensure that tree care is consistent and continuous. The ordinance should be separate from landscape and development guidelines as a stand-alone law. The Arbor Day Foundation offers guidance at www.arborday.org to help communities and tree boards create tree care ordinances.

Public trees require maintenance and there is a cost associated with the upkeep of existing trees. The Arbor Day Foundation requires Tree City USA cities to dedicate a minimum of \$2 per capita annually to maintenance. This may seem like a large dollar amount to some smaller communities, but it should be noted that many communities already allocate funds for the maintenance and removal of trees. Those funds can be used to meet the Tree City USA requirements.

The last component of becoming a Tree City USA community is to celebrate! National Arbor Day is observed on the last Friday in April. In Arkansas we celebrate Arbor Day on the third Monday of March by gathering together and planting trees. This is a wonderful community engagement opportunity.

Yes, Arkansas is truly blessed! Here in the Natural State our cities and towns are full of natural greenways, lush public park spaces and tons of tree cover. As we continue to grow and develop land within our borders, we must ensure that we are watching over our natural resources and protecting what makes this state so great—the native trees and all the benefits they provide. 🌳



Edwin Hankins IV, PLA is a project manager, senior associate, and LEED Green Associate in MCE's Land Development Department and works out of the Little Rock office. Contact Edwin by phone at 501-371-0272 or by email at ehankins@mce.us.com.

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2022/2023 State Turnback Funds

Actual Totals Per Capita						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2022	2023	2022	2023	2022	2023
January	\$6.744	\$6.66	\$0.485	\$0.49	\$1.961	\$1.96
February	\$6.648	\$6.986	\$0.486	\$0.348	\$0.964	\$0.963
March	\$5.544	\$5.435	\$0.411	\$0.466	\$0.964	\$0.962
April	\$6.689	\$6.849	\$0.314	\$0.304	\$0.964	\$0.963
May	\$6.636	\$6.521	\$0.433	\$0.150	\$0.964	\$0.963
June	\$6.504	\$7.108	\$0.363	\$0.114	\$0.963	\$0.914
July	\$7.289		\$0.407		\$3.463	
August	\$7.021		\$0.558		\$0.807	
September	\$7.212		\$0.639		\$0.963	
October	\$6.791		\$0.553		\$0.964	
November	\$6.509		\$0.749		\$0.96	
December	\$6.61		\$0.809		\$0.96	
Total Year	\$80.202	\$39.56	\$6.208	\$1.31	\$14.904	\$3.89


Actual Totals Per Month						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2022	2023	2022	2023	2022	2023
January	\$13,523,371.95	\$13,350,521.33	\$971,650.77	\$13,350,521.33	*\$3,933,044.80	*\$3,932,114.58
February	\$13,330,126.26	\$14,007,539.35	\$974,949.61	\$14,007,539.35	\$1,932,029.37	\$1,931,496.92
March	\$11,116,392.03	\$10,897,459.57	\$824,985.57	\$10,897,459.57	\$1,932,175.48	\$1,929,735.55
April	\$13,413,142.61	\$13,733,961.21	\$629,375.82	\$13,733,961.21	\$1,932,175.48	\$1,931,683.45
May	\$13,306,592.12	\$13,076,319.93	\$868,435.30	\$13,076,319.93	\$1,933,337.16	\$1,931,551.66
June	\$13,042,397.16	\$14,253,484.10	\$728,488.74	\$14,253,484.10	\$1,930,396.00	\$1,833,150.85
July	\$14,616,346.04		\$816,970.67		** \$6,944,783.81	
August	\$14,078,419.61		\$1,119,657.38		\$1,619,187.98	
September	\$14,460,958.73		\$1,280,885.52		\$1,931,889.90	
October	\$13,617,712.35		\$1,108,417.65		\$1,932,525.04	
November	\$13,058,733.21		\$1,502,715.99		\$1,931,894.66	
December	\$13,262,227.20		\$1,622,364.84		\$1,932,114.58	
Total Year	\$160,826,419.27	\$79,319,285.49	\$12,448,897.86	\$79,319,285.49	\$29,885,554.26	\$13,489,733.01

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

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

Local Option Sales and Use Tax in Arkansas



KEY:  Counties not collecting sales tax

Source: Rachel Garrett, Office of State Treasurer

See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2023 with 2022 Comparison (shaded gray)

Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$82,120,928	\$79,509,192	\$69,845,325	\$67,235,746	\$151,966,253	\$146,744,937	\$411,348	\$7,996
February	\$93,165,528	\$90,989,478	\$77,635,228	\$75,394,289	\$170,800,757	\$166,383,767	\$511,512	\$20,291
March	\$79,341,600	\$71,237,219	\$67,618,149	\$60,990,849	\$146,959,750	\$132,228,069	\$515,250	\$13,414
April	\$78,305,282	\$70,722,847	\$66,303,939	\$61,123,066	\$144,609,221	\$131,845,913	\$632,323	\$23,045
May	\$88,996,875	\$85,621,568	\$75,685,477	\$73,394,919	\$164,682,352	\$159,016,487	\$553,441	\$45,685
June	\$85,583,054	\$79,693,712	\$73,815,799	\$68,198,650	\$159,398,853	\$147,892,362	\$662,415	\$66,577
July		\$82,774,267		\$69,831,518		\$152,605,785		\$100,880
August		\$84,835,673		\$72,760,141		\$157,595,815		\$133,556
September		\$83,485,245		\$72,292,734		\$155,777,979		\$262,246
October		\$84,245,742		\$72,984,249		\$157,229,991		\$283,743
November		\$80,956,997		\$70,372,855		\$151,329,852		\$299,643
December		\$82,190,001		\$70,976,959		\$153,166,960		\$400,114
Total	\$507,513,268	\$976,261,941	\$430,903,917	\$835,555,977	\$938,417,185	\$1,811,817,918	\$3,286,290	\$1,657,190
Averages	\$84,585,545	\$81,355,162	\$71,817,320	\$69,629,665	\$156,402,864	\$150,984,827	\$547,715	\$138,099

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

ASSISTANT CITY MANAGER—Richardson, Texas, is a thriving, economically and politically stable suburb of the Dallas-Fort Worth Metroplex, one of the most dynamic and robust regions in the country. Richardson has a population of 122,570 residents and encompasses 28.5 square miles within Dallas and Collin Counties. In addition to easy access to major highways and airports, four Dallas Area Rapid Transit light rail stations within the city provide convenient connections to surrounding communities. Richardson is a sophisticated community with the amenities of the bustling metro area, yet still retains a friendly, small-town feel, making it an appealing place to live, work, and play. The city is seeking a creative and charismatic leader eager to bring their skills, knowledge, and experience to an award-winning community. The chosen assistant city manager will be a seasoned public manager with broad general local government experience, who is able to contribute in this role immediately. They will be experienced in high-level public finance, as well as other administrative and community services. Experience with migrating to new enterprise software preferred. Experience with a wide variety of municipal functions will serve candidates well, as will experience leading the development of public-private partnerships and collaborating heavily with regional partner agencies for services and legislative representation. This position requires a bachelor's degree in public administration or a closely related field with a master's degree strongly preferred. Candidates should also have five years of progressively responsible experience in municipal administration, with a demonstrated ability to effectively coordinate and negotiate with elected and appointed officials, city employees, and members of the public, and proven supervisory experience. Skill in coordination, delegation, public speaking and communicating with culturally and educationally diverse audiences is also required. Prior experience as an assistant/deputy city manager or city manager would be a plus. Please note that the successful candidate for this position is expected to live within Richardson's city limits within a reasonable time frame. The city will assist with relocation expenses. The city of Richardson is offering a salary of \$190,000 to \$210,000 for this position based on experience and qualifications. For more information on this position contact: Mark McDaniel, Senior Vice President, 817-773-6558, MarkMcDaniel@GovernmentResource.com.

ASSISTANT CITY MANAGER—The city of Terrell, Texas, with a diverse population of about 18,000 and a trade area population of over 250,000, is located 30 miles east of Dallas along Interstate 20 and U.S. Hwy. 80. Residents of Terrell enjoy a small-town atmosphere with convenient access to all the amenities the Dallas-Fort Worth metro area has to offer. The city is seeking an optimistic and proactive problem solver who values honesty and hard work as its next assistant city manager. Candidates for this position should have a history of servant leadership, appreciate the importance of serving employees and citizens, and have the knowledge and skills to be effective immediately. The ideal candidate has a record of success with improving the internal operations of municipal government; talent in navigating various local, state and federal laws and regulations; and experience with the challenges presented by aging infrastructure and rapid growth. Terrell's incoming assistant city manager should understand program development and administration principles, personnel and risk management, municipal budget preparation and administration, and personnel supervision, training and performance evaluation. They should also know how to craft goals, objectives and management plans to ensure they are ambitious but achievable and hold the organization accountable to its many stakeholders. Any combination of education and experience that would provide the knowledge and skills required for this position is qualifying. A typical way to obtain those abilities is a master's degree from an accredited college or university, with a degree in public administration, business administration or a closely related field preferred. Candidates should also have 10 years of increasingly responsible experience in government or business management, including five years of local government administrative and supervisory experience at the director level. Military experience or additional years of management experience may substitute for portions of the educational requirement. Additionally, candidates must have or be able to obtain a valid Texas driver's license. Please apply online. For more information on this position contact Margie Rose at 361-813-8599 or email MargieRose@GovernmentResource.com.

CHIEF OF POLICE—The city of Greenwood, population approximately 9,516, located in Sebastian County, Arkansas, seeks an energetic, self-driven, results-oriented, community-focused municipal law enforcement professional to serve as chief of police. Greenwood seeks a chief of police to bring effective leadership to the department and to create a strong customer service-focused, community-oriented policing program. The chief of police must be dedicated to addressing the needs of the residents, mayor and council, the city and the surrounding community. The chief of police needs to maintain a visible presence in the community and must develop a strong relationship and partnership with community groups, neighboring departments, associations and businesses. The chief of police shall serve to uphold the standards of safety and excellence in preserving and protecting the peace, the rights of persons and property, the prevention of crime, and enforcing the laws of the state of Arkansas, Sebastian County and the city of Greenwood. Duties and responsibilities: The chief

of police is responsible for all aspects of police operations, including but not limited to administrative oversight, personnel, patrol and investigative functions, grant writing, managing the departmental budget, establishing and maintaining community policing programs, attending monthly city council meetings, active participation and attendance at community meetings, coordinating all patrols throughout community, attending monthly chiefs and joint task force meetings, and other duties as assigned. The chief of police is an "essential" employee and is subject to call-in 24 hours a day. Education and experience requirements: Minimum of an associate's degree in Police administration, criminal justice, or related field. Bachelor's degree in criminal justice of similar field, Southern Police Institute and have attended FBI National Academy preferred. Candidate must possess a minimum of experience in community policing, officer training, grant administration, investigations, law enforcement and a minimum of 15 years of experience in municipal law enforcement with at least five years in a supervisory or command position at the rank of sergeant or above. Military Police or related training/experience may be substituted for minimum experience necessary. Must be able to obtain certification by the Arkansas Commission of Law Enforcement Standards and Training. Must have valid driver's license. Candidates will be subject to a thorough background investigation including drug testing, reference check, credit check, medical/physical examination, fingerprinting and other standard law enforcement checks. Send resume with cover letter, references and salary history to HR Director Danielle Smith, dsmith@gwark.com. Salary range \$64,858.36-\$79,038.11. Scheduled start date is October 2, 2023. EOE.

CITY ADMINISTRATOR—Siloam Springs functions under the city administrator form of government, employs approximately 300 FTEs, and operates on a FY 2023 budget of approximately \$80 million. Under the direction of the board of directors, the city administrator is responsible for implementing board policy, managing city operations, oversight of the city's budget, and supervisory authority over department directors. A detailed job description can be found on the city's website at www.siloamsprings.com/jobs.aspx. Applicants must agree to reside in city after hire; must possess a master's degree (M.A.) or equivalent; or eight years' experience and/or training; or equivalent combination of education and experience. Salary Range: \$112,500 - \$168,750. The city offers a generous benefit package including but not limited to medical, dental, vision, LTD, 401(a), vacation and sick leave. The city requires a completed application be submitted for all positions. Applications are available at City Hall, 400 N. Broadway, Siloam Springs, Arkansas, or can be accessed on our website. Completed applications may be submitted via email to: humanresources@siloamsprings.com or by mail to: Human Resources, P.O. Box 80, Siloam Springs, AR 72761. For further information please call 479-524-5136 or email humanresources@siloamsprings.com.

CITY ENGINEER—The city of Bella Vista is seeking an experienced Civil Engineer (PE). Bella Vista, located in the northwest corner of Arkansas, has nearly 100 miles of bicycle/walking trails and seven lakes within the city limits. The city engineer will be responsible for providing general project management and engineering skills in the design, construction, implementation and completion of all construction and related projects in our rapidly growing community. Duties will include but not be limited to: provides all phases of project management over design and construction contracts for erosion control, paving, drainage, flood control, bridges, sidewalks, right of way improvements, retaining walls, access drives, and any other infrastructure improvement projects adhering to city, county, state and federal guidelines; prepares/reviews plans, specifications and contract documents for project designs and other development submittals for conformance with design standards, ordinances and other city requirements; reviews grading and erosion applications, right-of-way improvements applications, access management applications, retaining wall applications and floodplain development applications as needed; interprets and enforces floodplain, grading, land alteration, stormwater pollution prevention, and erosion control and other subdivision development ordinances which may include investigating and documenting inspects and/or violations; manages, coordinates and oversees engineering design, engineering plan review process for capital improvements, private land development, and other engineering projects; conducts field inspections of properties for pre-construction land conditions; participates in the development of budget and determines funding; assists contractors, builders, governmental agencies and others with requests for design criteria and standards, construction details, erosion control, land alterations and city requirements; collaborates with consultants, inspectors, contractors, engineers and representatives from other agencies within and outside of city to successfully complete the design and construction of projects that adhere to city codes and other requirements; engages, interacts and collaborates with other departments within the city; communicates and provides responses to citizens, council members, developers and other city departments regarding project status. Ideal candidate will have a bachelor's degree in civil engineering and at least five years of experience. Apply at: www.bellavistaar.gov.

CITY MANAGER—Texarkana, Arkansas, seeks applicants for the position of city manager. City offers competitive pay and a great benefit package. Job objective: to plan and manage all operations of the city in accordance with policies set by the city 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. In collaboration with the mayor and board of directors, creates and leads the implementation of goals and objectives for the city. Delegates to department directors the responsibility for attaining their portion city's goals and objectives and ensures integrity and innovation as critical organizational values. Requires bachelor's degree in business administration, public administration or a related field, five years' experience of progressively responsible municipal work experience at the level of city manager, deputy city manager, assistant city manager, or other senior city management official, or as a private industry senior executive officer in an organization of comparable complexity. Equivalent combinations of education and experience will be considered. Must possess a valid Arkansas Class D (Non-Commercial Vehicle) driver's license before employment and maintain licensure for the duration of employment in this position. For a complete job description or to submit applications and resumes, email Heather Buster at Heather.Buster@expresspros.com. Upon receipt of email, candidates will be contacted immediately or within 24 hours.

CIVIL ENGINEER—The city of Sherwood is in search of a civil engineer, who is responsible for overseeing the design and construction of roads, bridges, waterways, sewage treatment plants and other types of infrastructure. Their duties include using software programs to design structural blueprints, adhering to construction laws and environmental constraints, and visiting construction sites to monitor the building process. Baccalaureate degree in the engineering field, or equivalent technical degree required; BSCE or MSE desired; a minimum of five years of progressively responsible experience in managing a professional engineering function is desired; must possess a Professional Engineer's License and maintain licensure throughout employment in this position. Wastewater management experience is a plus and state Wastewater II License is also preferred. Certified Floodplain Manager (CFM) preferred. Must possess a valid Arkansas Class D driver's license before employment and maintain licensure for the duration of employment in this position. For more information, please call the Sherwood Human Resources Department at 501-833-3708 or visit www.cityofsherwood.net.

CONTROLLER—Brushy Creek Municipal Utility District (MUD) lies just minutes north of Austin, Texas, next door to Round Rock, and east of Cedar Park. It seeks to provide a sense of community through exceptional utility services, parks, recreation, and a staff dedicated to maintaining the high-quality Brushy Creek Life experience for its approximately 23,000 residents and 5,700 primarily residential retail water and wastewater connections. Brushy Creek MUD seeks an experienced and innovative leader with the skills to transition the organization into its next era of financial sustainability. Candidates should have a thorough knowledge of budget development, implementation and administration principles and procedures; Texas laws around financial operations and procurement; and an understanding of cash management, pension, investments, grant administration and modern banking relationships. They should be organized, detail-oriented, curious and comfortable with technology. They should have a demonstrated commitment to valuing diversity and contributing to a tolerant, inclusive working and learning environment. This role requires a bachelor's degree in finance, accounting, business administration or a related field, with a master's degree preferred. Candidates should also have at least five years of experience managing administrative functions in governmental entities or not-for-profit organizations. Ten or more years of relevant experience managing finance functions—including grants—would be ideal, as is certification as a Public Accountant or Management Accountant. The selected candidate will be required to earn their Texas Public Funds Investment certification within six months of hire if they do not already have it. Brushy Creek MUD is offering a salary of \$110,000 to \$130,000 for this position, depending on qualifications, and a comprehensive benefits package. For more information on this position, contact: Jay Singleton, Senior Vice President, at JaySingleton@GovernmentResource.com, or call 817-223-2654.

DEVELOPMENT COUNTER PLANNER—The city of Hot Springs seeks applicants for the position of development counter planner. Salary: \$20.15 per hour plus full benefits. Must have HS diploma or equivalent; broad knowledge of planning, zoning and development; and familiarity with construction terminology and standards. Equivalent to a four-year college degree, plus four years related experience and/or training, and one to six months related management experience, or equivalent combination of education and experience. American Institute of Certified Planners certification preferred. In the event the applicant does not possess these requirements, the position may be filled as a Planner I (Paygrade 11, \$17.31) DOQ. This position solves problems and smooths the path from pre-application to final approvals. Under general supervision and/or direction, performs research on prior land use actions, advises applicants and citizens

on current zoning procedures, and reviews, refers and approves minor building permits for remodeling, decks, pools, and other accessory structures. Submit cover letter and/or resume along with a city application to: City of Hot Springs, Human Resources Department, Attn: Alisha Gruszka, 133 Convention Blvd., Hot Springs, AR 71901; or email to AGruszka@cityhs.net. Applications may be completed or printed from our website at www.cityhs.net/jobs. Open until filled.

DIRECTOR OF FINANCE—Richardson, Texas, is a thriving, economically and politically stable suburb of the Dallas-Fort Worth Metroplex, one of the most dynamic and robust regions in the country. Richardson has a population of 122,570 residents and encompasses 28.5 square miles within Dallas and Collin Counties. In addition to easy access to major highways and airports, four Dallas Area Rapid Transit light rail stations within the city provide convenient connections to surrounding communities. Richardson is a sophisticated community with the amenities of the bustling metro area, yet still retains a friendly, small-town feel, making it an appealing place to live, work, and play. The city is seeking an experienced, educated finance professional to bring their skills, knowledge and experience to an award-winning community. The chosen director of finance will have extensive knowledge and training in public sector finance and accounting, capital budgets, cost containment, investment management and cash control. They will have experience preparing all required financial reports and managing the annual audit, and they will be familiar with all applicable municipal government financial terminology, principles and regulations. Experience with a wide variety of municipal functions will serve candidates well in order to effectively supervise the wide range of divisions within the department, including fleet management, municipal court, franchise and regulatory affairs, among others. Candidates should be familiar with new technologies and able to lead the team in rolling out software, hardware and other updates. This position requires a bachelor's degree in business administration, finance or a closely related field with a master's degree, CPA and/or Certified Government Finance Officer strongly preferred. Candidates should also have seven to 10 years of progressively responsible managerial experience in municipal accounting and financial management. Proficiency in project/time management, policy creation and enforcement, negotiation and coordination, written and oral presentation, and communication with culturally and educationally diverse audiences is also required. Prior experience as a director and/or in a leadership role is preferred. The city of Richardson is offering a salary of \$170,000 - \$190,000 for this position based on experience and qualifications. For more information on this position contact: Mark McDaniel, Senior Vice President, 817-773-6558, MarkMcDaniel@GovernmentResource.com.

DIRECTOR OF PARKS & RECREATION—The city of Fort Smith is seeking a dynamic, innovative and visionary leader to serve as its next director of parks and recreation. The ideal candidate is an approachable team player and visible leader with proven communication skills in verbal, written and presentation skills. The successful candidate will be a collaborative leader with excellent interpersonal skills who keeps their eye on the mission and celebrates successes with their staff. Proven project manager skills and long-range planning are essential to this position as is the ability to identify funding sources through partnerships and grants. Solid public relations skills are critical as this position is required to collaborate and communicate with elected officials, community members, commissions and regional partners. The chosen director of parks and recreation will be able to develop and communicate a vision and mission, identify opportunities, establish consensus, and be able to follow through with implementation. The ideal candidate is someone who is inclusive, politically savvy, and a good people manager. The new director will have knowledge of and the desire to explore and recommend projects that support the latest trends in community parks and recreation programs, amenities and services. This position requires a bachelor's degree from an accredited college or university in parks, recreation, public administration or a closely related field, plus five years of experience in a municipal parks and recreation department. A Certified Parks and Recreation Professional (CPRP) certification and/or a master's degree is highly desirable. The city of Fort Smith offers a salary range of \$91,790-\$137,675 DOQE. For more information on this position, please contact: Debra Stapleton, Senior Vice President, Strategic Government Resources, at debrastapleton@governmentresource.com, or call 602-206-3536.

F/T & P/T POLICE OFFICERS—Are you looking for a small-town vibe? Are you willing and ready to serve your community with pride and joy? Do you want that feeling of warming the hearts of the citizens in your community, while serving and protecting it? If this is you then Kensett is your home! We are hiring certified full-time police officers and part-time police officers for the City of Kensett. It includes the following benefits: accumulated sick time (F/T or P/T), paid vacation (F/T only), paid LOPFI (F/T and P/T), paid holidays (F/T), paid individual insurance (F/T), take home car within 10 miles (F/T). To apply please contact Angel Wells at cityofkensett@gmail.com, or come by Kensett City Hall and fill out an application. Please bring all documentation and certificates to 202 NE 1st Street, Kensett AR, 72082.

MUNICIPAL MART

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

GRANT COORDINATOR—The city of Bryant is accepting applications for the position of grant coordinator. The grant coordinator is responsible for researching, preparing and submitting grant proposals. The grant coordinator identifies new discretionary grant opportunities and works collaboratively with city departments in the formulation and submission of grant proposals. The grant coordinator administers and manages grants throughout the entire grants lifecycle, from the pre-award to the post-award phase. Education and experience: Broad knowledge of such fields as accounting, marketing, business administration, finance, etc. Equivalent to a four-year college degree, plus two years' related experience and/or training, or equivalent combination of education and experience. Starting annual salary range \$41,069, commensurate with experience. Great medical and retirement benefits package included! For a full job description and to complete an application online, please visit www.cityofbryant.com. A city application must be completed and submitted to be considered for this position. Position closes at 5 p.m., May 10, or until filled. The city of Bryant is an Equal Opportunity Employer. All applicants are required to submit a writing sample (previous grant application preferred). Applicants may use the supporting documents button on the city's website to attach the sample.

GRANTS & GOVT. RELATION MANAGER—The city of Fort Smith seeks a grants and government relations manager who, under the administrative direction of the city administrator, will stay abreast of grant opportunities for the city and evaluate eligibility; will work with city departments to ensure application for appropriate grants; will interact with state and federal legislative bodies, government agencies, the Arkansas Municipal League and National League of Cities to represent, advance and protect the city's plans, goals and interests on legislative and policy matters. Minimum qualifications: bachelor's degree in business, public administration, public relations or related field or equivalent education, training and experience that provides the knowledge, skills, and abilities necessary to perform the work; five year's experience in public sector management or administration; four years of previous managerial or project management experience; valid Class-D driver's license. Preferred qualifications: previous experience working with the state and federal legislative process; previous experience researching and writing grants. For a complete job description and to apply online, please visit www.fortsmithar.gov/jobs.

HUMAN RESOURCES DIRECTOR—The city of Benton seeks applicants for the position of human resources director. The human resources director is responsible for the overall administration, coordination and evaluation of all human resources. Qualifications: bachelor's degree in human resources, business administration or related field; 10-plus years in progressively responsible leadership roles preferred; previous public administration experience preferred; SPHR preferred. For a complete job description, email CFO Mandy Spicer at mandy.spicer@bentonar.org or call 501-381-3710.

PARKS & RECREATION DIRECTOR—The city of Rogers is searching for the next director of our parks and recreation departments, to lead the community into the next generation of our well-established programs and facilities. This position reports directly to the mayor, with 64 direct reports across three departments, and a total budget of \$7.7 million. The city offers one of the most extensive benefit programs in the region, including affordable medical, dental and vision coverage, in addition to employer paid life and disability coverage. The position is APERS eligible. The expected starting salary range is between \$100,726 to \$113,316 per year. The director plans, organizes and administers a comprehensive program to provide year-round leisure, recreation and parks programs within the municipal park system including Lake Atalanta, Railyard Bike Park, athletic playing fields/complexes and trail system. Also provides oversight of the cemetery and recycling center. Work includes maintaining the recreational infrastructure, support of the community's interests in outdoor activity, and adjusting the recreational facilities and programs to meet new recreational activities and changing demographics. The overall objective is to create opportunities in the community for citizens to have a healthier lifestyle. A college degree in parks, recreation, tourism, leisure or equivalent field with experience is required. Extensive experience in personnel management and facility/construction management strongly preferred. View the full description and apply at www.rogersar.gov/jobs.

PATROL OFFICERS—Safe communities start with law enforcement. Come join us and be a part of our growing community. We are hiring certified full-time patrol officers for the city of Centerton. We offer competitive pay starting at \$20.31 an hour. Our benefits include: city pays 8 hours a day for 12 holidays per year, LOPFI (officer

contribution 2.5 percent, city contributes 24.50 percent), \$1/hr. bilingual pay, earn up to 4 percent merit raise yearly, 15 working days' vacation at one-year anniversary, paid in full individual health, dental and vision plans, accumulated sick time. We offer various incentives such as 12-hour shifts, take-home vehicle program within 15-mile radius, uniforms paid by our department, lateral transfer program, visible tattoos allowed, outer vest carrier option, overtime opportunities, approved facial hair policy. To apply please contact Human Resources at careers@centertonar.us, call 479-795-2750 ext. 104, or come by Centerton City Hall and fill out an application, 200 Municipal Drive, Centerton, AR 72719.

POLICE OFFICER—Are you looking for a small-town vibe? Are you willing and ready to serve your community with pride and joy? Do you want that feeling of warming the hearts of the citizens in your community, while serving and protecting it? If this is you then Kensett is your home! We are hiring a certified full-time police officer for the city of Kensett. It includes the following benefits: \$16.50 an hour, accumulated sick time, 2 weeks vacation (occurring more over time), paid LOPFI, paid holidays, paid Individual Insurance, take-home car within 10 miles. To apply please contact Angel Wells at cityofkensett@gmail.com, or come by Kensett City Hall and fill out an application, 202 NE 1st Street, Kensett AR, 72082.

POLICE OFFICER—The city of Berryville is accepting applications for the position of full-time police officer. The job description and applications can be picked up at the Berryville Police Department at 303 East Madison Avenue, Berryville, AR 72616, or by calling 870-423-3343. Starting pay with no experience or certification is \$22.09/hr. Benefits include retirement, vacation time, sick leave and insurance. Applications will be accepted until the position is filled.

POLICE OFFICER—The city of Bull Shoals is accepting applications for a full-time police officer. Must be certified and meet all requirements of law enforcement standards and training. Must be willing to relocate within 20 miles of Bull Shoals city limits. Send resume to: City of Bull Shoals Police Department, P.O Box 390, Bull Shoals AR 72619. Office hours are 8-4 Monday-Thursday and 8-3 Friday, 870-445-4775. EOE.

WATER INTAKE PLANT MANAGER—The city of Mountain Home is hiring a water intake plant manager. Perfect opportunity to move to our beautiful "mountain home" set in the natural beauty of north central Arkansas. Two gorgeous lakes and the beautiful White River for fishing and fun and surrounded by forests for hiking and hunting. Life does not get much better than this! The qualified candidate will oversee the day-to-day operations of the city's water treatment plant, equipment, and grounds by supervising, coordinating and assigning duties for the employees. Sufficient experience to understand the basic principles relevant to the major duties of the position usually associated with a minimum of three years' experience in water treatment operations. Must meet and maintain ADH and ADEQ requirements for water and wastewater licensing if a Class 4 Water Treatment License and a Class 1 Wastewater Treatment License. Strong leadership skills along with management skills are also required. Position is required to be on-call weekdays, weekends and nights during emergency situations. Resumes can be emailed to: sedwards@cityofmountainhome.com.

WATER/WASTEWATER/STREET/GENERAL MAINTENANCE EMPLOYEE—The city of Weiner is looking for a full-time employee to work in the water/sewer/street department and as a general maintenance worker. Needs to have HS diploma or GED, drivers license, some general experience operating equipment, including bob truck, backhoe, mowers, etc. You will be required to juggle several different jobs for the city and be flexible to change. The city offers vacation, sick pay, retirement, health care after a period of employment. You will have city truck to drive while on duty and possibly take home. You will need to be able to be on call at nights and weekends every other week and weekend. The city will encourage and pay for you to get your water/wastewater license, may be contract with you and the city for paying for license. You will need to be able to work in and around the public and fellow employees and follow our guidelines about conduct. Starting pay will be \$15.00/hr. plus time and a half on overtime. Pay will be looked at in 90 days of employment and then every year going forward. If you are interested, or want to know more about this position, please contact Mayor Jeremy Kimble at 870-684-2284 or email at mayorsoffice@cityofweiner.com.

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