

City & Town

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A green watering can is shown at the top right, pouring water into a terracotta pot. Inside the pot is a miniature town with a yellow school bus, a red barn, a white house, a water tower, and utility poles. The scene is set against a white background.

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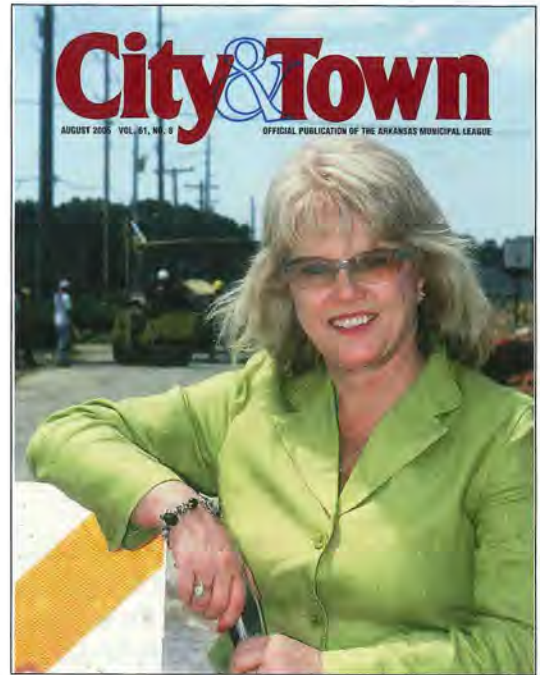


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FEATURES

- 6 Mayor Coberly looks to build a strong League voice**
Meanwhile, Terry Coberly, the League's new president, continues to watch the phenomenal growth of the not-long-ago small town of Bentonville. It has become a city of an estimated 27,000 and international headquarters of Wal-Mart, the world's largest retailer.
- 10 Meet the Municipal League's new officers**
Mayor Stewart Nelson, first vice president, and Mayors Paul Nichols, Stanley Morris, Robert Reynolds and Horace Shipp complement the leadership of Mayor Coberly.
- 14 North Little Rock police get physical**
Not only is the North Little Rock Police Department setting some fitness standards for officers, but so are firefighters at Fayetteville (page 15).
- 18 Volunteers can help cities run smoothly**
They can handle backlogs of work and free up paid employees. Have questions how to start and run a volunteers program? Read some answers from unpaid volunteer Fritz Friedl of North Little Rock.



ON THE COVER: Bentonville Mayor Terry Coberly, the 2005-'06 Municipal League president, stops a moment in showing a visitor around town to view progress on North-east J Street. It's going from two lanes to three with an attached 8-foot-wide bike trail. See inside for more about Terry Black Coberly, whose family lived in the jailhouse when her dad was sheriff and who watched the little town grow nine-fold as it became the international headquarters for the world's largest retailer, Wal-Mart.—jkw



In addition to commercial, residential and industrial construction in Bentonville, city-owned buildings are popping up, too, as is this one for the Electric Department, just behind Mayor Terry Coberly. The city has 13,009 electric customers and 15,001 water customers. All new city buildings in Coberly's administration are red brick. "It's timeless!" she says.

City & Town

John K. Woodruff, Editor

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DEPARTMENTS

Animal Corner	34
a'TEST Newsletter	40
Attorney General Opinions	24
Briefly Speaking: Kelo vs. New London	22
Calendar	34
Directory Changes	41
Engineering Service	28
Fairs and Festivals	13
Health Benefit Fund Provider Changes	38
League Officers, Advisory Councils	5
Municipal Mart	46
Obituaries	28
Planning to Succeed	32
Policies and Goals	Insert
President's Letter	4
Professional Directory	44-45
Sales Tax Map	42
Sales Tax Receipts	43
Sister Cities International	26
Urban Forestry	30
Your Health	36

Cover Photo by John K. Woodruff, League Staff

Dear Colleagues:

My mission as president of the Arkansas Municipal League is to build on the concept of, "One State, One Voice." Therefore, during the coming year, I will be trying to put together a program that will help each of our cities, as well as Don and his staff, lobby the legislature during its next session.



Many of our members are part-time elected officials (if there is such a thing!) and others simply have schedules that make lobbying difficult. I will be asking for volunteers to serve on a committee to come up with some new and innovative ideas in this regard.

Mayor Jimmy Wallace of England has some good ideas, and Mayor JoAnn Bush of Lake Village has agreed to help, too. Please contact me at 479-271-5966 or e-mail me at tcoberly@bentonvilliar.com if you are willing to help organize our lobbying effort.

I expect this to be another productive year for the League, and I look forward to working with all of you to make our cities the very best they can be. We can make a difference for each of our communities, and I am convinced when we stand together with one voice, we will all be better served.

I look forward to seeing many of you in Eureka Springs for the annual planning meeting.

Sincerely,

A handwritten signature in cursive script that reads "Terry Black Coberly".

Terry Black Coberly

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Mayor Paul Nichols, Wynne	Vice President, District No. 1
Mayor Stanley Morris, Menifee	Vice President, District No. 2
Mayor Robert Reynolds, Harrison	Vice President, District No. 3
Mayor Horace Shipp, Texarkana	Vice President, District No. 4
Don A. Zimmerman	Executive Director

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TERRY COBERLY



Coberly and Community Development Director Troy Galloway check the progress on the two-story, \$2.1 million Community Development building to house planning, mapping services, engineering, building inspection, code enforcement, construction inspection and public hearing room for planning and city council meetings, if desired. It is at 305 SW A St. Planning, mapping and other city services set for the building now are squeezed into a 3,000-square-foot former church (where Coberly's parents married) next door. The new structure encloses 12,000 square feet.

PHOTOS BY JOHN K. WOODRUFF, LEAGUE STAFF

Municipal League President Coberly looks to build a 'strong, one-voice' League with a single agenda to approach the 2007 Legislature. With a decade of experience in heading one of the state's fastest growing cities and a decade of service on the League executive committee, her foundation for accomplishment is solid.

By John K. Woodruff, League staff

No wonder that Mayor Terry Coberly has her mind on building. The third woman to assume the presidency of the Arkansas Municipal League said in her acceptance speech at the 71st Convention in June that she wanted in 2005 and 2006 to build a more cohesive, "strong, one-voice" League.

That would give the now 501-municipality organization a strong force to approach the 2007 legislature for fulfillment of the League policies and goals.

Building and more building is rampant in this northwest Arkansas, Benton County city of 19,730. That number, however, is quoted from the 2000 Census. Coberly and the City Council are convinced the count has passed 27,000.

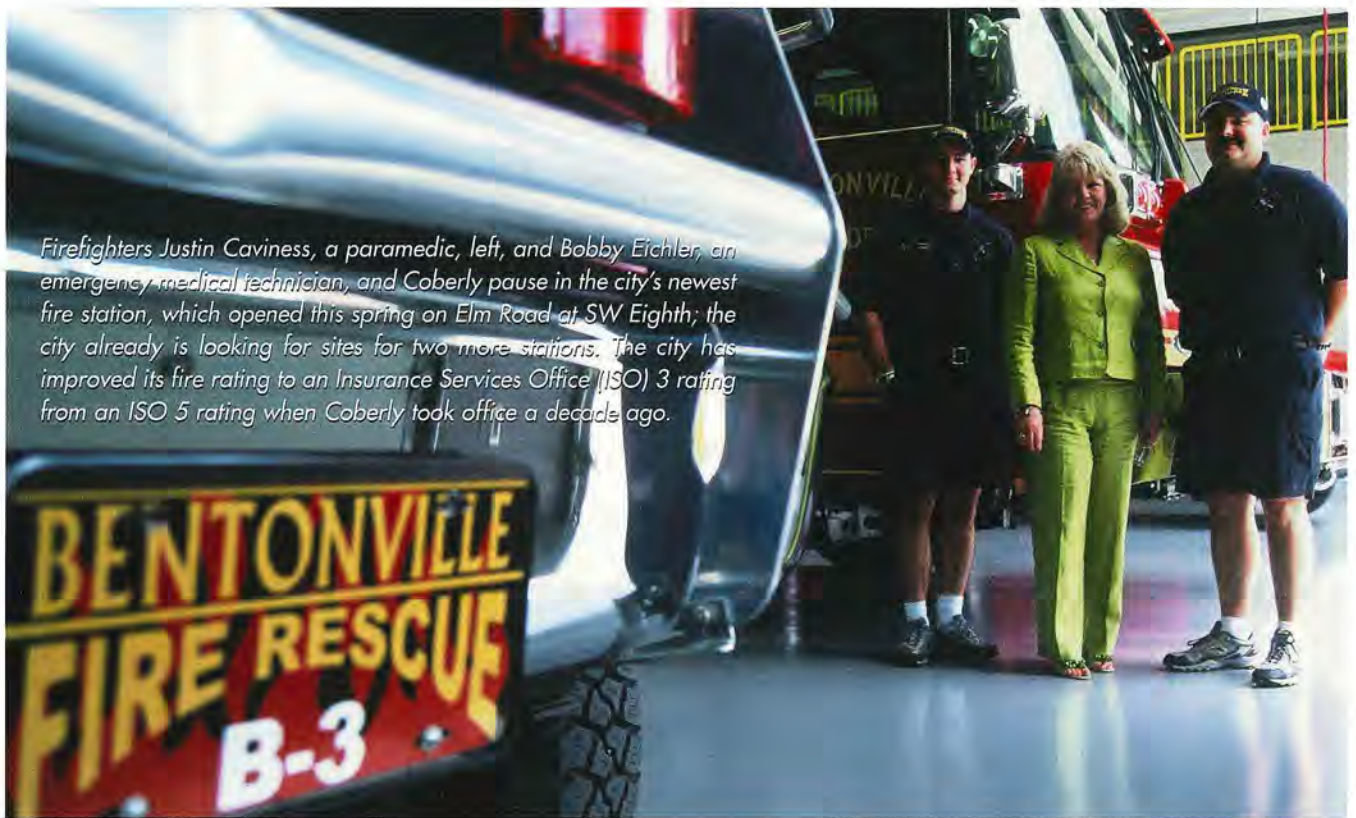
So, the city has ordered a special census, scheduled for September, to find and document those more than 7,000 new residents. Their cars and SUVs are prompting street widenings and construction and expanding of city services from utilities and garbage pick-up to police and fire protection, parks, playgrounds and ball fields—quite a demand on the city to keep coming up with the ability to pay for accommodating all those new folks.

Bentonville depends heavily on its 2-cent city sales tax and the proceeds from the county's 1-cent sales tax. The city tax in July gave the city \$962,880, and the city's share of the county tax, \$281,490.

Additional revenues, such as state turnback and state and federal grants and others that are based on a city's official population count are expected to more than justify the cost of a special census count.

Just consider. Bentonville, home of the world's largest retailer, Wal-Mart, had a nose count of city residents of 10,825 at another special census in 1988. The 1980 census had been 8,756; the special census was well worth it. A mere 20 years earlier, the 1960 Bentonville count was 3,649. By 1990 it had swelled to 11,257; then 15,363 in 1995, Coberly's first year in office.

The number jumps are not from the influx of Hispanic workers filling voids in the poultry industry, as is happening to an extent in



Firefighters Justin Caviness, a paramedic, left, and Bobby Eichler, an emergency medical technician, and Coberly pause in the city's newest fire station, which opened this spring on Elm Road at SW Eighth; the city already is looking for sites for two more stations. The city has improved its fire rating to an Insurance Services Office (ISO) 3 rating from an ISO 5 rating when Coberly took office a decade ago.

the adjoining city of Rogers on the east or neighboring Springdale to the south.

While Hispanics have influenced some growth in Bentonville, “ours mostly are vendors” moving from “all over the world,” Coberly told *City & Town*. They want to be in closer proximity to their chief customer, the corporate headquarters of Wal-Mart.

Is Wal-Mart a good corporate citizen? The city and the company sort of go their own ways but representatives of each have occasional meetings to discuss mutual concerns. And, corporate individuals of Wal-Mart have assisted the city with mutually beneficial property transactions or donations. “We are Wal-Mart and have enjoyed benefits of its growth,” Coberly said.

The mayor’s family and the Sam Walton family were simply those among other families growing up in a small town in mostly rural Arkansas. Going back to those population numbers—Bentonville counted 2,942 residents in 1950, when Coberly was two years old, and 3,649 in 1960.

Those early years for Coberly were when she was a “tomboy,” she said. Young Terry Black enjoyed climbing trees, riding her bike, playing third base in softball and messing with other rambunctious outdoor activities. She was a cheerleader from the eighth grade through her senior year at Bentonville Junior and Senior High Schools.

The Waltons, “a normal family,” owned the Walton Five and Dime on the square Coberly said. Coberly’s aunt worked in the Walton store, now “Wal-Mart.” The Five and Dime, with similar appearance, is the Wal-Mart Museum. Asian tourists were posing out front as a visitor dropped by last month. “No one realized anyone had

any more money than the next family,” Coberly said of those small-town days.

Terry Black was in the Brownie Girl Scouts and Helen Walton, wife of Wal-Mart founder Sam Walton and the mother of Jim—about Coberly’s age, Alice, a year younger than Coberly, and John, two years older than Coberly. Rob, the oldest child, is about four years older than Coberly.

John Walton, a philanthropist and a member of the Wal-Mart Board and known for his adventurous life, died June 27 as he was piloting an ultra-light aircraft in Jackson Hole, Wyo. He was 58.

Coberly’s dad, Hugh (Tater) Black, began a law enforcement career in the 1950s; he rose to Bentonville police chief, Benton County sheriff, and in 1994, was appointed by President Clinton as a U.S. marshal. He died in 1996. Hugh Black began his career as a police foot patrolman. The town didn’t own a police car. As her dad walked the night beat, he checked to see doors were locked at the various businesses and he’d also slip into the local hatchery and turn the eggs. His name is on a veterans’ memorial for his military service and the city’s Hugh Tater Black Memorial Road remembers Coberly’s dad. Her mother died in 1984.

Coberly spent much of her childhood growing up in the 600 block of West Central, right downtown, a walk of only moments from where she works at City Hall, and right across the street from where she now lives.

“My sister (Toni) and I played over here when we were little, so we’re home,” Coberly told *The Morning News* a few months back before the Historic Homes and Garden Tour featured the 1870-built home she and Jody,

her husband, had bought in November and renovated. Aviatrix Louise Thaden lived in the house from 1937 to 1940. The airport bears Thaden's name.

The beautiful home on a heavily shaded street is quite a contrast to the jail she and her family lived in when Coberly was in the 7th and 8th grades. That was when her father was sheriff. Her mother "hated" those couple of years, but Coberly? "It was a most exciting time ... a great adventure!" She notes that at the time she was just "one of the happy-go-lucky kids." Hugh Black served three terms as sheriff on top of his police career before his U.S. marshal appointment.

Coberly and her husband enjoy the house's wrap-around porch—a place for her to spend time with grandchildren Kayla, 16, and Tatum, 8, daughters of Coberly's son, Lance Palmer.

The granddaughters are her "hobby," she said of two young ladies she's very proud of. Tatum just completed the softball season (winning the sportsmanship award, her grandmother beamed), and Kayla has been on an award winning dance team.

Tatum would like to be a teacher and mayor. Coberly wonders about that mayor part. She acknowledges that politics can be difficult for families. As mayor now for 10 years, she knows. The race she first ran was tough. She had been interested in politics and wanted to run, but declined unless her friend, Mayor John W. Fryer, decided not to seek re-election. Fryer had been the principal at her elementary school and his wife, her home economics teacher.

Coberly said Fryer decided not to run, so she announced. Then Fryer changed his mind. Six candidates were in the 1994 bid for the mayor's chair. Coberly and Fryer made it to the runoff. She prevailed.

Her platform may have made the difference. She said she'd fight to keep the city from being placed under a new building and construction moratorium by the Arkansas Department of Pollution Control and Ecology for the city's sewage treatment problems. The city had been cited for sewage infiltration into storm drains.

Once Coberly was in office the city bought cameras to video sewers, find leaks and repair them. "The moratorium was never declared," she said.

Impact fees have been another headache for Cober-

ly and other city officials. She said it is "short-sighted not to appreciate impact fees," which can avert consequences such as building moratoriums when public facilities can't keep pace with construction. She said impact fees are "FOR builders" so they can continue building. Builders and developers should share in the costs for the city's expansion costs and impact fees and the fees have not slowed Bentonville's growth at all, she has told the Fayetteville City Council in urging that city to enact the fees.

The Bentonville City Council implemented the fees a few years ago despite criticism from builders and contractors. Developers and builders pay the impact fees when their developments cause changes in sewer, water or fire protection. The fees are \$3,500 a house. Should police and library considerations be included in impact fees? A study is looking into that for the city.

When Coberly sought a second term, she was unopposed. Two opponents ran against her when she won her third term.

This first elected female mayor of Bentonville doesn't seem cowed by taking stands. She was no neophyte when

she assumed the office in January 1995. She had worked in city hall from 1970, when her son Lance was born during a previous marriage, to 1977 as an assistant city clerk, handling utility payments and other tasks.


Before she decided to run for mayor in 1994 she had been a part-time city clerk since 1986—attending council meetings, taking minutes and handling other city clerk duties. "I've always been interested in politics."

Coberly was a poll worker and helped in campaigns, "but I never thought I would enter politics," she said.

Her political foundation also came from teaching.

After she graduated from high school in 1966, she earned associate's and bachelor's degrees, and then a master's degree in learning disabilities. She was a special education teacher for migrant workers' children when she began teaching.

Coberly taught in high school for 15 years. "Teaching is the best training for public office," she said. Each day "you never know what you will be dealing with and you deal with people from all walks of life."

And teaching has remained with Coberly. "I still call my office 'my room,'" she said. 



Meet the 2005-2006 Officers

By Lamarie Rutelonis, League staff

Mayor Stewart Nelson | Morrilton | First Vice President

Some may know him simply as Mayor Nelson, others, Stewart, still more as KD5LBE (his call as a ham radio operator), or even that guy who bears a remarkable resemblance to a svelte Santa replete with hat during winter League and National League of Cities meetings.

Nelson, 61, was born in Minneapolis, Minn., and was promptly moved when he was 3 years old. A fact that is important, because, according to Nelson, he is "not a Yankee."

A series of seemingly unrelated events put Nelson where we've come to know him best, the mayor of Morrilton. He started as an engineering student doing county survey work; then graduated with a bachelor's in business administration; he got a job at a Levi Strauss & Co. factory, which brought him to Morrilton in 1972; and then after attaining a master's in business administration from the University of Central Arkansas in Conway, Nelson landed a job as a plant manager at a Memphis factory that made

burlap bags. He did a stint as car dealer and repo man in Morrilton until his factory experience, education and passion for photography got him his next gig as a compounding manager for Maybelline in North Little Rock (the company also needed someone to take pictures). All the while Nelson moonlighted as a stringer for the **Petit Jean Country Headlight**, where he covered city council meetings. Nelson retired in 1992 and ran for office in 1994.

Now he is in his third term as a full-time mayor.

"This is the first job that I really look forward to coming to every day," Nelson said.



Mayor Paul Nichols | Wynne | Vice President, District 1



When Paul Nichols started out running for the democratic primary in Wynne's mayoral race, he was still a teacher. The same job he'd had for 30 years, the same job that brought him to Wynne in the first place.

He won the primary, and since there was no one running in the Republican or Independent primaries, he knew he was a shoe-in come Election Day in November. Nichols knew he could handle his job responsibilities as both teacher and mayor for the

few weeks of overlap until his planned retirement in

1999, but then it got a little hairy. The current mayor resigned in October, and Nichols, the only sure thing Wynne had, got appointed early—three months early.

"The kids called me 'Mr. Nichols' and 'Mayor'," he said, chuckling.

That was in 1998, now he is in his second term. Nichols wasn't green to local government; he had spent the previous 12 years as an alderman.

Nichols never really had a grand plan, he just knew he wanted to do something different after his 30 1/2 years in education.

"I was always interested in government," Nichols said. "The local level is what is happening. It's all Arkansas, but it's the 501 cities that are making it work."

Nichols and his wife, Pat, have been married since 1968, and have one daughter, Amy. He is a member of the Masonic Lodge, Rotary club, Arkansas Retired Teachers Association and the Cross County Economic Development Corporation.

Mayor Stanley Morris | Menifee | Vice President, District 2



Mayor Stanley Morris was born, raised and educated in Menifee. So, naturally, when it came time, in 1995, to find a home for retirement, Morris chose Menifee.

After graduating from Philander Smith College in Little Rock, Morris stepped into the professional world teaching Social Studies and French (which he says he simply *taught* and would currently call his French rudimentary) at Pine Street High School in Conway. After a year, wander-

lust took him to California where he worked for the Boy Scouts of America as a professional scouter. He was later drafted and served three and a half years in the U.S. Air Force. His next stop was Thurgood

Marshall School of Law at Texas Southern University in Houston. After earning his degree, Morris spent a 24-year stint in corporate law at Sears, Roebuck and Co. that moved him from Dallas to Atlanta to Chicago and then back to Menifee.

Today, Morris is "semi-retired" as an attorney and a "part-time" mayor, an office he has held since 1999.

"I felt like it would be an honor," Morris said of the decision to run for mayor, "and that some of my professional experience could help move the town forward."

Since taking office, Morris is most proud of resurfacing the primary streets and installing a city sewer system.

Morris and his wife, Vera, have one son, Christopher. Morris is a member of the National Association for the Advancement of Colored people and is past president of the National Conference of Black Mayors, Arkansas Chapter, and serves on the board of directors.

Mayor Robert Reynolds | Harrison | Vice President, District 3



Robert Reynolds and his wife, Sandra, moved to her hometown, Harrison, in 1958 to operate a newly acquired clothier, Walter's. He met Sandra during his second trip to the University of Arkansas at Fayetteville, where he earned his bachelor's degree in business administration. Reynolds's first trip was halted in 1951, when as a freshman his naval reserve unit was moved to active duty. After a two-year tour Reynolds returned to Fayetteville with a renewed inter-

est in education and a fatter wallet because of the GI Bill.

"When I was in the Navy I saved money," he

said. "I sent my money home, and when I came back, I bought a car."

What Reynolds bought was a 1955, Bel-Air Chevrolet, two-door with red on the bottom and white on the top, "Razorback red" to be exact. To Sandra's defense, he says the car didn't hurt his chances, but her father (later a partner in Walter's) was a Ford dealer, so she wasn't that impressed. They married in 1957 and have four children and eight grandchildren.

In 1993 Reynolds ran and won a seat on the city council; six years later, in 1999, he won the mayor's race. His favorite thing about being mayor is planning.

"I always say to make tomorrow better than today," he said.

His biggest accomplishment, passing a 1/2-cent sales tax for infrastructure, goes hand-in-hand with his favorite thing.

"It makes it easy to plan," he said. "We have the money to work with."

Mayor Horace Shipp | Springdale | Vice President, District 4

Since 1855, when Mayor Shipp's great-great-grandfather moved from Georgia, there have been Shipp's in Texarkana.

"Not as mobile as the name implies," Shipp said. "I'm a fifth generation Texarkanian."

It is the only place Shipp has lived. It was also the only place that his great-grandfather, grandfather and father lived.

With a long familial connection, it makes sense that Shipp would take a personal interest in Texarkana. In his spare time he is the local historian. Having collected 2,500 pictures of Texarkana, Shipp has created a presentation of Texarkana's history and has lectured about the city hundreds of times to organizations, meetings and festivals.

Shipp's interests got him a spot on a national network's collectors' show as a "super collector." After the show, people across the country sent him postcards of Texarkana.

Shipp, 60, retired after 35 years from "the only job he ever had" at the Red River Army Depot.

Left with a bit of time on his hands, Shipp did

two things in 1998: ran for public office and enrolled in college.

After a few years he received a bachelor's degree and a degree of satisfaction from his public service as a member of the Texarkana Board of Directors. So much that when the office came open and he felt the time was right for him in 2002, he ran for mayor.

Shipp is a graduate of and still active in Leadership Texarkana, where he received the Idalee Hawkins award in 1997 for his public service.

Shipp and his wife, Teresa, have two children, Julie Davis and Justin, and are active in the West Side Church of Christ.



Medicare offering prescription drug coverage

Beginning January 1, 2006, Medicare will offer prescription drug coverage to all eligible Medicare beneficiaries. This new benefit will:

- Be available to all people with Medicare;
- Help people with Medicare pay for the prescriptions;
- Provide additional help for those who need it most;
- Pay for both brand name and generic drugs;
- Allow people with Medicare to choose between at least two Medicare prescription drug plans; and
- Allow convenient access to local pharmacies.

If you are a Medicare beneficiary and have Medicaid, SSI or get help from your state paying Medicare premiums, you will get a notice from Medicare. If you are a Medicare beneficiary who has limited income and resources, you will receive a letter from SSA. Everyone who has Medicare will receive more information this fall. Enrollment begins November 15.

To find out more, visit www.cms.hhs.gov/medicareform or go to the Social Security Administration's Web site www.ssa.gov/organizations/medicareoutreach2/. Local State Health Insurance Assistance Programs (SHIP) also have information.



Fairs & Festivals.....

Aug. 14-20, **MOUNT IDA**, 77th Montgomery County Fair, 870-867-5054

Aug. 18-20, **HARRISON**, 34th Northwest Arkansas Bluegrass Festival, 870-427-3342, 870-741-1789, tourism@harrisonarkansas.org, www.harrisonarkansas.org

Aug. 19-20, **FORT SMITH**, Riverfront Blues Festival, 479-459-0115, karlyn219@earthlink.net, www.riverfrontbluesfest.org; **RUSSELLVILLE**, 16th ValleyFest, 479-968-7819, www.valleyfest2005.org

Aug. 20-27, **PIGGOTT**, 73rd Clay County Fair, 870-598-2320; **OZARK**, North Franklin County Fair, 479-667-2525

Aug. 25-28, **EUREKA SPRINGS**, 3rd Eureka Springs Bluegrass Festival, 888-855-7823, cityaud@eurekasprings.org, www.eurekasprings.org

Aug. 26-27, **ROGERS**, 21st Frisco Festival, 479-936-5487, info@mainstreetrogers.com, www.friscofestival.com

Aug. 30-Sept. 3, **PRESCOTT**, Nevada County Fair, 870-887-2818; **POCAHONTAS**, 80th Randolph County Fair and Rodeo, 870-892-3956, chamber@tcac.net, www.randolphchamber.com

Sept. 2-3, **HOT SPRINGS**, 9th Hot Springs Blues Festival, 501-321-2277, www.spacityblues.com

Sept. 2-5, **POCAHONTAS**, Labor Day Celebration, 870-892-4708, olddavidsonville@arkansas.com

Sept. 3, **CHEROKEE VILLAGE**, Labor Day Street Dance, 870-257-2511

Sept. 3-10, **BOONEVILLE**, South Logan County Fair, 479-675-2900

Sept. 5, **RECTOR**, 64th Rector Labor Day Picnic,

870-598-3591, michael.polk@regions.com; **ALTUS**, Labor Day Picnic, 479-468-4191, vpost@ipa.net, www.altusarkansas.com

Sept. 5-10, **BERRYVILLE**, Carroll County Fair, 870-423-3704, bvillecc@hbeark.com, www.berryvillefair.com; **CLARKSVILLE**, 107th Johnson County Fair, 479-754-2340, cjcco@cswnet.com, www.clarksvillechamber.com

Sept. 6-10, **EL DORADO**, Union County Fair, 870-862-8071; **FOUKE**, 62nd Miller County Fair; **HEBER SPRINGS**, 114th Cleburne County Fair, 501-362-8959, ddplbp@arkansas.net; **MENA**, Polk County Fair, 479-394-6722, wolfcreek@arkansas.net

Sept. 7-10, **MARSHALL**, Searcy County Fair, 870-448-3884

Sept. 9-10, **COLT**, 14th Colt Pioneer Days, 870-633-7588, meals@ipa.net

Sept. 9-10, **NEWARK**, 10th Times and Traditions Festival, 870-799-8888

Sept. 9-11, **HOT SPRINGS**, 14th Hot Springs Jazz Fest, 501-767-5482, swonderful2@netzero.net, www.hotspringsjazz.org

Sept. 10, **PARAGOULD**, 5th Twilight Jazz, 870-240-0544, mspjason@grnco.net

Sept. 10-11, **TEXARKANA**, 24th Quadrangle Street Festival, 903-793-4831, texarkanamuseums@cablone.net, www.texarkanamuseums.org

Sept. 11, **CHEROKEE VILLAGE**, 3rd Family Kite Festival, 870-856-9268, janoel@bessx.com

Sept. 23-24, **COTTER**, Fall Festival and Car Show, bev@centutytel.net

Oct. 8, **BENTON**, Old Fashion Day, 501-776-0255

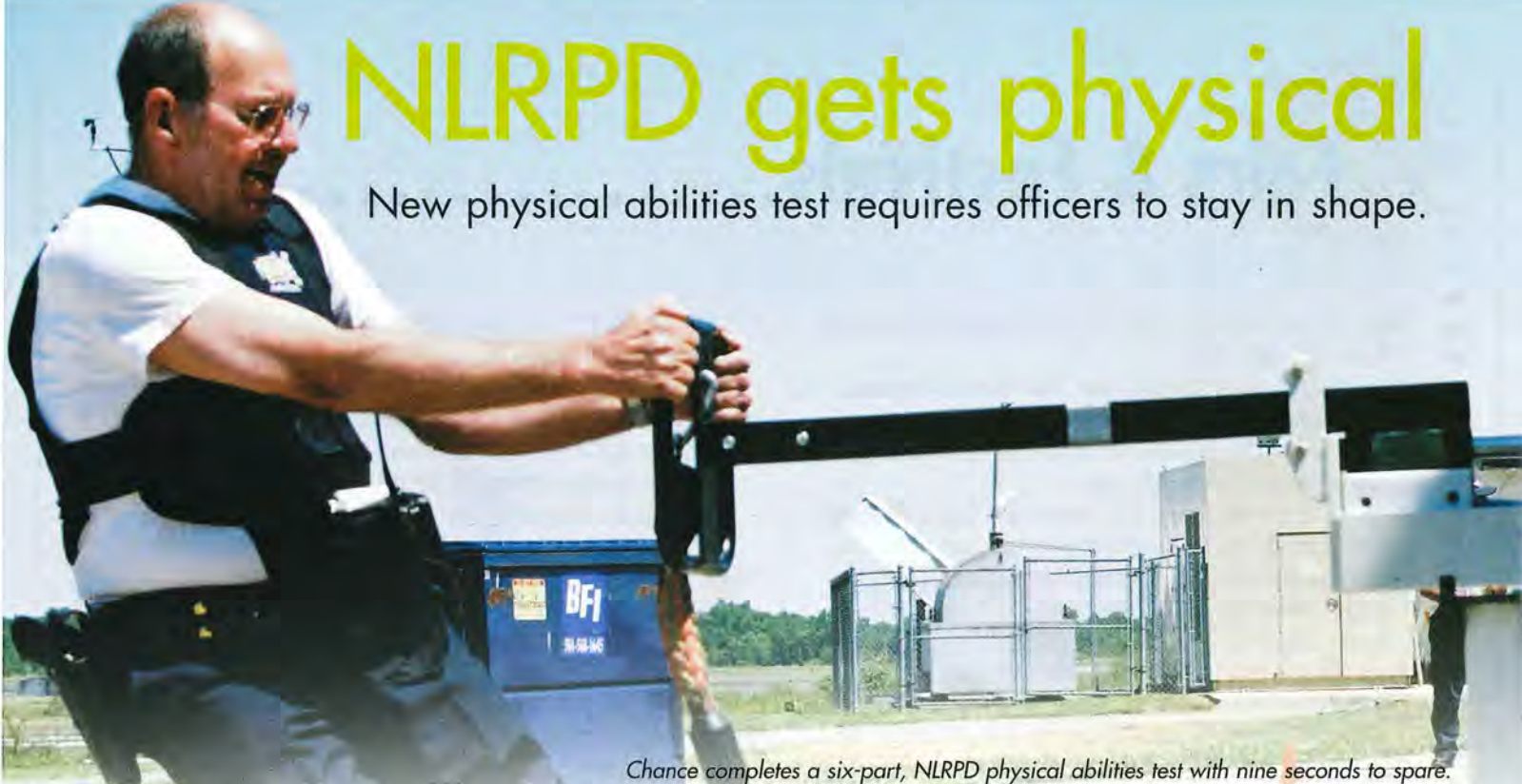


Hit us with your best shot.

To have your latest festival or fair considered for spotlight in the next issue, send high-resolution photos to citytown@arml.org in jpeg, eps or tif format.

NLRPD gets physical

New physical abilities test requires officers to stay in shape.



Chance completes a six-part, NLRPD physical abilities test with nine seconds to spare.

By Dacus Thompson, League staff

It was apparent that the North Little Rock Police Department (NLRPD) was up to something the second week of May at the old North Little Rock Airport, which is now the North Little Rock Fire Department's training station. Officers dragged body dummies harnessed by frayed rope, ran in circles, scaled flights of stairs and pointed guns through metal rings.

The officers were executing a physical abilities test designed after four-months of labor by Health Metrics, Inc. (HMI), a Washington state-based job-related performance company that develops evaluative programs for law enforcement departments around the nation.

"We contracted Health Metrics at the end of [2004] to develop a mandatory physical test," said North Little Rock Police Chief Danny Bradley. "We've had physical ability tests before, but they've always been voluntary."

Physical ability tests were initiated by the NLRPD in the mid-1980s, varying over the years in difficulty and philosophy, from bench-press tests to half-mile runs to negotiating small obstacles, such as a six-foot wall. But

the department wanted to standardize a test that set a minimum level of fitness for every "officer who wears a badge," Bradley said. Passing the test, said Bradley, would be a requirement for new hires and current officers' continued employment.

The NLRPD has hired-out companies, including most recently the Cooper Institute out of Dallas, to design an abilities test. But Bradley said the department wanted Health Metrics because of its professionalism and because it employs exercise physiologist PhDs. "We needed a test of physical ability," Bradley explained. "The [North Little Rock] fire department was looking for the same thing, and the city council agreed to bring in an outside consultant for both departments." The North Little Rock Fire Department (NLRFD) performed the test a week after the NLRPD.

HMI's base fee to develop a physical abilities test for the NLRPD and the NLRFD was \$30,000. The North Little Rock City Council paid the fee.

In December 2004, HMI commenced its intensive study to determine a recommended standardized physical abilities test for all officers.

HMI developed the test by conducting a comprehensive analysis of job tasks determined through interviews, on-site work observations and department-wide surveys. "They rode along with the officers on patrol, observing their daily physical activities, and surveyed all the officers," Bradley said. Survey topics included everything from an officer's daily activities to an officer's most arduous on-the-job task.

Research and analysis were boiled down to six tasks every officer should be able to perform: sprint, stair climb, physical restraint, pursuit run, victim rescue and trigger pull. To assess how quickly officers should be able to perform the six tasks, HMI created a physical abilities course.

The course begins with a 10-yard straight sprint to two traffic cones—placed 10 feet apart—that the subject must weave through five times before sprinting 50 feet to a training tower. Once in the tower, each officer must ascend four flights of steps and then backtrack the four flights, touching every step on the way down. Just outside the tower is a physical restraint machine, which acts as a sort of one-man tug-of-war. With a 50-pound

weight in its carriage, the officers must drive the weight up by leaning into the machine before walking four half-circles and then tug the weight up by pulling out on the machine while traversing four more semicircles. A nearly 100-yard pursuit run follows, with a victim rescue simulation—where each officer must drag a 170-pound mannequin 30 feet—just after that. The final task is the trigger pull, in which each officer must point a gun through a nine-inch metal ring and pull the trigger 12 times with the dominant hand and 11 times with the secondary hand, holding the gun steady throughout.

Masked officers were videotaped running the course, and the tape was shown to a panel of NLRPD officers. The masks were in place to prevent gender or age bias. “People in the department sat down and watched every candidate perform every task,” Bradley said. “Based upon that, they determined the cutoff time and the minimal level of fitness to do the job.”

The time decided on to complete the course was 3 minutes and 54 seconds, a time that Lt. Brian Scott said was reasonable and that 90 percent of NLRPD officers were able to successfully finish in. “If you can’t perform the essentials of this test, which mirror the job of a police officer, then you shouldn’t be an officer,” Scott said.

Although a large majority successfully completed the course, the test did have its victims. Many officers doubled over upon completion, gasping for air,

and two officers lost their lunch after finishing. Scott, who saw his breakfast sandwich from Sonic one too many times that day, said, “We’ve had physical tests before, but this is a whole different ball game.”

Sixty-three-year-old warrant officer Wayne Chance finished the course with nine seconds to spare, even after walking the last segment. “I’ve been here for 32 years and have taken every one of these physical tests the department has ever given,” Chance said. “And this is probably one of the more realistic tests I’ve taken.”

Bradley said the department is drafting an implementation process for officers who failed the test. They will be given several opportunities to pass. “We’ll give the same test again,” Bradley said. “If [those who failed] don’t pass then, we’ll do it again in the fall, probably October.”

Although there’s some leniency with existing officers, newcomers will be required to pass the physical abilities test before being hired, a requirement that is becoming more common around the nation.

Bradley said the motivation for the test was driven from inside the department. “Our officers have a lot of pride, and they want to know if they can do the job and if the officers around them can do their job,” Bradley said. “There’s a strong desire to create a better department, and there’s been a lot of positive feedback about this program. I’m happy with it. It’s something we’ve needed.”

FEMA helped FFD firefighters

Fayetteville firefighters tackle shorter life expectancy finding for male firefighters.

By Dacus Thompson, League staff
The Fayetteville Fire Department (FFD) initiated a physical fitness program on the heels of Battalion Chief Bud Thompson’s return from a Cooper Aerobic Clinic in Dallas, where Thompson learned that male firefighters’ life expectancy is 10 years shorter than the average man’s.

Thompson chewed this troubling fact over with Barry Brown, a University of Arkansas exercise science professor, and they decided to find out why.

In spring 2003, Brown, a handful of his graduate students and 40 volunteers from the FFD began a five-week pilot study of firefighters’ physical demands, concluding that a firefighters’ job in terms of strength, flexibility, endurance and power is similar to that of a professional athlete.

The problem was obvious: the firefighters weren’t in the same physical shape as professional athletes.

Thompson pitched his health concern to the Federal Emergency Management Association (FEMA) with Brown’s pilot study in hand. In December 2003, FEMA awarded the FFD \$105,000 to fund a year-long physical training program.

The grant was twofold. The first component called for research to determine the effects of firefighters’ stress reaction and risk factors relating to heart disease; 21 volunteers participated. The second was a 30-week comprehensive wellness program that included personalized training, nutrition presentations, stress

See **Grants**, page 33

Bradley steadies his hand, pulls the trigger, and Scott times his progress during testing.



Book Review By Jim vonTunglen

Reading Kyle Ezell's *Get Urban!: The Complete Guide to City Living* (2004; Capital Books; 259 pp.; \$18.95) for

extended periods can wear out even the most avid city lover. It's not just that he is enthused, but that he can make a person who already lives downtown want to buy a second home there just for the pure adventure of it.

A planner by profession, Ezell presents an extended analysis of the most important and fundamental reason for living in, or adjacent to, downtown: It is so

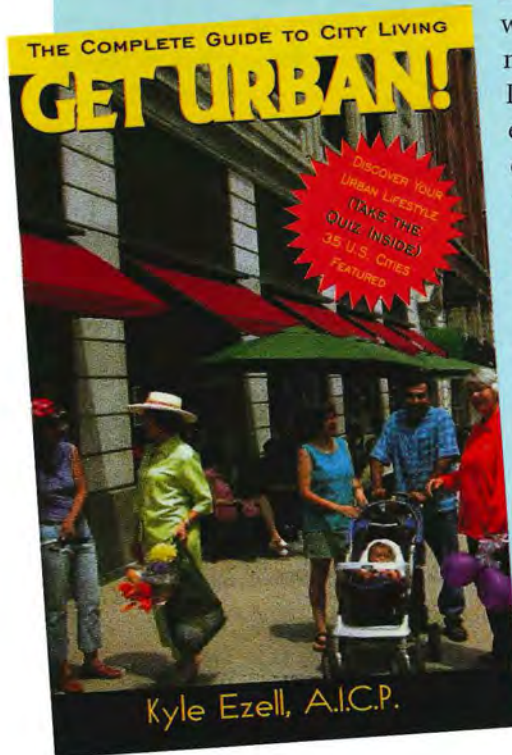
darn much fun. But he goes further than just selling the experience, he provides the reader with detailed information on how to go about it.

One disarming detail lies in the fact that his book is "suburban neutral." This is to say he recognizes that living in the urban core is not for everyone, nor is it necessarily indicative of a superior mindset. But if you think you might like living downtown and remain undecided, the book will certainly push you toward the righteous pathway.

Along the way, he answers questions such as how Manhattan's Soho neighborhood got its name—from "south of Houston Street" (pronounced "How-ston" by New Yorkers).

Soho is one of a number of urban center types—or "urbs"—that Ezell describes: Postindustrial Urbs, Garden Urbs, Eclectic Urbs and Blank Canvas Urbs. You will have to read the book to find out the details of each. Oh yes, and also to see all the nice things he says about Little Rock's Quapaw Quarter, a delightful Garden Urb in his estimation.

Great reading; give it a try.



Tell employees where to seek medical help

Workers' compensation law allows municipal employers to provide for initial care for injured employees. The city may direct injured employees to a doctor already selected by the employer.

If the injury is a medical emergency or the employee is injured after normal business hours, the employee can seek treatment from a local emergency room. The city, however, must inform its employees where they are to go for injury treatment. That requisite helps ensure members of the Municipal League Workers' Compensation Trust that the League can legally respond to the injury claim.

The initial treatment information must be given to all employees. Supervisors especially need to know the initial treatment procedures since they may be among the first to learn of an employee's injury.

Providing prompt, initial care is good case management of an employee's injury. Make sure treatment is followed with the employee signing and keeping his or her own copy of Form N, which states the injured employee's rights regarding change of physician.



Youth Councils impact communities

Industrious high schoolers contributing today, preparing for future.

By Dacus Thompson, League staff

North Little Rock's Mayor's Youth Councilmembers participate in an all-night fund-raiser, Relay for Life, at North Little Rock High School, West Campus to benefit the American Cancer Society.

PHOTO BY JOHN K. WOODRUFF, LEAGUE STAFF

What the kids are up to these days is making a difference. Youth councils—organizations that mirror city councils composed of high schoolers—facilitate an outlet for youth to learn the interworkings of city government and, in the process, give the students an opportunity to gain much needed volunteer hours for college admittance and scholarships.

"I got involved mostly to gain volunteer hours, and that's mainly why young people get involved," said former Sherwood Youth Council Mayor Scott Gordon. "But once you get a sense of how much you help the community and recognize your achievements, then it gives you a good feeling inside."

These good-feeling achievements range from the annual Coats for Kids drive in Maumelle to the fundraiser hosted by the Sherwood Youth Council that raised \$5,000 for Sherwood Elementary School. The school burned April 9, and the Youth Council organized the fundraiser just two weeks after the fire. "They immediately decided that they wanted to hold a fundraiser to help pay for items that weren't covered through insurance," said Cheryl Ferguson, a Sherwood Youth Council sponsor. The council, which has 53 registered members, baked sweets and breads and fried catfish and hushpuppies, all of which was donated by local businesses. "They did every aspect of the fundraiser," Ferguson continued. "It was a really good learning experience."

Youth councils generally accept high school sophomores, juniors and seniors as members, and the programs are normally initiated by residents who would like to see youth more involved with the community. Since the programs revolve around municipal government, school affiliations do not matter. "As long as they live in the city or attend a school in the city, they're eligible," Ferguson said. "We just want to have kids who work and are very involved in the community."

North Little Rock has a slightly different organization, with its Mayor's Council—a council of 85 students between the ages 14 and 18. The group, as described on the City of North Little Rock's Web page www.northlr.org, provides "opportunities ... for our youth to grow and learn through serving their community while volunteering in the metropolitan area's non-profit agencies."

All components of a city council—from mayor to treasurer to reporter—are found in youth councils, and the youth councils' impact can be, at times, just as significant as their older counterparts. "The role of the Youth Council is that they are the voice of the youth in Sherwood," Ferguson said. "If there is an issue that they feel needs to be addressed at a city council meeting for the youth, then they address it."

In 2001, the City of Sherwood implemented a city-wide curfew for juveniles. The ordinance made a slight
See **Youth Councils**, page 27



Fritz Friedl, North Little Rock Mayor's Office of Volunteer Services director, looks on as June Quick, assistant director, studies her computer. Friedl and Quick supervise one of the state's most efficient municipal volunteer programs, directing more than 250 volunteers.

PHOTOS BY LAMARIE RUTENONIS, LEAGUE STAFF

Volunteers help smooth the flow of municipal services

They reduce backlogs of city business, free paid employees to meet the needs of residents and expand services.

By Dacus Thompson, League staff

In 1990, Fritz Friedl brought to the forefront an idea that would both help North Little Rock's municipal government and the city's residents. The idea was volunteerism, and Friedl spent months scouting the country for municipal volunteer programs so he wouldn't have to "reinvent the wheel," he said. Fifteen years later, Friedl still is North Little Rock's director of volunteers, and the program he initiated is one of the most successful volunteer programs in the state, and possibly the country.

The retiree has tried several avenues to spread volunteerism in municipal governments around the state, including multiple presentations at League conferences and conventions, but Friedl said cities are slow to the taking. "City governments are skeptical of outsiders," he said. "They're concerned that they may make a mistake that will be reported back to somewhere else."

City & Town sat down with Friedl, who is a volunteer himself, to discuss why there aren't more municipal government volunteer programs, what cities can do to get started and what volunteerism means to a communities well-being.

City & Town: How did you start North Little Rock's volunteer program?

Friedl: We did research of the volunteer literature from around the country, but we found only 17 municipal volunteer programs in the United States. Two of those programs were particularly helpful to us—one in New Orleans and another in San Leandro, Calif. So we just borrowed some of their stuff, and they were very free with it. We looked at all of their literature and talked with them, and then we developed our own plan to present to the city.

C&T: How did the North Little Rock City Council respond to the plan you presented?

Friedl: At first, I had an alderman tell me he was going to vote against the program because he was against expanding city government. He said it was going to cost money that the city didn't have, but the city saves money when it has volunteers because it speeds up work when there's another set of eyes. If the volunteer wasn't there, then that work would probably not get done. Each year the Gallup [Organization] does a survey rating what every volunteer is worth. Last year, the money equivalency of our 250 volunteers was \$3.6 million. It cost us overall \$4,800 to run our volunteer program for the year.

C&T: Were there any other problems starting out?

Friedl: Initially, there was a lot of skepticism. But the fact that the mayor and city council had bought into it and that we had a short training program to explain what we were doing smoothed the transition. We told them we weren't there to spy on them and that we were simply there to help, that we wanted to take on some of their routine tasks. We had a network setup on how to do it, so it worked pretty well.

C&T: How has the program developed?

Friedl: We started out by developing recruitment flyers and passed them out. We used the city's radio and TV stations to advertise jobs that were available. We advertised in the free slots in the newspapers. But over the years, our program has evolved to the extent that most people just call us. We're on the city's Web site and in the telephone directory, and all of our department heads know us, so if anyone is looking to volunteer, they know where to find us.

C&T: What are some advantages to building a volunteer program?

Friedl: Probably the biggest advantage is to develop a civic-minded spirit in the community. When people get involved, they find out how the government works and that they can make a difference. Volunteers are generally very supportive of the current administration, so it'll show up in the polls. It'll show up in support of city projects. The other thing is that it creates an appreciative and supportive body in the community, particularly among retirees who realize that having something specific to do every day prolongs their life. Some people don't have hobbies, and they're looking for avenues to express themselves and give back to the community. A volunteer program is a good public service for the citizenry. When they get a chance to get involved in the government and express their opinions—not formally, necessarily, but indirectly through service—that helps the government work.

C&T: What should be the objective of a volunteer program?

Friedl: A lot of people think volunteer programs are about replacing paid staff with volunteers, but that is not an objective of our program. We try to help the routine backlog with volunteers so the paid staff can expand their services to the city. The purpose of volunteers is to expand services, not contract them. Almost every job has these assignment projects that create backlogs, so we try to take

See **Friedl**, page 41



Lena Mazzanti answers a call at the North Little Rock Police Department, where she has volunteered for the past eight years. "Volunteering is my way of helping the city and community," said Mazzanti, who volunteers four days a week.

Volunteer Community of Year Award Nominations sought

The deadline for submitting nominations for the 2005 Arkansas Volunteer Community of the Year Awards is Sept. 20. Cities and towns are urged to count their volunteer hours and send them in.

How many volunteer hours put on the Christmas Parade? Fund raising events? Habitat housing? Library, hospital, school events? All those hours and more can count.

Nominations go to the Arkansas Department of Human Services Division of Volunteerism, sponsor of the awards program, along with the Arkansas Municipal League and the Governor's Office.

Twelve communities are recognized each year for their volunteer efforts. Awards will be presented at the League Winter Conference Jan. 11-13, 2006, in Little Rock.

For more information or a nomination form, visit the Web site, www.state.ar.us/dhs/adov/ or call David Jordan, 501-682-7540.

Economic Developers meet Aug. 22-24

The Arkansas Economic Developers (AED) 2005 Annual Conference will be Aug. 22-24 at the Peabody Hotel, Little Rock. Topics include Profitable Team Building, Understanding Office Technology, Hard Hat Talk, Packaging of Incentives, and Presentation Skills. Patrick Kuhse, a former stockbroker and financial planner, will discuss ethics.

To register for the conference, go to www.aed.dina.org/calendar/default.html or contact Susie Marks at smarks@littlerockchamber.com.

For the Patrick Kuhse speech only on Aug. 23, register for his session only for \$20. Send a check made out to AED to AED, One Chamber Plaza, Little Rock, AR 72201.

Jacksonville builds new fountain, landmark City now has something to "identify downtown."

By Dacus Thompson, League staff

After trying for years to attract attention to its downtown, the City of Jacksonville finally has its draw: a massive fountain at the intersection of James and Main streets that was unveiled June 29. The fountain has three stepped formations, two that spout steady streams of water and a third that is mounted by a 20-foot-tall pillar emblazoned with Jacksonville's seal.

"We wanted to identify downtown Jacksonville and also to honor a man who greatly improved our community," Jacksonville Mayor Tommy Swaim said. That man is Tom Corey, an entrepreneur who in 1968, along with Paul Ramin and Brad Blakeway, formed Arkansas Precast Corporation, a concrete company that employed more than 100 workers in Jacksonville.

"Mr. Corey was a great supporter of our city," Swaim said. A plaque honoring Corey graces the fountain, relating that "[Corey's] efforts on behalf of this community and his dedication to economic development here are examples that each of us should strive to equal."

Precast Corporation donated all of the project's concrete, and the landscaping and architecture plans were also donated. Major donations supplied the remainder of the project's expenses.

Swaim stands next to the city's new fountain in downtown Jacksonville. The fountain was dedicated June 29 in honor of Tom Corey, a founder of Arkansas Precast Company.



PHOTO BY DACUS THOMPSON, LEAGUE STAFF

Greenbrier builds new events center

Mayor's impetus for center is to keep residents in city.

By Dacus Thompson, League staff

Greenbrier Mayor Melton Cotton didn't see why his Faulkner County municipality of 3,042 shouldn't have the same amenities as more populous cities, and he decided to do something about it. "I myself was going to Conway to walk in their facilities,"

Cotton said. "And I'd have to go there to watch my grandkids play ball, and there wasn't a reason we couldn't do all of that in Greenbrier."

The end result of Cotton's decisiveness is the Greenbrier Civic Event Center, a \$2.3 million, multi-functional facility that equals or surpasses its big-city counterparts. The center has two basketball-cum-volleyball courts, fitness center, community events room that seats 200 and an eighth-of-a-mile walking track that goes around the facility's inside perimeter.

Greenbrier residents have taken kindly to their new events center, visiting it with greater frequency each week since its June 30 opening. "We averaged about 115 people a day our first week," Event Center Director Shellie O'Quinn said. "Our second week we averaged 250 people a day, and our third week 275 a day. In Conway they average 400 a day, and their population is roughly ten times our size!"

Complete with kitchenette, O'Quinn hopes the community room will draw in residents for social events and private parties. "People in the community can reserve it for




Greenbrier Mayor Melton Cotton, with microphone, introduces the city council at the Greenbrier Civic Event Center's June 30 opening, which was attended by several hundred residents.

PHOTO BY DACUS THOMPSON, LEAGUE STAFF

their own events and parties," said O'Quinn, who added that they also have live entertainment twice a month. "We're booked on the weekends through September!"

Rising costs during construction forced the city to cut one of the more anticipated features: an impact absorbing surface for the walking track. "The track is now concrete," O'Quinn said. "But we plan on installing the impact absorbing surface as soon as we raise the money." The track's estimated cost is \$50,000, but O'Quinn and Cotton aren't deterred. O'Quinn is busy writing grants and planning fundraisers for the track, and donations are accepted at the center.

Once the track is complete and weightlifting equipment added to the fitness center, the Greenbrier Civic Event Center will be second-to-none. "We'll have adult league basketball in the fall, and we're trying to get a volleyball league," Cotton said. "I don't know of another community of Greenbrier's size that has anything like this."

Visit the Greenbrier Civic Event Center at 5 Lois Lane in Greenbrier, or call 501-679-6362. 

Apply for Innovations Award

Harvard University is accepting applications for an Innovations in American Government Award, which is given to government programs that serve as examples of creative and effective government at its best.

Administered by the Ash Institute for Democratic Governance and Innovation at the John F. Kennedy School of Government in partnership with the Council for Excellence in Government, the Innovations

Award is a \$100,000 grant awarded to support replication and dissemination activities.

All units of government—federal, state, local, tribal and territorial—within the United States are eligible to apply. The application deadline is **September 15**.

For applications and more information, visit www.innovationsaward.harvard.edu.

The First Round of the "Public Use" Question: *Kelo v. City of New London*

By Thomas M. Carpenter, Little Rock City Attorney
A group of citizens in a small town in New Hampshire are trying to condemn a farmhouse more than a century old with the hopes of attracting a new hotel complex that would spawn economic redevelopment in the area. While the idea of a hotel complex may not be serious, the passions of the persons behind this effort are intense. The farmhouse belongs to Justice David Souter of the U.S. Supreme Court, and the condemnation effort is reaction to his vote with the majority in *Kelo v. City of New London*, a case the Court handed down on June 23.

The opinion in *Kelo* has spawned totally opposing reactions. The June 27 edition of the *Nation's Cities Weekly*, published by the National League of Cities, hailed the opinion as assurance that "[c]ities across America will be able to continue to use the power of eminent domain—one of their most effective tools for ensuring economic development" NLC President Anthony A. Williams, the mayor of Washington, D.C., noted that the opinion merely reaffirmed the current use of eminent domain power. However, on June 30, the U.S. House of Representatives, by a vote of 365-33, passed a resolution offered by Congressman Phil Gingrey of Georgia which disagreed with the majority opinion in *Kelo* "and its holdings that effectively negate the public use requirement of the takings clause"

What is the fuss all about? The NLC says that nothing has changed, and Congress says that an aspect of the constitutional "takings clause" has been negated. More to the point, what does the *Kelo* decision actually hold, and what are its ramifications for Arkansas?

The specific question in *Kelo* was whether the "public use" provision of the Takings Clause permits a local government to use its power of eminent domain to assemble private property that will later be sold to private parties for a redevelopment project. By a 5-4 majority, the U.S. Supreme Court said yes.

The city of New London, Connecticut had experienced hard times. Since a major U.S. Naval school closed, the unemployment rate had nearly doubled the state average. In 1990, the city was designated a "distressed municipality." Its population in 1998 was at its lowest since 1920. This situation prompted local officials to seek an economic revitalization project.

The project would include a \$30 million pharmaceutical research facility, and would also attract various



recreational and commercial activities to the area. This redevelopment plan moved forward, but certain persons refused to sell their property to the government. Eventually, the city condemned the property. This condemnation was challenged, though, because there was no "public use" anticipated since the property was later to be sold to private developers.

The Takings Clause of the Fifth and Fourteenth Amendments to the U.S. Constitution permit the government to take private property (1) for a public purpose, (2) after the payment of just compensation. In *Kelo*, there was really no question about the compensation offered. The issue was whether this use constituted a "public use."

To answer the question, the Court noted that there are two relevant poles in this area of takings litigation. First, it is clear that a government cannot take property for the sole purpose of transferring it to a private individual. Second, the government can take private property that it later gives to a private entity if there is a future use by the public in the taking. This second example deals with situations like condemnation of railroad right of way. Since the railroad is a common carrier for the public, then the condemnation fulfills a public use.

The issue in *Kelo* is where condemnation for a redevelopment project fell between these two poles. It was obviously not a simple matter of giving property to a private individual, or entity, since certain requirements in the redevelopment project had to be met. For example, the pharmaceutical facility had to be built, and the mall area with shops and restaurants had to be built. But is this enough to fulfill a "public use" test?

A question raised in *Kelo* was whether the local government should have to prove that the expected public benefits of the redevelopment project will occur? If so, what kind of proof had to be provided. Should, for

example, a local government had to show within a “reasonable certainty” that a specific taking for a specific redevelopment project would, in fact, lead to the public benefits suggested by the project?

The Court refused to get involved in this kind of analysis. Since there was a statutory redevelopment plan in place that had been followed by the City, the Court refused to challenge the efficacy of that plan. Further, the Court concluded that the “public use” analysis really did not turn on whether the projections of the plan were sufficiently established. Since the creation of a redevelopment plan, under the state statutory process, involved legitimate public debate, the Court was willing to defer to the state and local governments on these last two issues. Essentially, all the Court held is that if the process is in place and properly followed, then the condemnation meets the “public use” requirement.

Justice Anthony Kennedy, who joined the majority opinion, also issued a concurring opinion that sounded a warning. While he was willing to accept the factual record that the New London redevelopment project was not solely for the benefit of the pharmaceutical company, he also suggested that a future case might require a more demanding review. He acknowledged that there may be cases where the benefits are suspicious, or the procedures are abused, and if so the Court’s conclusion that a “public

use” is present will have to be revisited. The dissenting opinions echoed this concern in more detail.

Does *Kelo* really affect local government action in Arkansas? Yes. But, does it answer any questions that may arise under Arkansas law? That question awaits a final determination.

After the passage of Amendment 78, the General Assembly approved Arkansas Community Redevelopment Financing Act. Ark. Code Ann. §§14-168-301 to -322 (West 2004). This Act has been most recently debated for its provisions on tax increment financing. Yet, the same kinds of eminent domain provisions present in the *Kelo* case are also involved in this Act. Perhaps the most important sections of the Act deal with the public hearings that must be held on the creation of a redevelopment district, and before the approval of a proposed project plan. These hearings not only outline the scope of the district and the project, but are intended to permit the kind of legitimate public debate that the Court, and especially Justice Kennedy, found significant in *Kelo*.

In short, *Kelo* merely affirmed in the economic development context what has been the law in other contexts—i.e., the public taking of property and later transfer of title to a private entity for a project that truly benefits the public fulfills the “public use.” But, econom-

See *Kelo*, page 33

provide

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property and equipment inspections.

conduct

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seminars and training
for employee safety.

recommend

guidelines for accident
prevention to employees,
vehicles and loss of property.



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Summaries of attorney general opinions

Recent opinions that affect municipal government in Arkansas.

From the Office of Attorney General Mike Beebe

Fire, pension fund queries warrant further study

Opinion: 2005-041

Requestor: Lamoureux, Michael—State Rep.

Are all records, documents and minutes of a local police or fire pension and relief fund board, as set up under ACA 24-11-401 et seq. and ACA 24-11-801 et seq., subject to the FOIA? If not, which records, documents or minutes are not subject to the FOIA? Q2) Who is authorized under ACA 24-11-401 et seq. and 24-11-801 et seq. to determine whether a local police or fire pension and relief fund is actuarially sound? Q3) Can a city council exercise any control over the local police or fire pension and relief fund or countermand any financial directives by the board? Q4) If a police or fire pension and relief fund is not actuarially sound, can a city refuse to levy up to a full one mill to make the difference or may a city elect to have the boards prorate benefits as stated in ACA 24-11-416? Q5) Under ACA 24-11-435, if a police or fire pension and relief fund covers only retired members and no longer accepts new members, who determines whether the fund has four hundred percent (400%) of its retired life liabilities covered by assets? Q6) If a local police or fire pension and relief fund, as set up under ACA 24-11-401 et seq and 24-11-801 et seq. ("fund"), is closed to new members and all the members of the fund are retired, is a city which had previously approved a millage to fund the matching contribution of these funds still obligated to levy the millage to cover unfunded liability of the fund? Q7) If a local police or fire pension and relief fund is closed to new members and all the members of the fund are retired, is a city which had previously approved a millage to fund the matching contributions of those members when actively contributing still obligated to levy a millage to contribute to the fund to cover any incidental expenses or cost of living expenses if the fund is actuarially sound? Q8) If a local police or fire pension and relief fund is closed to new members and all the members of the fund are retired, is a city, which had previously approved a millage to fund the matching contributions of those members when actively contributing, still obligated to contribute the usual millage levy to the fund if the city does not levy a millage for the fund? Q9) Does a city, which approved a millage levy up to one mill to support a police or fire pension and relief fund, must continue to levy millage for the fund if the fund is actuarially sound? Q10) What steps would be required to permanently abolish a millage passed pur-

suant to ACA 24-11-401 et seq. and 24-11-801 et seq.?

RESPONSE: Q1) The answer to this question will depend upon the applicability of any specific exemptions from the FOIA's disclosure requirements. Q2) Reference must be made to ACA 24-11-201 to -207, and the actuarial valuations required under those Code sections. Q3) Generally "no." Q4) I am unable to respond to the first part of this question. As to the second part of q4, it is my opinion that prorating benefits is an option if the fund is insufficient to pay the full amount of benefits due in the current fiscal year. Q5) The local board of trustees must ultimately make this determination. See opinion for further discussions of the above questions. Q6-10) It is my understanding that these questions involve police and fire pension and relief funds of the City of Russellville which are the subject of an appeal currently pending before the Arkansas Supreme Court (see *Russellville Police Pension and Retirement Board v. Johnson*, No. 05-631 (Ark. S. Ct., filed June 9, 2005)). Under the circumstances, the issue of the levy of the millage for these local funds must be addressed in the above referenced judicial proceeding.

Misdemeanor, prison may await fire code violators

Opinion: 2005-075

Requestor: Jones, Terry D.

Pros. Att'y., 4th Judicial District

What is the penalty, if any, for violation of the Arkansas State Fire Code when a city or county has not adopted such? **RESPONSE:** In my opinion, the Arkansas Fire Prevention Code ("AFPC") has the force of state law and is enforceable regardless of whether a local government has adopted it by ordinance. Additionally, the State Fire Marshal, the Arkansas State Police, and enumerated local officials have state-mandated authority to enforce the AFPC. As a matter of state law, any failure to obey an order or instruction of an authorized fire official enforcing the AFPC is a Class A misdemeanor punishable by up to one year imprisonment as well as a fine not to exceed \$1,000. The AFPC is enforceable by the State Fire Marshal through the Arkansas State Police or by a local official who is an ex officio deputy to the fire marshal under the Fire Prevention Act, ACA 12-13-101 through -116 (Repl. 2003).

Prosecutor decides 'Thin Blue Line' sticker violators

Opinion: 2005-119

Requestor: Trusty, Sharon—State Senator

Does the display, sale, or purchase of a "Thin Blue Line" sticker by anyone other than a law enforcement officer or a family member of an officer violate ACA 5-37-208 (criminal impersonation), ACA 5-77-202 (law enforcement insignia sales), or any other laws? **RESPONSE:** To the extent the question inquires as to a violation of criminal laws, it is more properly addressed to the local prosecuting attorney. In addition, the question may depend upon factual considerations arising under the statutes you mention.

FOIA custodian decides records release

Opinion: 2005-160

Requestor: Wilson, J.R.
Chief, Hope Police Department

Is the decision of the custodian of records to release the attached documents in response to a Freedom of Information Act (FOIA) request for Officer Collins' personnel file consistent with provisions of the act? **RESPONSE:** In most respects the custodian's decision is consistent with the FOIA. There may, depending upon the facts, however, be some additional job performance records that should be withheld if there was no final administrative resolution of any suspension or termination. In this regard, if there is a reversal of any applicable suspension or termination, it is treated as if it did not occur. See Opinion 2002-263.

Personnel records' release decided case-by-case

Opinion: 2005-162

Requestor: Witherell, Stacey
Employee Services Manager,
Little Rock Human Resources

As custodian of the records and in response to a Freedom of Information Act (FOIA) request, I have determined that records of disciplinary actions of former and current Little Rock Police Department officers are exempt from release under the FOIA unless a final administrative resolution has been reached. Is my interpretation of the FOIA correct in this instance? **RESPONSE:** Determining whether the requested documents are exempt will require a case-by-case and document-by-document analysis. The opinion sets forth the standard applicable to employee evaluation/job performance records.

Resigning doesn't trigger work record release

Opinion: 2005-164

Requestor: Harper, Jeff—Springdale City Attorney
Is the decision of the custodian of records to withhold release of an investigative report into allegations made against the police chief consistent with provisions of the

Freedom of Information Act (FOIA)? **RESPONSE:** Yes. The report, even though prepared by a private law firm under contract with the City, falls within the definition of an "employee evaluation or job performance record." Under the FOIA, such records are not subject to release absent final administrative resolution of a suspension or termination proceeding. Resignation is not a triggering event for the release of job performance records. See opinion for full discussion.

Insurance lack not reason to impound car

Opinion: 2005-116

Requestor: Hill, Jim—State Senator
Does state law authorize a law enforcement officer of a municipality, county, or the State of Arkansas to cause a vehicle to be towed solely because the operator cannot show proof of insurance if the operator was stopped pursuant to a traffic violation, stopped for some other legitimate reason, or involved in an accident but with the vehicle still drivable? **RESPONSE:** No. In my opinion, the Arkansas Supreme Court has definitively answered this question in *State v. Kelley*, __ Ark. __, __ S.W.3d __ (June 16, 2005) holding that ACA 27-22-104 does not authorize law enforcement officers to impound a vehicle solely for lack of insurance.

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City events, SCI can help cities grow

Sister Cities International helps establish economic identity in foreign market.

By Sherman Banks

Community pride is a key component in generating economic growth. It helps give a city its identity regionally, nationally and internationally. Festivals, many communities have found, can often best reflect a community's character and its most noteworthy components.

How many people worldwide can identify which U.S. cities host the Rose Bowl, Mardi Gras, the New Year's Day ball drop or the King Biscuit Blues Festival? Like these festivals, themes for such events may center on sports or historical events, agricultural products, local traditions or music.

Arkansas has many events that provide communities with a sense of pride. These events offer platforms for local and state governments to display their values and services, which promote economic development. Sister Cities International (SCI) helps support such platforms with links to more than 1,200 communities in 121 countries.

Working together strengthens a community, and, in most cases, you want your community to continue to grow. Reaching out to an international market and benefiting from the expanded business opportunities that result will help your community grow. When successfully marketed and publicized, festivals can generate significant tourism revenue and have a tremendous economic impact.

A few of the Arkansas cities that have enhanced their identities based upon particular events include: Little Rock (Riverfest, Little Rock Marathon), Helena West Helena (King Biscuit Blues Festival), Eureka Springs (Jazz Festival), Conway (Toad Suck Daze), Clarksville (Peach Festival), Warren (Tomato Festival), Hope (Watermelon Festival) and Emerson (Purple Hull Pea Festival).

The key question is how to make these events attractive to an international market. Events such as these are already attractive to the international market. The question is how to make them even more attractive and how to ensure that attendance increases yearly. You must have event planning year-round. This requires long-range planning, organization and cooperation between businesses and local and state governments, along with promotion and, of course, resources.

Consider these questions when planning a festival:

• **Who?** Who is your target audience? Who will be affected, both positively and negatively, by the event? Who will help organize and assist? Who will participate?



Banks

• **What?** What kind of event will this be? What do you hope to eventually achieve by hosting the event?

• **When?** Will this be a one-time or an annual event? Is this a peak time for travel, tourism? Are other major events scheduled for this time in the region? Do set-up and tear-down days create a challenge? How long will the event run? How much time will be needed to organize the event?

• **Where?** Where will the event occur? Is room adequate for parking, as well as event growth? Is the adequate access in and out of the area? Are utilities available and sufficient? Where does one get permits, if needed? Does the area layout meet the needs of the festival? Will people come? Does the site have name recognition?

• **Why?** Why should there be a festival? Does it fit the needs of the community?

• **How much?** How much will it cost? How will the event generate revenue?

Determine how the plan will be organized and implemented. Do not underestimate the drawing power that Arkansas has on the international market. Because we are a small state, we have become our own worst enemy. We do not believe we have anything to offer the international market. If we do not believe in ourselves we cannot convince others to come and experience the natural beauty that we take so much pride in.

Over the last 10 years Arkansas has sustained a steady growth in international visitors. They stay longer and spend 1 1/2-times more than U.S. tourists. SCI can help draw international tourists simply by inviting all the international cities that are involved with Arkansas cities to attend your event.

If you still wonder, "Why or how does one do this?", just look to Mississippi, a state that has historically ranked at the bottom economically and educationally, but has in the last 10 years risen from 50th to 45th in the nation in those categories, surpassing Arkansas.

It is time for us to dare to dream. We must align ourselves with those who have and learn from their mistakes and successes. This is the best way to grow. SCI offers the opportunity to help Arkansas grow economically and culturally.

Contact Sherman Banks, president, Sister Cities International, at 501-376-0480, fax 501-372-6564, e-mail sbanks@aristotle.net or P.O. Box 165920 Little Rock, AR 72216.



Sherwood Youth Council members present a check to Sherwood Elementary School Principal Linda George to help rebuild the school, which burned April 9. The youth council raised the money by hosting a bake sale. Ann Frymark, from left, Ashley Harris, Jill Jacobs, Matt Holden, Lance Green, Scott Gordon, Sherwood Elementary Principal Linda George, Tyler Jacobs, Bryce Green, Sarah Longwill and Andrew Ferguson.



Youth Councils


(Continued from page 17)

oversight: it didn't take into consideration the summer months when school was out. "The Youth Council spoke up and presented their case to the city council," Sherwood Mayor Bill Harmon said. "The council agreed with them and the council changed the curfew."


In Maumelle, the city council has grown friendly with the Youth Council, consulting them on matters that directly affect the youth. "The city council has let the Youth Council help with designing and placing playgrounds, and they are at times invited to a council meeting, if there's a topic that concerns the youth," said Phillip Rayborn, who has been a Maumelle Youth Council volunteer since 1994. "Anything that works or has something to do with youth, the city tries to get them involved."

One of the ways a city gets the youth interested is by sending them to the National League of Cities Conference in Washington, D.C. Throughout the year the Maumelle and Sherwood youth councils hold fundraisers—movies in the park, Easter egg hunts, a haunted house—to help bankroll the yearly trip. For Maumelle, the trip is an annual event; this year marked Sherwood's first return to the capital city in five years. At the conference, the students attend seminars on how to participate in municipal government, speak with other youth council members from around the nation and meet with Arkansas politicians, such as Sen. Blanche Lincoln.

"Youth council is primarily a learning process for those young people, like their trip to Washington," Harmon said. "It gets youth interested in our city and gets parents of the youth interested in what we're trying to do in our city, which makes a big impact down the road when they become No. 1 citizens and learn how to do public service and give back to the community."


The impact on Gordon, who will attend Mississippi State University next fall, is already apparent—his minor in college will be political science. "I picked political science basically because of the Youth Council," Gordon said, "because I've been involved with city government and find it interesting." 

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Be prudent when purchasing equipment

New equipment costly, but will save in long run, help morale.

By A.E. Johnson Jr., P.E., Staff Engineer



Johnson

This article is long overdue, but the subject is always timely. It's dedicated to every man and woman in the street department, the parks and recreation department and the water and sewer department of every small- and medium-sized town in Arkansas.

There is nothing more frustrating than a maintenance crew having to work with a piece of equipment that won't start, blows hydraulic seals or has worn-out controls.

There was a time when small cities had an excuse for not providing their employees with good equipment—because the purchase required cash or a manipulative lease agreement violating the law. Now, purchasing is much more flexible.

It's still hard for the city council to agree to buy a new D4 Cat. All good equipment is very expensive, and it will take a chunk out of your city's budget.

There are those who use the excuse that they don't want to buy new equipment because of the bidding process. The bidding process requires specification, but specifications can be written to be sure that you get exactly what you want.

Every city should have a dump truck with a flatbed trailer, a backhoe and a farm tractor with a Bush Hog. It would be preferable to have all diesel engines because they last longer than the more conventional gasoline engines and they provide greater torque. It's also convenient to have just one major fuel tank in the fueling area.

This minimum amount of equipment can haul and spread gravel, clean out ditches, install culverts, cut grass and expose and repair water and sewer lines. Incidentally, a dump truck can also be equipped with a covered dump bed and chemical spreader, plus a snowblade, if you write your specifications accordingly.

Moving beyond the absolute minimum equipment, a second dump truck is always nice. Adding a second dump truck to a fleet allows maintenance crews to better utilize the backhoe by loading one truck while the other truck is hauling. The next piece of equipment to be added depends a lot on the types of streets to be maintained and the condition of the water and sewer system. If your city has a lot of gravel streets and open side ditches, a small motor grader is a great addition. If you're having a lot of water and sewer problems, a small track hoe


is a good addition.

As you get beyond your basic equipment needs, do not rule out renting equipment. Renting equipment can be very cost effective, particularly when specialty items, such as concrete, pavement saw and trenchers are needed.

Upgrading your fleet takes time. It takes maintenance and operating expense records to justify your purchase request. Each piece of equipment in your fleet should have maintenance and operating records. It's also helpful to document the amount of down time for each piece of equipment.

Be careful buying military or government surplus equipment, which often has specifications that can create a maintenance nightmare or be very costly. Also, surplus military equipment is very difficult to get rid of once acquired.

Remember, the next best thing to a salary increase for raising the morale of your maintenance crew is a new piece of much needed equipment. The right equipment for the job makes for efficiency and a job well done. No more standing around leaning on shovel handles!

Reach Al Johnson at 501-374-7492. He is available to consult with member cities and towns as a service of the League. 

Obituaries—

Millie Muriel Brooks, 72, a Wrightsville city councilmember since 1992, died July 9.

She was planning commission chair and a fire commissioner.

Paul B. Choate, 71, mayor of Blevins, Hempstead County, died Aug. 5.

William C. Gilliam, 77, a retired Malvern Municipal judge and former Malvern city attorney, died July 22.

Henrietta (Rheta) Griffith, 58, a banker, farmer and former Clarendon mayor, died Aug. 5.

William Lonnie Scott, 70, a Marked Tree City Council member, died Aug. 3.

Cain Wilder, 80, a Wilmot alderman for more than 20 years, died July 23.

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Do homework, then select right tree of right spot

Preparing properly for planting is as important as planting itself.

By John Slater, Urban Forestry Partnership Coordinator

When planting trees, mistakes may not reveal themselves until years after the project is completed, which is added incentive to “do it right the first time.”

Creating a disaster when deciding which species to plant is easy, so put emotion aside and base decisions on sound biological and environmental evaluation. Pressure may be to plant flowering dogwoods or Bradford pears everywhere, but this is not practical nor desirable.

Consider why you are planting the trees and the location. A diversity of species should be planted in urban areas to ensure an urban forest’s maximum health and beauty. Remember species that can grow in and tolerate the environment.

Consider soil properties, such as pH, internal drainage, water table depth, texture and condition (compacted or not). Soil pH has a great influence on certain nutrients’ availability. Nutrients may be present in the soil but not available to the tree. Some trees can tolerate poorly drained soils, high water tables or heavily compacted soils, others cannot. A county agent, extension service specialist or a local college or university biology department provide assistance with soil analysis.

When planting, LOOK UP! Is that a power line about 30 feet high? If so, don’t plant trees that can grow to 80 feet. Whatever is underground, a backhoe can find it. Cut a fiber optic cable and your tree-planting budget takes a heavy hit. Call Arkansas One-Call, 800-482-8998, two to 10 working days before digging to locate underground utilities.

Small trees and shrubs do not require as much space as large trees. It makes no sense to plant trees that will be large at maturity in tiny spaces and expect them to thrive. Larger trees need the size of two parking spaces, approximately 400 square feet, to grow and do well. Medium trees need 300 square feet and small trees 200 square feet. Some species have a tall, narrow growth habit while others may be short and broad. Visibility factors, such as blocking a driver’s view or obstructing a merchant’s window, should be considered.

Have a definite reason to plant trees other than just

to plant trees. Whether the planting is to coincide with trees in an existing landscape or if the trees are to enliven a barren one, the right tree is available. Even within narrow specifications, it is often possible to choose species that will deliver the required features and be compatible with the soil and site. Certain species make better specimen trees than others—some are suitable for screening while others attract wildlife.

Determining the soil properties, the planting sites’ size and limitations and deciding planting goals will determine the species that most closely match the site that will produce the desired results.

Visit a library, college or university, county agent, extension service specialist or the Arkansas Forestry Commission for reference materials on trees’ growth rates and habits, soil requirements, insect and disease problems, fall colors, flowering and fruit characteristics, limitations and special problems. The National Arbor Day Foundation, www.arborday.org, Arkansas Urban Forestry Council,

www.arkansastrees.org, and Arkansas Forestry Commission, www.forestry.state.ar.us, are helpful sources.

Visit a nursery. Plan the visit several weeks or months before planting. Allow the nursery time to order. A wide selection of trees is available, and nurseries can usually get just about anything, if given enough notice. Familiarize yourself with the American Standard for Nursery Stock and review this resource with the nursery on the front-end. Ensure that the nursery knows that only high quality, healthy stock will be accepted.

Only after the homework is finished, the species selected and the nursery contacted can one be assured that the selection has been properly addressed to put the right tree in the right spot.

Thanks, Jim Northum of the Forestry Commission for my tapping his past *City & Town* columns.

Make a memory—Plant a tree.

John Slater’s at 501-384-5867 or john.slater@arkansas.gov.



Slater



Cumballs aside, these fall color sweet gum trees make good border trees, perhaps behind the outfield fence of a baseball field. With its good form and hardiness, the Sweet Gum is a good addition to any urban forest.

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
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To the corporate limits and beyond

City planning beyond city boundary can be tricky business.

By Jim vonTungeln, Staff Planning Consultant, American Institute of Certified Planners



vonTungeln

It seems, from the questions I receive, that many elected officials in our state are finding themselves shocked to discover that cities can extend their planning and regulatory authority beyond the city limits. As a result, a number of cities want to get into the act for the first time.

To them, I offer a number of warnings. The first is to expect resistance. Many property owners just beyond the city limits feel that this represents a new assault upon their property rights. Actually, it is an old one.

This concept first became law in Arkansas in 1958. It mirrored a recommendation of the 1928 Standard City Planning Enabling Act prepared by the Advisory Committee on City Planning and Zoning appointed by U.S. Secretary of Commerce Herbert Hoover, hardly a poster child for liberal overreach. The committee's recommended language was that "[t]he territorial jurisdiction of any municipal planning commission over the subdivision of land shall include all land located in the municipality and all land lying within 5 miles of the corporate limits ..."

Thus, it is a notion with a long pedigree, and we may assume that it is not going away. It may be refined. Our legislature, in its most recent session, enacted a provision—now state law—providing that cities may appoint planning commissioners from outside the city but within its planning area.

The second warning, if you choose to extend control beyond your city limits, is to step carefully. Five miles is way too far. Try a quarter to a half-mile or, more rationally, only that area that you are sure will be annexed within the next five to 10 years.

Then we come to the problem of enforcement, that is, who is going to do it and how? To paraphrase the comment of Georges Clemenceau of nearly a century ago that "it is easier to make war than to make peace," it is easier to pass land use regulations than it is to enforce them.

Enforcement should be fairly simple if one believes in the provisions of ACA § 14-56-417 regulations to control development of land. Two provisions of that statute stand out:

(b)(3)(B) No deed or other instrument of transfer shall be accepted by the county recorder for record unless the deed or other instrument of transfer is to a lot or parcel platted and on file or accompanied with a plat approved by the [planning] commission.

(c) Within the area within which the municipality

intends to exercise its territorial jurisdiction as indicated on the planning area map, the county recorder shall not accept any plat for record without the approval of the planning commission.

Actually, Secretary Hoover's committee recommended a \$100 minimum fine to a recorder who violated this principle—quite a hunk of change in 1928. Our statutes don't go that far, so, if your municipality may be encountering difficulty in securing your county recorder's cooperation, you might turn to the following to build a "coalition for the enforcement of development regulations."

Title companies: In at least one city in the state, the local title company is listing non-compliance with the city's subdivision ordinance as a flag on clearing title for real estate closings.

Professional engineers: It is part of an engineer's responsibility to the client to disclose necessary reviews for subdivision approval.

Professional surveyors: Likewise.

Real estate agents: More than almost any profession, they are responsible for disclosing to a client any fact which might have a bearing on the sale (or purchase, depending upon which side they represent) of real property.

Real estate appraisers: They should appraise property on the basis of what is "legally permissible."

This list doesn't even include bankers and attorneys, for it goes without saying that these individuals should promote disclosures of statutory requirements.

If a municipality can provide necessary information to these groups, along with notification that it expects compliance, the problem of enforcing development regulations within the planning area should largely be solved, and without a lot of time and effort on the part of the staff.

For those willing to face the resistance and enforcement difficulties, this tool should mean less substandard development at the city's edge, a more orderly process of growth and the ability to plan a long-term transportation system. That's why the privilege exists. It is up to us to use it wisely.

Comments or questions? Reach Jim vonTungeln at 501-372-3232. His Web site is www.planyourcity.com. He is available for consultation as a service of the League.



Grants

(Continued from page 15)

management programs and individualized consultation. More than 60 firefighters participated in the latter program.

The program's goals were to reduce injuries, increase strength and flexibility, and promote the health and longevity of FFD firefighters.

For the study, Brown again enlisted graduate students, who donated 1,630 hours, an estimated value of \$65,000. The Human Performance Laboratory at the University of Arkansas and Bev Lewis Women's Athletic Facility made their facilities available. Weight training and cardiovascular equipment—purchased with grant money—were placed in the fire departments.

The study began in January 2004 and examined everything from resting heart rate to the level of oxygen used at maximum effort to strength tests, such as bench and leg presses. In every category, the firefighters

improved over the course of the program.

Because the fitness trainers from the University of Arkansas would no longer work with the department after the FEMA program ended, eight FFD firefighters attended a Firefighters Professional Wellness Certification Workshop. All eight passed the course and were certified by the American College of Sports Medicine in February 2005.

The FEMA-supported program concluded in August 2004. The findings in that short period included a rise in the department's morale, a greater efficiency by the firefighters in everyday tasks, a significantly shortened recovery time from minor injuries and lower stress levels.


Because the physical fitness program was so successful, the City of Fayetteville committed to maintaining the program through the end of 2005. 

Kelo

(Continued from page 23)

ic development does not fit into a neat category in the way that a railroad, or a public utility, fits. Instead, the legitimacy of the taking is as much involved with the process used to approve the project as anything else.

If there is a caveat for local government officials in Arkansas, it is to remember that the proffered project should demonstrably provide a positive impact to a community. The redevelopment act clearly outlines the types of issues that Arkansas local governments should consider, and should be willing to reconsider, after public comment. As long as the local government is developing the project for its community, instead of merely taking property for a developer, *Kelo* suggests that the court should defer to the decisions of the local government.

(The *Kelo* opinion can be accessed at www.supremecourtus.gov. Upon entering the site, click on opinions, and then click on slip opinions and scroll down to those issued on June 23). 

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Containing city wildlife

Nuisance animals cause greater problems as their populations grow.

By Billy Grace, director, North Little Rock Animal Shelter



Grace

Raccoons in the trash can, opossums under the house, coyotes in the woods out back, squirrels in the attic or deer on the highway are service requests that are becoming all too familiar to today's animal control officers. As humans encroach farther into the domain of wild animals, these problems become more and more frequent.

I once jokingly told a friend, who is an avid 'coon hunter, that he ought to come to town to hunt because that is where all of the raccoons are. The fact is that the wild animal population is growing right along with the human population. When I was growing up in south Arkansas, catching a glimpse of a deer was a rare event, coyotes were virtually unheard of and raccoons were rare enough to make hunting for them a sport. Now it seems that cars are constantly hitting deer, and raccoons are raiding garbage cans all over. Shine a spotlight behind a warehouse at night and you will obtain a perspective of how many coyotes are out there.

Some wild animals learn to not only live with humans, but to live off humans. Raccoons and opossums, for example, seem to thrive on human garbage to where they become huge. Raccoons love raising their young in attics, as do squirrels and bats. Deer enjoy eating young, tender plants grown in lawns and gardens, and armadillos can't seem to resist the grubs found in these well-fertilized areas.

Solutions can be difficult.

Animal control officers seem to be the logical choice for taxpayers to call when these problems arise, and rightfully so. Calling a private contractor to remove nuisance wildlife can be very expensive.


Of all of the wild animals that we deal with, raccoons, opossums and skunks are the easiest to capture in live traps, with squirrels and foxes being slightly more elusive. Coyotes seem to have a knack for avoiding traps, and the dumbest armadillo out there must be smarter than we are because we have yet to trap one. Several years ago we tried to relocate a deer herd from our municipal airport, but I still remember the spectacle of that orange tipped dart stuck in the deer's rump as it disappeared over the horizon. We finally had to obtain a depredation permit from the Arkansas Game and Fish Commission to use firearms in that situation. Our police department graciously offered to execute the permit, and

did so with a great deal of enthusiasm.

According to Blake Sasse, a wildlife biologist with the Arkansas Game and Fish Commission, relocating wild nuisance wildlife is legal, as long as the animals are relocated outside the city limits. For tips on how to deal with these animals, visit www.agfc.com, click on Critters and then Nuisance Wildlife. There are also several good ideas in the *Wildlife Control Technology* magazine. To subscribe, call 815-286-3039.

While wild animals can appear cute and cuddly, encounters with them can result in a painful, and sometimes expensive, bite. Many wild animals carry various forms of parasites and diseases. For this reason, the Arkansas Department of Health recommends that humans refrain from handling them.

As earlier stated, we in animal control are often the only source of help to deal with nuisance wildlife. Many people cannot afford to call a private enterprise. If we are going to stay abreast of taxpayers' needs, we must continue to educate ourselves in ways to deal with this constantly growing problem.

By the way, if anyone knows how to catch an armadillo, please contact the North Little Rock Animal Shelter, 501-791-8577. 

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FINANCING AVAILABLE WITH APPROVED CREDIT

New college seeks to help communities tackle health issues

UAMS's College of Public Health looks to improve all Arkansans' health.

By Willa Black Sanders, M.P.A.



Sanders

The University of Arkansas for Medical Sciences (UAMS) Fay W. Boozman College of Public Health (COPH) began four years ago and has since been educating Arkansans so that they can improve their communities' health.

The school's work will pay big dividends, but more of these uniquely trained health workers are needed to help Arkansas improve its consistently poor national health ranking.

Municipal and county leaders can assist greatly in our efforts to improve Arkansans' health.

The COPH has adopted a community model of public health to carry out its health improvement mission because it recognizes that changing unhealthy behavior requires more than just knowing what is harmful to our health.

A community-based approach to public health makes change more likely because the community determines what changes are needed, targets those needs and commits to programs and activities that help change unhealthy behavior.

UAMS's newest college is equipping a public health workforce with the necessary technical and behavioral skills to work with their communities. The COPH is teaching and providing research relevant to Arkansans with more than 35 full-time faculty, some of whom are nationally recognized for their work.

The COPH became the sixth and newest academic unit at UAMS July 2001, thanks to the governor, legislature, many dedicated public health advocates and 64 percent of Arkansas voters who passed Initiated Act 1 of 2000—The Tobacco Settlement Proceeds Act. The legislature subsequently passed 12 enabling bills that put into motion programs designed to improve Arkansans' health. The Tobacco Settlement Proceeds Act specifically directs the COPH to serve as a "resource for the General Assembly, the Governor, state agencies and the communities." This is a charge taken very seriously by the college's administrators, faculty and staff.

More than \$5 million has been received by the col-

lege, which has 37 graduates. Twenty-eight of the graduates have masters of public health degrees and nine have post baccalaureate certificates of public health.

Accredited by the Council on Education for Public Health since May 2004, the college now offers a doctorate of public health (Dr.P.H.). Six students are enrolled.

The college's mission to improve the health and promote well-being of individuals, families and communities

in Arkansas through education, research and service is intertwined in every aspect of the planning and implementation of our programs.

To achieve our mission, the COPH utilizes a community-based health education mode.

The COPH will improve the health and well-being of Arkansans by:

- Training a professional public health work force capable of providing effective community programs;
- Training health care and public health practitioners in prevention methods for unhealthy behaviors

by offering continuing education programs and through partnerships in delivering model programs;

- Fostering connections among graduating students, state agencies, local organizations, health care practitioners and communities to help align, coordinate and implement effective prevention programs; and

- Conducting community-based research that is Arkansas-focused and based on Arkansas's needs.

Help us meet our goal of training/retraining public health workers who will be based in every county in Arkansas. Municipal and county officials may contact Joe Harvey, director of student services, 501-526-6711, for arrangements to provide college faculty/staff presentations in your community about public health issues and to raise awareness of public health education opportunities.

Willa Black Sanders, M.P.A., is assistant dean for Governmental Relations and Special Projects, College of Public Health, and a University of Arkansas for Medical Sciences instructor, Health Policy and Management Department.



“A community-based approach to public health makes change more likely because the community determines what changes are needed, targets those needs and commits to programs and activities that help change unhealthy behavior.”

Getting the fat out

'Fit in the Fort' doing its part to create healthier Arkansas.

By Jennifer Oberste

Arkansans rank among the nation's most overweight residents. Effects of obesity include diabetes, heart disease, high blood pressure and other life threatening illnesses. Heart disease is the No. 1 killer of women in the United States; and lifestyles of our children have changed—today they are playing video games and watching television more than ever. This puts our youth at an all time high risk of obesity.

The City of Fort Smith, responded to this health assessment by starting a program five years ago to encourage Fort Smith residents to get fit and healthy. The Commit to Get Fit program was implemented by the Mayor's Commission for Physical Fitness. Over the past five years, Commit to Get Fit has grown beyond expectations. This year, 800 people participated in the four-week fitness program.

To encourage folks to continue on a path of fitness, the Commit to Get Fit committee, along with the Fort Smith Parks and Recreation department, started a year-long program—Fit in the Fort. Partnerships have been created between several agencies throughout Fort Smith and Sebastian County to spread the news about the program.

Registering for Fit in the Fort is easy and accessible. Residents obtain registration forms at various locations throughout the city and county. The program works like this:

- Set a challenging but achievable exercise goal for a certain number of minutes per month. Get up and get moving, try every appropriate physical activity and succeed in this year-long program.
- Record each day's and month's minutes on the Fit in the Fort log. At the end of each month, report the total minutes exercised for that month to the Parks and Recreation Department by phone, e-mail or fax.
- Each month they achieve their goal, their names will be entered in a drawing for a monthly prize and in the drawing for a grand prize to be given April 2006.
- Each time Fit in the Fort registrants participate in an area walk or run or other health event, they will have



a bonus entry in the prize drawings and have a chance for a door prize at that event. A Fit in the Fort table

will be set up at each event to record participation.

- Residents may start or withdraw from the program at any time during the year.
- Free T-shirts will be given to participants who reach their goal eight out of the 12 months.

Some pertinent information is obtained from each participant: height, weight, blood pressure and age. The Parks and Recreation department figures the body mass index (BMI) for each person. BMI—a measurement which takes into account a person's weight and height to

Anna Wallace helps a fellow North-side High School student stretch out. The two students participated in Fit in the Fort, a public weight-loss and fitness program that helps Fort Smith residents get in shape.

See **Fitness**, page 39



MUNICIPAL HEALTH BENEFIT FUND



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CHANGES TO THE 2005 MHBF DIRECTORY, AS OF AUGUST 1, 2005

Also visit League Programs on League Web site, www.arml.org, for these changes and providers.

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IN-STATE ADDITIONS							
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JOHNSON, MD	BRAD	BENTON EMERGENCY GROUP	3000 MEDICAL CTR. PKWY	BENTONVILLE	AR	72712	479-553-1000
WULZ, MD	CURTIS	BENTON EMERGENCY GROUP	3000 MEDICAL CTR. PKWY	BENTONVILLE	AR	72712	479-553-1000
BURLESON, DDS	JOHN	BURLESON FAMILY DENTISTRY	3284 HWY 387 SOUTH	CABOT	AR	72023	501-843-5808
COOPER, DC	THOMAS	CONWAY CHIROPRACTIC & WELLNESS CTR	965 CARSON COVE #A	CONWAY	AR	72034	501-336-8181
KUZAS, MD	JANE	DELTA FAMILY MEDICAL CENTER	803 HWY 65 SOUTH	DUMAS	AR	71639	870-382-4400
HANNAH, CRNA	KEVIN	OZARK REGIONAL ANESTHESIA	3215 N NORTH HILLS BLVD	FAYETTEVILLE	AR	72703	479-442-3961
VAUGHN, OD	WANDA	AR VISION DEVELOPMENT CTR	1301 S WALDRON RD #B	FORT SMITH	AR	72903	479-478-8860
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ARMSTRONG, DO	VICTOR	EAGLE HEIGHTS CLINIC	303 N MAIN #202	HARRISON	AR	72601	870-741-8559
RIGGS, DO	ANN	EAGLE HEIGHTS CLINIC	303 N MAIN #202	HARRISON	AR	72601	870-741-8559
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WRIGHT, MD	KENNETH	FAMILY PRACTICE	2001 S MAIN ST #4	HOPE	AR	71801	870-722-7231
BRANDT, MD	JOHN	DIGESTIVE DISEASES CLN OF HOT SPRINGS	151 MCGOWAN COURT	HOT SPRINGS	AR	71913	501-625-7727
HARDY, PT	JON	TRI-LAKES PHYSICAL THERAPY	615 W GRAND AVE #5	HOT SPRINGS	AR	71901	501-623-8353
MATHEWS, MD	J. STEVEN	GASTROENTEROLOGY CLN OF HOT SPRINGS	151 MCGOWAN COURT	HOT SPRINGS	AR	71913	501-623-8277
OMALLEY, MD	JOHN	CHILD & YOUTH DEVELOPMENT CTR	800 S CHURCH ST #201	JONESBORO	AR	72401	870-935-9911
TAYLOR, MD	MARSHA	FIRST CARE ACUTE CARE CTR	333 STADIUM BLVD	JONESBORO	AR	72403	870-932-3339
TAYLOR, MD	MARSHA	FIRST CARE	415 E MATTHEWS	JONESBORO	AR	72401	870-972-8181
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LYLE, MD	CLAUDE	UAMS	4301 W MARKHAM	LITTLE ROCK	AR	72205	501-686-8000
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CROSSLIN, OD	CHARLES	KILGORE VISION CENTER	2183 HWY 62 WEST	MTN. HOME	AR	72653	870-424-4900
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DJODIER, MD	MASOOMEH	NW FAMILY MEDICAL CENTER	601 W MAPLE AVE #102	SPRINGDALE	AR	72764	479-750-5585
MANNING, MD	LANCE	ENT CENTER OF THE OZARKS	601 W MAPLE #213	SPRINGDALE	AR	72764	479-750-2080
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FOX, MD	THOMAS A.	COLLUM AND CARNEY CLINIC	1440 W. 1ST N.	PRESSCOTT	AR	71857	870-887-8001
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APPROVE HOME MEDICAL		HOME HEALTH & HOSPICE	2000 HARRISON ST.	BATESVILLE	AR	72501	870-698-1123
CAMPOS, MD	LOUIS	FAMILY PRACTICE	103 GRASSE ST.	CALICO ROCK	AR	72519	870-297-3726
WILSON, MD	JOHN	EMERGENCY MED.	1801 MARTIN LUTHER KING DR.	HELENA	AR	72342	870-338-5800
SHEHATA, MD	MAGDY	HOPE HEMPSTEAD EMERGENCY GROUP	2001 S MAIN ST	HOPE	AR	71801	870-722-2450
CAMPOS, MD	LOUIS	MEDICAL CLINIC OF HORSHOE BEND	805 3RD ST.	HORSESHOE BEND	AR	72512	870-670-5115

Fitness

(Continued from page 37)


gauge total body fat in adults—is one of the most accurate ways to determine when extra pounds translate into health risks. Someone with a BMI of 26 to 27 is about 20 percent overweight, which is generally believed to carry moderate health risks. A BMI of 30 and higher is considered obese. The higher the BMI, the greater the risk of developing additional health problems. Heart disease, diabetes and high blood pressure are all linked to being overweight. A BMI of 30 and over increases the risk of death from any cause by 50 to 150 percent, according to some estimates.

According to health experts, people who are overweight but have no other health risk factors (such as high cholesterol or high blood pressure) should eat healthier and exercise to keep from gaining additional

weight. For people who are overweight and also have health risks, they recommend trying to actively lose weight. Be sure to consult your doctor or other health professional before beginning any exercise or weight-loss program.

In June 1998, the federal government announced guidelines that create a new definition of a healthy weight—a BMI of 24 or less. So now a BMI of 25 to 29.9 is considered overweight. Individuals who fall into the BMI range of 25 to 34.9, and have a waist size of more than 40 inches for men and 35 inches for women, are considered to be at especially high risk for health problems.

The city promotes Fit in the Fort as an easy way to get fit and maintain physical well-being. Nearly 200 participants have registered since the inception of the program in May 2005. The city expects Fit in the Fort will continue to grow over the next few years, making the residents and community of Fort Smith healthier.

For more information, visit www.fsark.com/GetFit. 

LAST NAME	FIRST NAME	CLINIC/SPECIALTY	ADDRESS	CITY	ST	ZIP	PHONE
PURDY, MD	CHARLES	PULASKI EMERGENCY GROUP	1400 W BRADEN ST	JACKSONVILLE	AR	72706	501-985-7000
BARIOLA, MD	JEREMY	INTERNAL MED.	4301 W MARKHAM #783	LITTLE ROCK	AR	72205	501-686-8000
MOORE, MD	JOHN	INTERNAL MED.	4301 W MARKHAM #783	LITTLE ROCK	AR	72205	501-686-8000
NETCHVOLODOFF, MD	CATHERINE	GASTROENTEROLOGY	4120 W. MARKHAM	LITTLE ROCK	AR	72205	501-686-7911
PAPPAS, MD	ALEXANDROUS	PEDIATRIC & ADOLESCENT MED.	4120 W. MARKHAM	LITTLE ROCK	AR	72205	501-686-5959
TARP, MD	DALLAS	ANESTHESIOLOGY	800 MARSHALL	LITTLE ROCK	AR	72202	501-686-8000
CAMPOS, MD	LOUIS	MEDICAL CLINIC OF MELBOURNE	915 MAIN ST.	MELBOURNE	AR	72556	870-368-1911
MARZEWSKI, MD	DAVID J.	NEUROLOGY	1516 COUNTY RD	NEWPORT	AR	72112	870-523-6721
OUT-OF-STATE ADDITIONS							
KREYMER, PSYD	JOHN	PSYCHOLOGY	2135 S FREMONT	SPRINGFIELD	MO	65804	417-820-2170
MYERS, PSYD	WILLIAM	OZARK NEUROREHAB CENTER	3550 S NATIONAL AVE #200	SPRINGFIELD	MO	65807	417-269-9300
RADOVANOVICH, PHD	BARBARA	OZARK NEUROREHAB CENTER	3550 S NATIONAL AVE #200	SPRINGFIELD	MO	65807	417-269-9300
SMITH, MD	RUSSEL	RADIOLOGY	1235 E CHEROKEE	SPRINGFIELD	MO	65804	417-820-9729
WARREN, MD	JULIE	PSYCHIATRY	1865 S FREMONT #3900	SPRINGFIELD	MO	65804	417-820-8180
WEBSTER, PSYD	DEBORAH	PSYCHOLOGY	2135 S FREMONT	SPRINGFIELD	MO	65804	417-820-2170
TROOP, MD	J. KEITH	SOUTHERN OK MULTIPLE SRVS	2002 12TH STREET NW #B	ARDMORE	OK	73401	580-223-5180
HARDAGE, MD	STEVEN	EASTERN OK ORTHOPEDIC CTR	504 E BLUE STARR DR	CLAREMORE	OK	74017	918-341-0600
ALLEN, MD	TATE	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
BARRETT, MD	PENNI	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
BISCHOFF, MD	JAMES	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
BOONE, MD	BRADFORD	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
BROWNE, MD	CHRISTOPHER	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
CALDWELL, MD	TIM	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
CAPEHART, MD	MARK	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
CARSTENS, MD	GEORGE	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
CARSTENS, MD	M CRISTIE	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
CLOUSER, MD	MICHAEL	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
CREMER, MD	MARK	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
DOHLMAN, PT	DONALD	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
EMEL, MD	T. JEFFREY	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
GIRARD, MD	CHARLES	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
HARDAGE, MD	STEVEN	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
HARRIS, MD	DAVID	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
HAUGER, MD	KIM	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
JENNINGS, MD	JOHN	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
KRIEGER, MD	RONALD	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
LEE, MD	LAURA	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
LEONARD, MD	STEVEN	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
LEWIS, MD	ALAN	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
LIPE, MD	BILL	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
LORTON, MD	JAY	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
LYONS, MD	GEORGE	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
MAUERMAN, MD	GEORGE	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
MAYES, PT	SHAWN	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
PLASTER, MD	RODNEY	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
RAHHAL, MD	SCOTT	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
SHEFFNER, MD	STEVEN	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
SMITH, PT	TRACY	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
SVOBODA, PT	JEREMY	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
SWENNING, MD	TODD	EASTERN OK ORTHOPEDIC CTR	6475 S YALE AVE #301	TULSA	OK	74136	918-494-9300
TAYLOR, MD	W. JORDAN	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
TRAINO, DO	PHILIP	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
TRUONG, MD	NHAN	RADIOLOGY CONSULTANTS OF TULSA	4111 S DARLINGTON AVE #700	TULSA	OK	74135	918-743-8838
STRATTON, MD	DONALD	INTERNAL MED.	2014 GALLERIA OAKS	TEXARKANA	TX	75503	903-831-3033
OUT-OF-STATE UPDATES							
MOTHERSEAD, PHD	PHILIP	NEUROPSYCHOLOGY & REHABILITATION	1235 E CHEROKEE	SPRINGFIELD	MO	65804	417-820-7708
WHEELER, DO	DALE	SJC NORTHSIDE URGENT CARE	1640 E KEARNEY	SPRINGFIELD	MO	65803	417-888-8888
OCONNELL, MD	JOHN	INTERNAL MED.	2195 WEST ST.	GERMANTOWN	TN	38138	901-755-0405
OUT-OF-STATE DELETES							
WHEELER, DO	DALE	FAMILY PRACTICE	1312 N HWY 5	AVA	MO	65608	417-683-4045
FLORES, MD	ANA	OPHTHALMOLOGY & OPTOMETRY	825 RIDGE LAKE BLVD #200	MEMPHIS	TN	38120	901-685-2200
HARRIS, PHD	ELIZABETH	PSYCHOLOGY	6263 POPLAR AVE #932	MEMPHIS	TN	38119	901-761-1119

Arkansas Municipal League Municipal Legal Defense Program

and

a'TEST CONSULTANTS INC.



NEWSLETTER

AUGUST 2005

SAMHSA announces new suicide hotline

The U.S. Department of Health and Human Services' Substance Abuse and Mental Health Services Administration (SAMHSA) has announced its National Suicide Prevention Lifeline, 800-273-TALK. The national hotline is part of the National Suicide Prevention Initiative (NSPI). In addition to the hotline is a Web site, www.suicidepreventionlifeline.org.

In the United States, suicide is the 11th leading cause of death among all age groups, accounting for approximately 30,000 deaths annually. More than 100 crisis centers in 39 states participate in the National Suicide Prevention Lifeline. SAMHSA is committed to working with state and local organizations to expand

the availability of suicide prevention and intervention services.

The National Suicide Prevention Lifeline is funded by a three-year, \$6.6 million grant from SAMHSA's Center for Mental Health Services. The National Suicide Prevention Lifeline is a network of local crisis centers in communities across the country that are committed to suicide prevention. Callers to the hotline will receive suicide prevention counseling from trained staff at the closest certified crisis center in the network. A nationwide public education campaign to raise awareness about suicide and the national hotline is under development.

Is catheterization allowed in drug testing?

The question whether a U.S. Department of Transportation (DOT) urine specimen can be obtained via catheterization from a patient who is catheterized as part of a medical procedure or who is unconscious is asked of a'TEST quite often.

The answer is no. When someone is unconscious, no one is permitted to obtain a urine specimen for DOT testing purposes from them. No one is permitted to catheterize a conscious employee for the purpose of

collecting urine for a DOT drug test. However, if a person has been catheterized for medical purposes (e.g. a conscious, hospitalized patient in a post-accident situation), it is permissible to use urine collected by this means for DOT testing purposes. All necessary documentation for a DOT collection must be provided (e.g. the CCF).

An employee who normally voids through self-catheterization is required to provide a specimen in that manner.

DOT testing and hospital gowns don't mix

Is it legal for a specimen collection facility to require DOT donors to wear hospital gowns during a collection? The answer is no.

In Section 49 CFR Part 40.61(f)(3) of the Department of Transportation (DOT) drug and alcohol testing regulations, it states, "you must not ask the employee to remove outer clothing (e.g.: shirts, pants, dresses,

underwear), to remove all clothing or to change into a hospital gown (unless the urine collection is being accomplished simultaneously with a DOT agency-authorized medical examination)."

If a clinic is requiring this of municipal employees for a drug test, please notify them this is a violation of DOT regulations and could cause the clinic and employer to be fined.

Check here or Web for a'TEST services

We receive calls from clients looking for additional services that they can network through a'TEST Consultants, Inc. As a provider of numerous services, we list most on the a'TEST Web site or in its brochures. Here is a listing of services: drug-free workplace program management; workers' compensation compliance management; training courses; workplace programs; substance abuse professional and employee assistance program; in-house medical review officer; random management; court testing; hair, saliva, urine, breath and blood testing; LabCard medical testing; mobile collectors; and the SBA Paul D. Coverdell Drug-Free Workplace Grant.

Friedl

(Continued from page 19)

care of these routine backlogs with volunteers to free up the paid staff to immediately address customers and consumers and get things done. For example, services like signing up for utilities: There's always a backlog of people trying to sign up for electricity, and a lot of times those applications stack up and bog down the whole system. The person who's managing those applications has to take care of everyone who comes through the door and doesn't have time for the applications. We want to help with that backlog. We want to enhance public services.

C&T: Is there a high turnover rate with most volunteers?

Friedl: Most volunteers underestimate their own time. I have people saying, "I want to volunteer, and I can do it every afternoon for three hours." I tell them right off, "No." They overcommit themselves and then they find out that other things—church, fishing, taking their grandkids to kindergarten—interfere with their volunteer assignments. We start volunteers out at two half-days a week. And if they want to expand, then we work with them on that. Volunteers don't stay with you forever. Many times they'll come in and say, "Well, this is not for me," or have a personality clash or whatever and they'll leave. For every two volunteers I sign up, I'll lose one in the space of about 12 months. But others stay with you for a long time. I've had people die in place. I've had some for 14 years. I've got one lady who's been with us for years who volunteers at several different places during the week.


C&T: What's the key to maintaining a strong program once it's established?

Friedl: When you get a volunteer, you have to do everything you can to keep them. You have to talk to and greet and thank them every day. You have to make them feel

appreciated. Some organizations require their volunteers to work 20 hours a week. My view is a little bit different. I'll take a volunteer for however much time they want to give. First of all, you can't require a volunteer to do anything since they're unpaid staff. And I know that whatever we get from them—whether it is one or two hours a week—that we're getting something that we didn't have before. We try to make everything as smooth as possible. If they have to leave, that's okay. We just ask that they call us and let us know.

C&T: How should interested cities get started on a volunteer program?

Friedl: The first thing to do is to identify someone who is going to be in charge of it. Whether it's a volunteer or a paid staff person, they should be on the mayor's staff. The next thing they need to do is kind of get on the books. If you're going to have a program, it ought to be in the city's ordinances. It should be approved by the mayor or city council so they know, so they've bought into it, in other words. I've got all the background to all the similar programs around the country and the things that they have done. I can show them the documentation we use. We have no copyright on any of this stuff. We'll give cities all of our materials. So they can contact a consultant from the [Arkansas Department of Human Services] Division of Volunteerism or contact me, since I'm the one who's usually assigned. We extend an offer to come to cities and towns to help them set up a program at no cost, except maybe mileage. We'll come into cities and show them what we're doing and figure out how they can fit it into their scheme. There's no sense in reinventing the wheel. We just want to help cities.

For more information on municipal volunteer programs, visit the Arkansas Department of Human Services Division of Volunteerism at www.state.ar.us/dhs/adov. Contact Fritz Friedl at 501-791-8516 or ffriedl@northlittlerock.ar.gov. 

Mark these changes in your 2005 Directory, Arkansas Municipal Officials

Hermitage

Delete	R	Elvie Belin
Add	R	Nina Harrod
Delete	PC	Heath Edens
Add	PC	George Smith
Delete	AL	Stacy Reynolds
Add	AL	Debbie Ferguson
Delete	AL	Charles Harrod
Add	AL	Matt Huitt

Jonesboro

Delete	FC	Butch Herring
Add	FC	Aaron Keller

Powhatan

Delete	T	Helen Ward
Add	T	Shirley Hanshaw
Delete	MTG	First Thursday
Add	MTG	First Tuesday
Delete	AL	(Vacant)
Add	AL	Helen Ward
Delete	AL	Edgar Ward
Add	AL	Bob Hanshaw

Shannon Hills

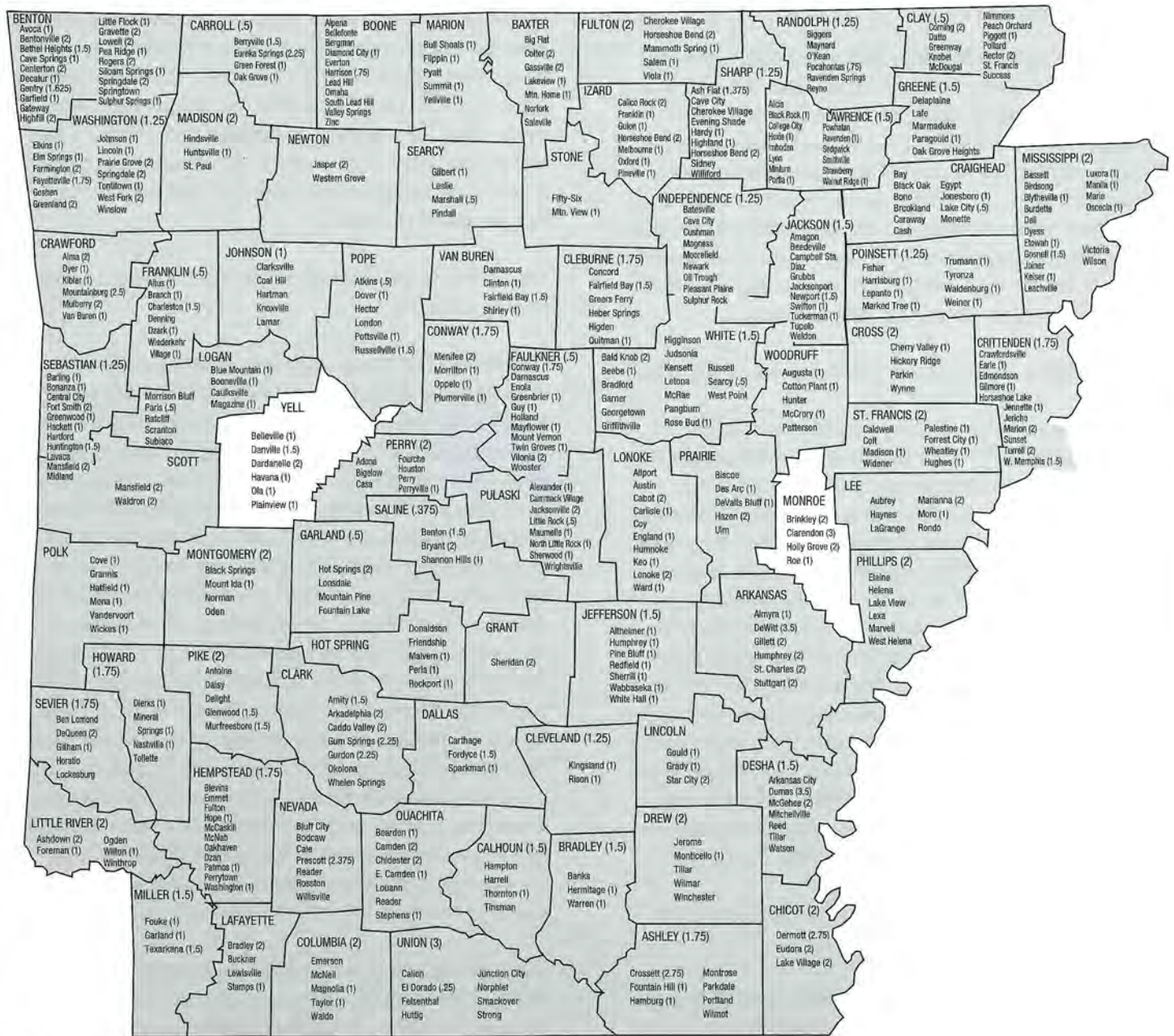
Delete	R/T	Frances Romine
Add	R/T	Curtis Wilson
Delete	CJ	Ron Jones
Add	CJ	Thomas Burns
Delete	CA	Ken Casady
Add	CA	Patrick Benca
Delete	PC	John Brown

Add	PC	Richard Friend
Delete	WS/SS	Jim Ort
Add	WS/SS	David Passmore
Delete	AL	Gina Daniel
Add	AL	Robin Baker
Delete	AL	Curtis Wilson
Add	AL	James Smith
Delete	AL	Linda Linkous
Add	AL	James Holsomback
Delete	AL	Glenn Dinsmore
Add	AL	Bobby Riley

St. Charles

Delete	AL	Billie Brandenburg
Add	AL	Michelle Jones

Local Option Sales and Use Tax in Arkansas



KEY: Counties with countywide tax (shaded is 1¢ unless otherwise noted)
 (2) 2¢ being collected in that municipality
 (2co¢) 2¢ being collected in that county

Source: Debbie Rogers, Office of State Treasurer

See also: www.state.ar.us/revenue/eta/sales/taxrates.html

Sales and Use Tax Year-to-Date 2005

Month	Municipal Tax	County Tax	Total Tax	Interest
January	\$29,743,479	\$31,399,930	\$61,143,410	\$26,022
February	\$35,409,849	\$36,460,184	\$71,870,033	\$67,041
March	\$28,227,748	\$30,270,548	\$58,498,296	\$28,905
April	\$29,312,091	\$31,468,136	\$60,780,227	\$122,149
May	\$31,526,209	\$33,148,164	\$64,674,373	\$30,300
June	\$30,619,446	\$32,122,168	\$62,741,614	\$116,126
July	\$31,325,348	\$33,130,715	\$64,456,063	\$55,218
Total	\$216,164,170	\$227,999,845	\$444,164,015	\$445,761
Averages	\$30,880,596	\$32,571,406	\$63,452,002	\$63,680

2005 Elections

FORT SMITH, May 10.
 Passed. Continue 1¢.
LAWRENCE CO., May 10.
 Passed. Continue. 5¢.
NORTH LITTLE ROCK, Aug. 9.
 Passed. 1¢.
 For: 4,236 Against: 3,560

July 2005 Municipal Levy Receipts

Alexander	8,703.99
Alma	124,334.87
Alpena	1,743.94
Altamont	5,829.65
Altus	5,424.65
Amity	7,404.38
Arkadelphia	274,044.20
Ash Flat	70,504.24
Ashtown	85,314.96
Atkins	9,735.28
Augusta	20,708.94
Aurora	1,423.64
Bald Knob	14,888.59
Barling	16,732.01
Bearden	8,953.14
Beebe	55,874.91
Bellefonte	1,820.73
Benton	533,531.96
Bentonville	962,880.48
Berryville	157,257.87
Beulah	53,583.25
Black Rock	2,948.30
Blue Mountain	94.34
Bytheville	258,808.17
Bonanza	1,047.54
Booneville	96,285.18
Bradley	6,459.33
Branch	2,727.28
Brinkley	99,569.29
Bryant	375,487.23
But Shoals	11,091.82
Cabot	462,425.97
Caddo Valley	29,335.00
Calico Rock	19,216.88
Camden	269,265.82
Caniste	28,736.33
Cave Springs	4,734.00
Cartersville	18,987.99
Charleston	16,387.99
Cherry Valley	3,248.71
Chidester	2,601.81
Clarendon	34,514.35
Clarksville	149,703.74
Clinton	74,360.29
Conway	1,366,272.54
Corning	93,959.87
Corning	14,224.38
Colton Place	2,208.07
Cove	3,922.51
Crossett	333,091.02
Darville	36,078.43
Dardanelle	119,753.00
DeQueen	166,764.16
DeValls Bluff	4,015.06
DeWitt	114,748.88
Decatur	3,588.18
Dermott	32,745.51
Des Arc	15,172.76
Diamond City	1,956.24
Dierks	9,910.07
Dover	14,834.97
Dumas	175,633.38
Dyer	780.18
Dyersburg	19,896.25
East Camden	1,588.16
El Dorado	87,914.15
Elkins	13,434.00
Elm Springs	3,183.03
England	17,837.06
Elowah	483.40
Eudora	29,629.69
Eureka Springs	188,710.88
Fairfield Bay	22,489.16
Farmington	15,344.81
Fayetteville	2,202,307.22
Filipin	38,924.51
Forneyce	71,191.05
Foreman	6,379.43
Forrest City	150,719.08
Fort Smith	2,737,585.29
Fork	6,246.48
Fountain Hill	484.10
Franklin	4,946.85
Garfield	3,283.82
Garland	1,378.24
Gasville	22,630.04
Gentry	47,612.91
Gilbert	816.53
Gillett	2,657.39
Gilman	1,909.30
Glenwood	361.82
Glenwood	83,050.49
Gosnell	11,641.89
Gould	4,240.62
Grady	5,431.09
Gravette	170,963.47
Green Forest	30,408.71
Greenbrier	38,354.35
Greenland	14,886.23
Greerwood	73,869.97
Gutten	1,068.93
Gardner	25,710.27
Guy	1,382.96
Hackett	2,421.39
Hamburg	24,969.02
Hardy	16,078.04
Harrisonburg	17,065.54
Hastings	237,360.03
Hatfield	8,622.12
Havans	1,881.16
Hazen	31,837.18
Hermitage	3,499.86
Highfill	86,549.93
Highland	32,048.43
Holly Grove	5,269.86
Hope	149,391.24
Horseshoe Bend	13,469.70
Hot Springs	1,844,728.89
Hoxie	14,105.34
Hughes	9,474.77
Humphrey	1,724.02
Huntington	2,185.18
Huntsville	43,788.84
Jacksonville	593,747.58
Jasper	20,289.42
Jennette	109.88
Johnson	14,115.39
Jonestown	993,176.15
Keiser	2,486.06
Kee	1,289.17
Kibler	2,980.17
Kingsland	1,144.79
Lake City	3,847.39
Lake Village	56,968.88
Lakeview	3,958.66
Landon	10,740.72
Leola	3,178.35
Leola	5,774.09
Lincoln	18,386.54
Little Flock	4,961.78
Little Rock	1,785,689.21
Lonoke	5,092.35
Lowell	177,234.61
Luxora	3,517.03
Madison	7,502.64
Magazine	3,295.15
Magnolia	162,071.48
Maum	288,318.05
Mammoth Spring	8,926.49
Manila	15,924.63
Manfield	18,805.48
Marionna	65,772.30
Marion	123,843.92
Marionville	23,251.34
Marshall	12,545.88
Maumelle	109,779.93
Maylowe	22,436.73
McCroy	13,148.98
McGehee	87,578.55
McIntosh	25,621.16
Mena	110,381.10
Menifee	4,221.52
Mineral Springs	3,871.82
Monticello	141,095.71
Moro	4,550.57
Morrison	114,261.38
Mount Ida	15,290.59
Mountain Home	309,506.28
Mountain Pine	1,948.83
Mountain View	67,170.18
Mountainburg	12,386.14
Muller	16,805.65
Murrefreesboro	23,991.55
Nashville	101,313.83
Newport	136,901.31
Norfork	4,334.23
North Little Rock	1,272,971.73
Oak Grove	729.48
Ola	6,677.94
Oregon	1,954.24
Oswego	85,190.58
Oxford	1,135.07
Ozark	56,700.94
Palestine	5,917.92
Paragould	281,207.53
Paris	18,477.67
Patmos	139.09
Pea Ridge	17,638.90
Patoka	4,871.11
Perryville	14,422.80
Piggott	28,408.43
Pine Bluff	586,350.21
Pineville	1,383.88
Plainview	2,589.66
Plumerville	5,389.62
Pocahontas	75,507.11
Portia	1,930.89
Polkville	7,557.42
Porter	46,346.55
Pratt Grove	97,847.27
Prescott	97,847.27
Quitman	8,634.72
Ravenden	2,748.27
Rector	22,362.24
Redfield	14,805.37
Rice	1,076.60
Rockport	3,071.11
Roth	22,234.34
Rogers	1,592,974.11
Rose Bud	6,190.79
Russellville	825,505.41
Salem	15,315.09
Searay	212,521.67
Shannon Hills	5,452.15
Sherridan	125,325.10
Shiloh	1,814.14
Shirley	303,134.61
Shrewsbury	3,082.65
Siloam Springs	205,982.00
Sparkman	2,753.15
Springdale	2,046,988.03
St. Charles	1,077.88
Stamps	302,385.15
Star City	46,085.05
Stephens	4,937.42
Stuttgart	272,687.10
Sulphur Springs	1,049.81
Summit	1,884.97
Swifton	3,056.73
Taylor	2,341.15
Texasarkana	422,108.61
Thomton	635.62
Tontitown	62,134.27
Trumann	57,926.42
Tuckermark	14,014.39
Turrell	5,140.42
Twin Groves	458.12
Van Buren	287,070.93
Vilonia	34,758.76
Viola	2,214.41
Wabaska	986.49
Waldenburg	3,280.26
Waldron	38,773.88
Walnut Ridge	56,560.33
Ward	9,302.81
Warren	56,537.79
Washington	446.64
Weiner	7,611.68
West Fork	16,826.72
West Memphis	508,601.91
Arkansas County	220,278.34
Ashley County	250,921.64
Crossett	49,623.15
Fountain Hill	596.76
Hamburg	24,734.25
Montrose	4,281.89
Parkeale	3,068.38
Portland	4,492.70

July 2005 Municipal/County Levy Receipts

Wilmar	6,397.21
Boxer County	264,744.05
Mountain Home	128,322.61
Colony	10,236.29
Gasville	15,879.88
Norfolk	5,640.04
Lakeview	8,891.22
Big Flat	1,211.91
Salesville	5,092.35
Briarcliff	2,796.73
Benton County	869,195.47
Micholville	154,636.89
Rogers	581,978.63
Bentonville	281,490.60
Beulah Heights	10,186.74
Decatur	18,474.02
Gentry	30,888.35
Gravette	25,823.52
Lowell	76,765.73
Center	30,617.27
Pea Ridge	33,471.70
Cave Springs	15,738.65
Sulphur Springs	9,573.25
Avoca	6,035.00
Garfield	6,990.90
McGehee	1,654.99
Highfill	5,407.24
Little Flock	36,890.55
Springdale	26,891.21
Widewater Village	185.47
Springtown	1,626.45
Boone County	218,016.00
Alpena	3,301.54
Bellefonte	4,585.47
Mountain Home	4,665.71
Everton	1,948.83
Lead Hill	3,290.07
Omaha	1,891.50
Muller	16,805.65
Valley Springs	1,914.43
Zinc	871.24
Harrison	139,306.47
Diamond City	8,368.48
Bradley County	100,161.95
Banks	672.64
Hermitage	4,310.51
Grant County	38,109.65
Calhoun County	85,190.58
Hampden	17,797.30
Harrill	3,340.48
Thomton	5,827.24
Tinsman	845.34
Carroll County	141,500.88
Beaver	534.65
Blue Eye	202.60
Emmetsburg	47.11
Clintco County	110,051.83
Lake Village	16,473.61
Eudora	16,450.27
Dermott	75,381.37
Clark County	4,937.72
Arkadelphia	95,702.33
Gurdon	19,961.37
Amity	3,468.86
Gun Springs	7,101.45
Okolona	1,403.26
Whelen Springs	736.71
Clay County	47,264.25
Datto	291.70
Greenway	733.77
Knob	1,076.60
McDougal	586.41
Alpena	962.81
Quitman	6,520.38
Fairfield Bay	1,391.78
Cleveland County	29,337.51
Rison	4,145.99
Ginsland	1,464.63
Columbia County	302,385.15
Emerson	501.67
Amity	15,185.38
Turkman	15,173.80
Magnolia	790.94
Waldo	2,227.49
Conway County	232,717.91
Morrison	56,147.87
Menifee	2,665.95
Oppelo	6,214.84
Plumerville	7,320.65
Craighead County	224,140.59
Black Oak	3,810.28
Bono	20,143.88
Brookland	17,745.80
Caraway	17,972.28
Cash	3,916.86
Egypt	1,345.59
Lake City	26,058.14
Marion	38,773.88
Jonesboro	39,607.98
Crawford County	205,050.00
Alma	34,210.65
Van Buren	156,135.44
Mulberry	13,379.98
Mountainburg	5,608.57
Kibler	7,968.78
Dyer	4,810.87
Chester	814.15
Rudy	592.11
Cedarville	9,317.47
Wilton	1,010.08
Wynne	9.89
Yellville	17,710.96
Earle	16,234.57
Crawfordville	2,748.54
Hammond	2,748.19
Gilmore	3,445.25
Horseshoe Lake	1,716.50
Jennette	596.76
Jericho	983.91
Sunset	1,674.79
Turrell	4,605.68
Anthonyville	1,336.84
Clarkdale	331.54
Cross County	209,781.53
Cherry Valley	5,322.80
Henry Ridge	2,313.93
Parkin	21,111.94
Wynne	65,133.81
Dallas County	58,193.62
Desha County	95,105.61
McGehee	37,722.04
Arkansas City	4,861.77
Dumas	43,335.90
Micholville	4,102.36
Grady	2,259.83
Watson	3,277.23
Tillar	272.39
Drew County	242,147.79
Monticello	61,168.54
Jerome	408.24
Tillar	1,837.07
Wilmar	5,067.48
Widewater Village	1,531.68
Faulkner County	463,863.68
Damascus	647.71
Enola	1,031.94
Mount Vernon	790.42
Woolser	2,832.33
Holland	3,167.17
Franklin County	116,489.20
Branch	2,422.90
Widewater Village	29.03
Allus	5,192.90
Charleston	16,827.97
Denning	2,544.46
Ozark	22,146.24
Fulton County	80,129.38
Mammoth Spring	4,757.16
Salem	6,598.65
Viola	32,364.18
Seelye	1,000.29
Cherokee Village	3,355.33
Asri Flat	8.29
Hardy	111.98
Gartland County	581,405.66
Lonsdale	790.67
Mountain Pine	5,172.88
Fountain Lake	2,740.55
Grant County	92,746.44
Paris	290,432.88
Delaplaine	1,167.91
Lafe	3,052.44
Marmaduke	10,649.15
Oak Grove Heights	6,685.61
Paragould	202,471.82
Hempstead County	238,238.06
Hope	86,415.19
Rivins	2,971.13
Keiser	211.64
Fulton	1,994.32
McCaskey	687.77
Oakhaven	439.56
Ozan	659.35
Patmos	496.55
Perrytown	2,075.72
West Spring	1,204.73
Monticello	7.61
Hat Spring	495,547.08
Malvern	73,473.15
Perla	936.64
Rockport	6,450.59
Donaldson	2,655.17
Friendship	1,677.80
Knob	2,785.48
Magnat Cove	3,689.54
Houston County	175,555.82
Nashville	49,029.07
Dierks	12,483.67
Mineral Springs	12,808.19
Toilette	3,283.11
Independence County	324,545.00
Batesville	101,008.41
Cave City	663.05
Cashman	4,930.11
Magness	2,553.30
Moorefield	1,711.10
Newark	13,306.45
Oil Trough	2,331.37
Pleasant Plains	2,855.40
Sulphur Rock	4,502.33
Izard County	66,275.00
Jackson County	108,170.35
Turkey	58,185.38
Turkman	13,083.60
Grubbs	3,261.64
Amagon	707.43
Beedeville	781.90

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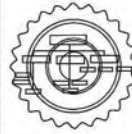
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WATER/WASTEWATER OPERATOR—England Municipal Water/Sewer will accept applications for licensed operator to supervise the water/wastewater facilities and distribution. Submit resume, references and past 5 yr. annual sal. to P.O. Box 37, England, AR, 72046; Attn: Amanda Reynolds or application at 110 N.W. 2nd Street, England. Deadline **4:30 p.m., Aug. 19, EOE.**

ENGINEERING TECHNICIAN II—Jacksonville Wastewater Utility seeks applicants with min. 60 hrs college credits who'll complete bachelor's in eng. tech., construction mgt., GIS/spatial systems or related in 3 1/2 yrs from hire. Construction, engineering, surveying or mapping exp. a plus. Must have Ark. driver's license. Full time with benefits; 501-982-0581 or 248 Cloverdale Rd., Jacksonville. EOE.

WATER/WASTEWATER FOREMAN—Gravette Water Utilities seeks water/wastewater operations foreman with 3-5 yrs exp installing, repairing and maintaining water distribution mains, service lines and related appurtenances. Qualifications: ability to operate backhoe, organize, coordinate/supervise general operations, prepare/analyze reports/records and knowledge of state and federal regulations. Must have Ark. driver's license, Ark. Grade II or above water distrib. and Class II or above wastewater operator license. Salary DOE. Send resume, salary requirement, references to City of Gravette, Attn: Rodger Terrell, 119 Main St. SE, Gravette, AR 72736, or gravettedocs@cox.net.

WATER CREWLEADER—Cabot is accepting applications for water construction crewleader. Qualifications: high school diploma or equiv., valid Ark. driver's license, min. three yrs related exp. and a Class IV water distribution license. Duties include supervising crew on maintenance of water distribution system and wastewater collection system. Position is on-call. Sal: DOE. Applications available at Cabot City Hall, Human Resources, 101 N. Second, Cabot, AR 72023 or www.cabotar.gov. Completed applications considered through close of business **Aug. 19.**

POLICE OFFICER—Texarkana seeks certified law enforcement officers. Persons hired under this vacancy will be employed under Texarkana Arkansas Civil Service Commission's "Emergency Hiring Clause." Applicants must be 21, U.S. citizen, hold valid driver's license, have at least 30 college semester hours and no felony convictions. Applicants must meet requirements for certification established by the Arkansas Commission on Law Enforcement Standards and Training and be able to pass physical agility test and thorough background investigation. Ann. starting salary \$31,106 includes benefits. For applications, contact the Personnel & Training Office at 903-798-3328, E-mail Tateson@txkusa.org or visit www.txkusa.org/arkpolice.

CHIEF OF POLICE—Springdale seeks candidate with 10 yrs. law enforcement exp. with 5 yrs. of high-level command responsibilities. Those with higher education in criminal justice, public or business admin. and advanced training at recognized leadership development program given preference. Candidate must demonstrate proven skills in fiscal and personnel mgt., emergency operations/procedures, computer literacy and strong leadership skills. Department organization consists of administration, patrol, investigations, 9-1-1 dispatch center and animal control and supports specialized functions such as canine, traffic investigations, EOD and school

resources. Supervision is exercised directly or through more than 100 sworn officers and 46 civilian employees with an \$8.25 million ann. budget. Salary mid-\$70,000 includes excellent benefits package. App. deadline **Aug. 31.** Interested and qualified candidates should apply with cover letter, resume and 5 professional references to: Springdale Civil Service Commission, c/o David W. Tritt, 201 Spring St., Springdale, AR 72764.

WATER/WASTEWATER OPERATOR—England seeks licensed operator to supervise water/wastewater facilities, distribution. Submit resume, references and past 5-year annual salary to attn: Amanda Reynolds, P.O. Box 37, England, AR 72046. Apps. available at 110 N.W. 2nd St. in England.

TRANSPORTATION COORDINATOR—Jonesboro seeks transportation coordinator for new transit system, JETS (Jonesboro Economical Transit System). Position responsible for coordinating and supervising daily work activities regarding JETS services, office functions, including: day-to-day operations; scheduling route deviations and maintenance; project oversight, mgt.; finance related reporting, budget preparation; and field work. Requirements: 3-to-5 yrs. exp. in operations, scheduling or planning within transportation service agency, with at least 1 year in supervisory or lead capacity. Bachelor's in transportation or related field preferred. Salary \$43,039-\$47,507 includes benefits pkg. Resumes accepted through **Sept. 16.** Send to: City of Jonesboro, Human Resources Department, 515 W. Washington, Jonesboro, AR 72401 or E-mail to shackney@jonesboro.org. EOE.

POLICE OFFICER—Marmaduke (Greene County) is taking applications for police officer. Certified applicants only requested. Marmaduke City Hall, 870-597-2753, for information, or mail resume to Marmaduke Police Dept., P.O. Box 208, Marmaduke AR, 72443, ATT: Chief Steve Franks

CERTIFIED POLICE OFFICERS—Forrest City Police Dept. seeks certified officers. Good salary, benefits inc. paid holiday, health, dental, eye insurance, retirement, 3 wks paid vacation and LOPFI. Minorities and veterans strongly urged to apply. Call 870-633-3434 for more information or send resume and copies of certification to Chief's Office, c/o Forrest City Police Dept., 225 N. Rosser St., Forrest City, AR 72335. EOE.

POLICE OFFICER—Allport (Lonoke County) is seeking a full-time officer. Please mail resume and certifications to: Allport Police Department P.O. Box 58, Humnoka, AR 72072.

WATER/SEWER OPERATOR—Coal Hill is taking applications for a Water/Sewer operator. Need to have water distribution license. City of Coal Hill, P.O. Box 218, Coal Hill, AR 72832. Call 479-497-2204, Fax 479-497-1000.

WASTEWATER FOREMAN—Bentonville is accepting applications for operations foreman, Wastewater Treatment Plant. Sal. \$30,410-\$37,253 DOE. Responsibilities: the supervision of 7 employees in plant op. and management of associated equip., vehicles, bldgs. App. must hold current Ark. Class 3 Wastewater license or equiv. Previous exp. with Activated Sludge, Nitrate-Nitrite and Phosphorus removal required. Must have instrumentation knowledge, good computer skills. App. available at www.bentonvillear.com, or City Hall. Completed app. or resumes faxed to 479-271-3105 or

mailed: City of Bentonville, Attn: Human Resources, 117 West Central, Bentonville, AR 72712. EOE.

POLICE OFFICER—Fordyce seeks cert. apps. for police officer. Good sal. and benefits inc. paid holidays, health, dental, eye insurance, 3 wks. paid vac. and APERS ret. Call 870-352-2178 for app. Or send resume to Fordyce Police Dept. 101 S. Main St. Fordyce, AR 71742, or email cityof-fordyce@alltel.net.

POLICE OFFICER—Holly Grove is accepting applications for full or part time police officers. Cert. is preferred but not required. Sal. DOQ. Contact Chief Owens at 870-462-8008 or 462-3422.

PUMPER TRUCK FOR SALE—1962 International, 750-gal; mileage, 31,000-plus; asking \$4,000. Casa City Hall, 501-233-6210.

FOR SALE—1989 Chevy utility/rescue truck. Body extra good condition, tires fair, drives excellent; \$6,975; 38,000 mi.; Tuckerman Fire Dept. on Main St., Mayor Gerald Jackson at 870-349-5313; P.O. Box 1117 Tuckerman, AR 72473.

AMBULANCE FOR SALE—Huntington (Sebastian County) has a 1994 van-typa ambulance for sale. Bids may be sent to P.O. Box 27, Huntington, AR 72940. Or contact Fire Chief Gary Lawrence, huntingtonfire@valuelinx.net.

FOR SALE—Cave City selling tri-axle trailer, \$800; 1990 white, 6 cyl. Dodge PU. automatic, \$2,000; 250 gal. diesel tank w/ pump, \$250; and 3-phase well pump. Call 870-283-6455.

FOR SALE—Two three-phase deep well pumps; in good working order; best offer. Buckner Mayor Charlie Lee Tyson, 870-533-2260, or P.O. Box 190, Buckner, AR 71827.

EXTRICATION EQUIPMENT—Bryant fire department is selling a Power Plant w/ Honda motor, Marverick spreader/cutter, large cutter, large spreader, ram tool, junction box, hose reel w/ 100 ft. hose and elec. rewind and three 20-30 ft. extra hoses and chain packs for \$10,000. Equip. is about 3 yrs. old. Contact Chief Cox at 501-847-0483.

PUMPER FOR SALE—1974 Ford, Model: C756F, Howe Conversion, 750 GPM Waterous Pump tested in '04, 2 Booster Reels and Nozzles, Ladders, Hard Suction, Power Steering, less than 12,000 mi, \$4,500. Call Harrell Town Hall, 870-798-2929.

PUMPER TRUCK—Martin Creek VFD, is taking bids on a 1963, Ford, tilt cab Pumper; fire truck has 27,248 miles; 5 speed direct transmission, tire 900x20; 500 gal. steel tank has a leak where it is rusted. It has a Hale pump, midship single stage with strainer; taking bids for 30 days, starting at first publication. Starting bid is \$800. Send or e-mail Martin Creek VFD, 794 Martin Creek Rd., Williford, AR. 72482 MCVFD1@yahoo.com.

PUMPER TRUCK—Salern is selling 1979 Ford Hahn pumper truck with 1,000 GPM pump and 1,000 gallon tank with on-board generator and some equipment for \$8,500. Call Fire Chief Heath Everett, 870-895-3478.

FOR SALE—Marianna is selling: 1979 S-1900 International truck tractor, 6 cyl. diesel, 13-speed Road Ranger trans. with wet kit; 1991 8200 International truck tractor, 6 cyl. Cummins diesel, 9-speed trans. with wet kit; 1979 F-800 Ford 370-V8 with auto. trans., 17-yard Leach garbage body; 1978 F-600 391-V8 with auto. trans., 20-yard Leach Garbage body; 1988 L-8000 Ford 6 cyl. diesel MT-653 with auto. trans., 25-yard Leach Garbage body, cart tipper, container; and 1987 Peerless 48-ft. trailer with walking floor. Call 870-295-6089.



Municipal Property Program

Your Municipal Property Program offers broad coverage for your municipal property. The limits of coverage are \$50 million per occurrence per member for damages from fire, windstorm and other incidents in excess of \$5,000.

Coverage is \$5 million per occurrence per member for losses exceeding \$100,000 on earthquakes, flooding and newly acquired locations. On items such as accounts receivable, valuable papers, fine arts, construction equipment, business interruptions and electronic data processing equipment, the coverage is \$500,000 per member per occurrence for losses in excess of \$100,000.

The Municipal League Property Program participants at their 2004 annual meeting approved recommended rates according to the following scale.

The rates are:

FIRE CLASS I	— .001	X covered value	=	Premium
FIRE CLASS II	— .0017	X covered value	=	Premium
FIRE CLASS III	— .0018	X covered value	=	Premium
FIRE CLASS IV	— .0019	X covered value	=	Premium
FIRE CLASS V	— .002	X covered value	=	Premium
FIRE CLASS VI	— .0025	X covered value	=	Premium
FIRE CLASS VII	— .003	X covered value	=	Premium
FIRE CLASS VIII	— .0034	X covered value	=	Premium
FIRE CLASS IX	— .0038	X covered value	=	Premium
FIRE CLASS X	— .0042	X covered value	=	Premium
UNINCORPORATED	— .01	X covered value	=	Premium

For more information, call us at League headquarters, 501-374-3484.

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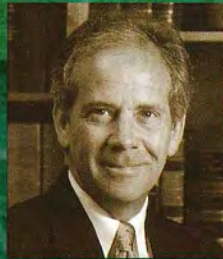
Firm	Principal Amount (\$Millions)	Number of Issues
Morgan Keegan & Co., Inc.	3,102.7	173
UBS Financial Services	1,701.6	30
Citigroup	1,044.9	23
Merrill Lynch & Co.	959.7	20
Stephens Inc.	874.8	74
Banc of America Securities LLC	832.9	17
J.P. Morgan Securities Inc.	794.6	29
Raymond James & Associates Inc.	716.3	4
Morgan Stanley	677.5	9
RBC Dain Rauscher	470.3	10

South Central Region: Arkansas, Alabama, Kentucky, Louisiana, Mississippi and Tennessee

Source: Thomson Financial Securities Data Company

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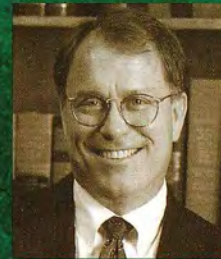
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25 Years Experience



Jim Fowler
22 Years Experience



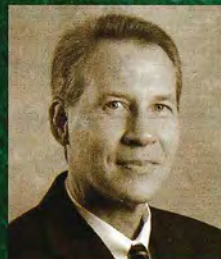
Paul Young
22 Years Experience



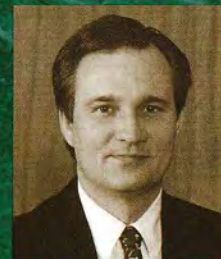
Patricia Quinn
19 Years Experience



Nick Papan
16 Years Experience



Stan Russ
16 Years Experience



Kent Douglas
3 Years Experience



Jason Thomas
2 Years Experience

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