


# City & Town

SEPTEMBER 2016 VOL. 72, NO. 09

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE





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Cover photo by  
Whitnee Bullerwell.

**ON THE COVER**—The State Line U.S. Post Office and Federal Building, which straddles the Arkansas-Texas state line in downtown Texarkana, is the only post office in the nation in two states, and it’s one of the most photographed as well. Texarkana was a wonderful host city for the League’s annual Planning Meeting. Read coverage of the meeting inside beginning on page 6. Read also about Marianna and the League’s 2016-2017 District 1 vice president, Mayor Jimmy Williams. The 2017 Winter Conference will be here before we know it. See page 14 for registration and hotel information.—atm

## Features

### 6 Texarkana hosts League Planning Meeting

The League’s governing body in August discussed the organization’s goals for the coming year, conducted business related to League services and programs, and set the schedule of meetings and seminars for the year at the annual Planning Meeting in Texarkana.

### 10 League executive director shares info for city budgets

League Executive Director Don Zimmerman has compiled information helpful to cities and towns as they prep their budgets for next year, including turnback estimates, retirement contribution changes, and adjustments to the League’s Municipal Legal Defense Program service charges.

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Marianna Mayor and League 2016-2017 District 1 Vice President Jimmy Williams leads his hometown with an eye toward efficiency and pride in the unique history and culture of this “true Delta” city.

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Publisher <b>Don Zimmerman</b>	Communications Director <b>Whitnee V. Bullerwell</b>
Editor <b>Andrew T. Morgan</b>	Graphic Designer <b>Mark R. Potter</b>
Advertising Assistant <b>Tricia Zello</b>	Email: <b>citytown@arml.org</b>



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Dear Friends,  
I take great pleasure in telling you that our annual League planning meeting held August 17-19 in Texarkana was a success! The City of Texarkana, along with Mayor Ruth Penney Bell and City Manager Kenny Haskin, pulled out all the stops and spared nothing in showcasing some of the great things going on in Texarkana and in southwest Arkansas. Texarkana was a hospitable host city and did an outstanding job in making the municipal officials in attendance feel welcomed.



As you know, the meeting was an event for League officers, the Executive Committee, the Advisory Council chairs, past presidents, the Investment Committee, the Municipal League Workers' Compensation Trust board, the Municipal Health Benefit Fund board, and the Municipal League Defense Program steering committee to brainstorm and to work on achieving our goals for the coming year. This meeting is an important one. Be sure to read the feature on it in this issue of *City & Town*.

I am excited about a priority of mine that will come to life very soon. Beginning in October, League regional meetings will be held across the state. This idea was born from the fact that small towns and cities may not know about all of the programs and services offered by the League. Various cities will host the meetings and we, as municipal officials, can reach out to our colleagues in the smaller cities and towns and invite them to attend. This outreach—municipal official to municipal official—ensures they know what is offered through the League. We have tentatively set 15 locations for the regional meetings. I strongly encourage each city and town to attend one of these meetings. Be sure to pass the word along to the smaller towns and cities that aren't as active in the League. Attending a regional meeting ensures each city and town is informed of the League's range of services and programs available. Doing so, municipalities can achieve the maximum benefit offered only by the League. You can visit the "Calendar of Events" page on [www.arml.org](http://www.arml.org) to see where the regional meetings will be hosted across the state.

Again, I want to thank Mayor Bell, City Manager Haskin and the great city personnel of Texarkana for a successful meeting. Their generosity and hospitality truly exemplifies why Texarkana is known as "The Gateway to Arkansas from the West."

Sincerely,

A handwritten signature in black ink, appearing to be "H. Brown", with a long horizontal flourish extending to the right.

Harry Brown  
Mayor, Stephens  
President, Arkansas Municipal League

# ARKANSAS MUNICIPAL LEAGUE OFFICERS

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Don A. Zimmerman..... Executive Director

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



# “Twice As Nice” Texarkana hosts League’s Annual Planning Meeting

Governing body conducts League business for the coming year.

By Whitnee V. Bullerwell, League staff

The Municipal League’s governing body spent three days in Texarkana, “where life is so large it takes two states,” to discuss our goals and priorities for 2016-2017. Fortunately for those municipal officials in attendance, there was also time allotted for great food and great entertainment. The City of Texarkana—in Arkansas, that is—did an outstanding job serving as host for this meeting. Not only was the city administration incredibly professional, they were equally hospitable. Texarkana Mayor Ruth Penney Bell and City Manager Kenny Haskin rolled out the red carpet and provided a great meeting space, the Texarkana Convention Center, and entertained city leaders from across the state with some of the “Twin City’s” best musical talent.

Much of the business conducted during the Planning Meeting can be reviewed in League Executive Director Don Zimmerman’s budget memo found on pages 10 and 11 in this issue. The budget memo includes needed information on the League’s service charge, the Municipal Legal Defense Program, the Municipal Health Benefit Fund, turnback estimates, as well as the cost to cities that participate in the Arkansas Public Employees Retirement System (APERS).

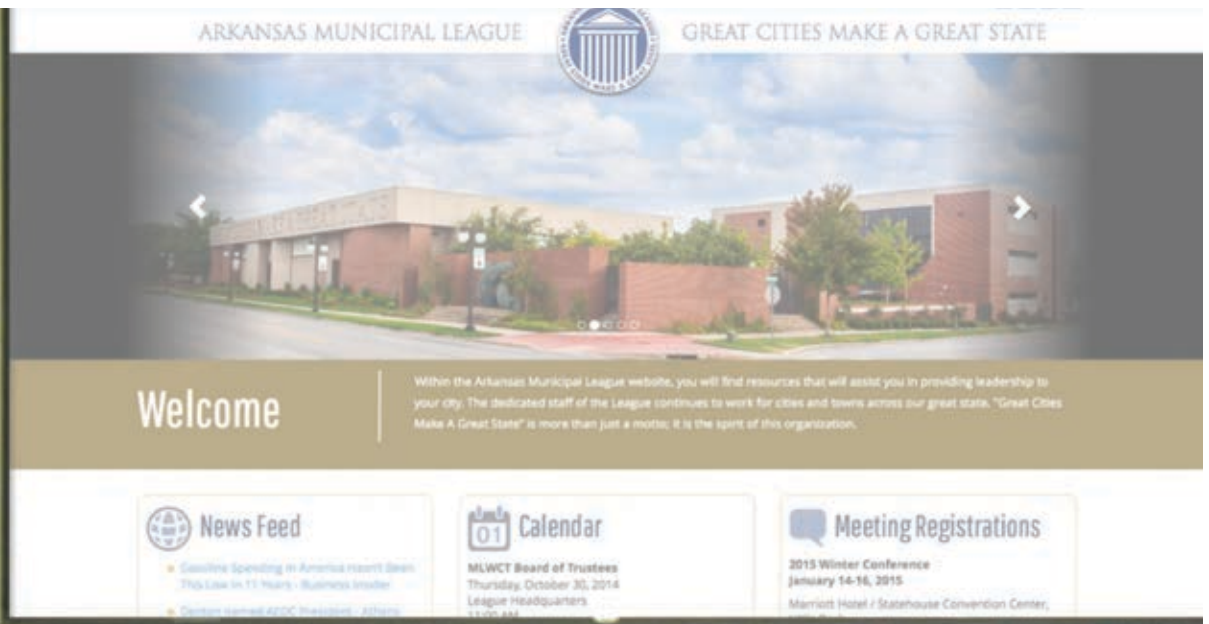
For at least 25 years, the Arkansas Municipal League was the only state league in the country to maintain a unique membership agreement with the National League of Cities (NLC). The agreement allowed cities that become members of the League to automatically be recognized as members of NLC. Recently, the West Virginia Municipal League followed our lead and now offers the same agreement to its member cities.

For some time, the League has honored retiring municipal officials and personnel who have served the League as an officer, and served on the Executive Committee and/or on an Advisory Council for 10 years with an honorary lifetime membership. The Executive Committee voted to broaden the 10 years of service to include time dedicated to a League Board, as well. By doing this, more retiring members of the League will qualify for and be able to obtain honorary lifetime membership status.

The Planning Meeting is a time dedicated for the governing body to discuss the state of the League’s finances and to ensure League programs and benefits are in solid condition. Overall, investments have outperformed benchmarks. The League’s Executive Committee voted on and approved the Investment Committee’s recommendation to further diversify the League’s portfolio with the addition of funding in Alternatives, a relatively new area of investments.

For those cities that participate in the Municipal Legal Defense Program (MLDP), the Executive Committee voted to increase the per capita range from \$1 to \$8 depending upon your city’s experience. In years past, the per capita range has been \$1 to \$5. It is estimated that around half of the MLDP members will be affected by the rate increase. The League’s legal department is handling a record number of cases and “the last 18 months have been a bad run,” according to Director of Legal Services Mark Hayes.

As for the Municipal League Workers’ Compensation Trust (MLWCT), the program is in good financial standing. For 2017, MLWCT is offering a



three percent front-end discount for all members with a cumulative loss ratio of 100 percent or less. The discount is contingent on member cities providing estimated 2017 payroll via online submission to MLWCT no later than the deadline of October 7, 2016.

The Municipal League’s Municipal Health Benefit Fund (MHBF) continues to offer stable rates at a time

when healthcare costs are astronomically high. To ensure the plan remains strong, MHBF Board members voted to make changes to both the plan coverage and to the Plan Booklet that will be completed later this year. These changes will take effect January 1, 2017. Members with family coverage having a child must now inform the MHBF within sixty (60) days of the birth. Additionally,

Board members voted to make changes in the prescription coverage program that will affect coverage of over-the-counter (OTC) medications. OTC medications will no longer be processed using members' prescription cards, as these drugs will no longer be covered by the prescription plan.



Discussion on the implementation of the *2016-2017 Policies and Goals* publication took place. Not only did city officials discuss important matters for the upcoming 91st General Assembly, Executive Director Don Zimmerman brought federal legislative matters to the members' attention. The passage of e-fairness legislation is long overdue, according to Zimmerman. "Everything comes down to the House getting this passed." Zimmerman strongly urged League members to speak to members of Arkansas's congressional delegation and to stress the importance of passing the e-fairness legislation. "Share with them what the passage of this legislation will do for your hometowns."

New League President and Stephens Mayor Harry Brown will soon see one of his top priorities become reality. Brown posed the idea of cities across the state hosting League regional meetings. Brown believes there are smaller cities and towns in Arkansas that are unaware of the range of benefits and programs offered by the League. To ensure all cities and towns are fully aware of the scope of League services, 15 regional meetings will be held in the state between October and December. An announcement on the regional meetings is included in this issue of on page 17. Make certain that you or a representative from your city or town attend a regional meeting. Not only will officials learn about all the League provides, our legislative agenda will also be discussed and these meetings will also provide an opportunity for municipal officials and personnel to network with colleagues, local legislators, and League staff.

The Executive Committee approved the proposed future meetings schedule. The League's "Municipal

Finance and Budgeting" workshop is scheduled for September 14. Our "Human Resource and Municipal Personnel Matters" workshop will be held October 12. Each of these workshops will offer five (5) core hours of certification. For those interested in attending the League's Health and Wellness seminar, mark your calendars for October 28.

And lastly, don't forget to register for our upcoming 2017 Winter Conference. Meeting registration and hotel reservations open at 8 a.m. on Thursday, September 15. Be sure to look at our Calendar of Events page by visiting [www.arml.org](http://www.arml.org).

Once again, thank you to Texarkana for being such a gracious host city. The time spent there during our annual Planning Meeting was quite enjoyable. We encourage you to visit this charming city that is "Twice As Nice." We just ask that you favor the Arkansas side.



Built in the 1920, the Texarkana Municipal Auditorium houses City Hall and the Fire Department. The building's unique architecture is both Collegiate Gothic and Art Deco styles.



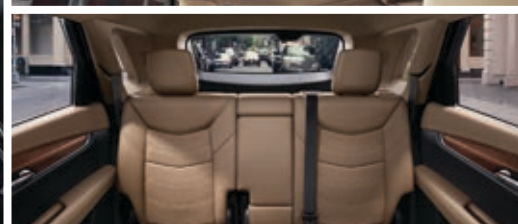
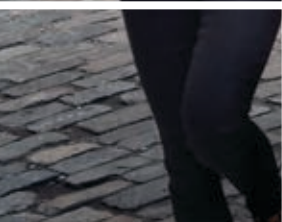




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# Municipal Notes

From the ARKANSAS MUNICIPAL LEAGUE

2nd & Willow • P.O. Box 38 • North Little Rock, AR 72115 • (501) 374-3484

August 24, 2016

**TO: OFFICERS, EXECUTIVE COMMITTEE AND ADVISORY COUNCILS  
MAYORS, CITY ADMINISTRATORS AND MANAGERS  
CITY CLERKS, RECORDERS, AND TREASURERS  
FINANCE DIRECTORS**

**FROM: DON A. ZIMMERMAN, EXECUTIVE DIRECTOR** 

**SUBJECT: BUDGET INFORMATION**

The new League governing bodies, which were elected at the Convention or appointed by Mayor Harry Brown, League President, met in Texarkana last week. Several items considered will affect your budget preparations for 2017.

**League Service Charge.** The Executive Committee retained the current service charge formula. The base charge is \$40 plus 35¢ per capita with 7¢ per capita credits, determined on October 1<sup>st</sup>, for participation in each of the following programs:

- Municipal Legal Defense Program
- Municipal Health Benefit Fund
- Municipal League Workers' Compensation Trust
- Municipal Vehicle Program
- Municipal Property Program

Also continued by the Executive Committee was inclusion of membership in the National League of Cities for all our members.

**Municipal Legal Defense Program.** The Steering Committee for the Municipal Legal Defense Program revised the current service charge formula for 2017. The 2017 charges will range from \$1.00 to \$8.00 per capita depending upon your municipality's loss experience. The optional drug & alcohol testing program for **non**-Commercial Drivers License (CDL) employees will continue to be available and can be implemented by increasing your MLDP charge by 20¢ per capita.

**Municipal Health Benefit Fund.** The Board of Trustees made some benefit changes which will be effective January 1<sup>st</sup>. The 2017 booklets will be accessible online at [www.arml.org/benefit\\_programs](http://www.arml.org/benefit_programs). A Health Seminar will be held at League headquarters on October 28<sup>th</sup>. If you are not currently participating in the MHBFB and would like to receive a proposal for comparative purposes, please advise.

**Turnback Estimates.** Estimates for general turnback are as follows. The street turnback estimate includes proceeds from the highway ½ cent sales tax and the severance tax.

		<u>2016 (revised)</u>	<u>2017</u>
Street Turnback	-	\$65.00 per capita	\$65.50 per capita
General Turnback	-	<u>\$15.60</u> per capita	<u>\$15.50</u> per capita
Total Turnback	-	\$80.60 per capita	\$81.00 per capita

**APERS Cost.** For those municipalities participating in the Arkansas Public Employees Retirement System (APERS), the employer contribution has been tentatively set to increase to 14.75% subject to final ratification by the APERS Board in November.

We hope this information will be of assistance to you as you begin your budget preparations for 2017.

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# Marianna mayor a champion for “the true Delta” city

By Andrew Morgan, League staff

The oft-repeated advice goes that cities and towns, particularly ones that have experienced decline, can still find ways to thrive by seeking out what is unique in the community and amplifying its strengths. It’s advice that is borne out in the efforts of Marianna and the city’s mayor, Jimmy Williams, the League’s 2016-2017 District 1 vice president.



Marianna Mayor and League 2016-2017 District 1 Vice President Jimmy Williams.

Located in Lee County in east-central Arkansas just a few miles from the Mississippi River, Marianna is a historic Delta city of just over 4,000 residents. The city sits at the junction of two national scenic byways—The Great River Road, Arkansas’s portion of the Mississippi River Parkway, and Crowley’s Ridge Parkway, which runs the length of the ridge, the Delta’s “highlands.”

Marianna has been Williams’ hometown his entire life, though being from a farming family, he grew up in the county just outside of town. He and his wife Wanda, from neighboring Monroe County and who was living in

Brinkley when Williams met her, moved inside the city limits soon after they got married in 1968.

After graduating high school in 1967, Williams went to work at the local Douglas & Lomason plant. The Michigan-based company started in 1902 making decorative trim for carriages and sleighs. Keeping up with transportation innovations, it ended up being one of the leading manufacturers for trim and other parts for the cars coming out of Detroit. By the time Williams came on, the company’s Arkansas plant made automotive seat frames. Williams figured he could see how it went at Douglas & Loman for a while, maybe save up some money for college.

“So I went to work there and ended up staying 42 years!”

He worked in numerous capacities there over the years, starting in production and later spending time in shipping, payroll, and insurance before becoming the time-study engineer who focused on plant efficiency. He also spent time as personnel manager. After some ownership changes, the plant closed in 2007, taking with it many good jobs. With \$10 to \$12 million a year in payroll, it was a great loss economically, Williams said.

“That’s just a lot to take out of the community.”

The two largest employers remaining are the school system and the state prison at Brickeys, just east of town on Hwy. 79.

Williams had retired by the time the plant closed, though he took a job as overseer of the now-closed property, checking in on it a few times a week. It was during this time that he was able to ramp up his service in the city’s government. He had served on the city council for six years when former Mayor Robert Taylor retired in 2010. Taylor and several others had spoken to Williams about running for the vacant position, and he decided the timing was right. He won and took office in January 2011. Williams is now in his second term. The early days of his time as mayor were spent shoring up the city’s troubled finances, and his time spent as an efficiency expert in his previous career came in handy, Williams said.

“It helped that I had the background I did in business and budgets and forecasts and everything else, but

Williams, far right, has high praise for Marianna’s city council, of which he was a member before becoming mayor. Clockwise from left, council members Johnnie Evans, Lela Coleman, Otha Westbrook, O.L. Hightower, Mike Spath, Loye Free, and Martin Chaffin (not pictured, Millie Hill).





Claude Kennedy, resident director of the Lon Mann Cotton Research Station, who is a native of Marianna, shows off a looper worm that hitched a ride on his clothing.

the thing that really made the difference was support. I had support from every department. The city council supported me. I've got such a good group of folks now, it's amazing."

His job with Douglas & Lomason had involved plenty of travel during his career there, but Williams was always drawn back to his hometown. And he was drawn back to the Delta. Not just any portion of the vast Mississippi Delta, but what he likes to call "the true Delta," he says. Marianna is in the heart of it.

"Right here, we're just a little different than everybody else. And I don't mean that in a bad way. It's just a different culture, and I love it."

The mayor is a true champion of Marianna, its unique Delta culture, and its small businesses. It's historic downtown, which still features stretches of the original brick streets, is listed on the National Register of Historic Places and, despite a few empty storefronts remains vibrant.

The Mississippi River State Park, just southeast of the city limits, is a major tourist attraction in the area, with views of Crowley's Ridge and the Mississippi River, a multi-million dollar visitor center, campgrounds, trails, and boating on Horner's Neck Lake. The park sits on the upper edge of the St. Francis National Forest.

Marianna also features one of the state's most important agriculture research centers, the Lon Mann Cotton Research Station, with nearly 700 acres dedicated to row crop research. The station is also home to the Eastern Arkansas Soil Testing and Research Lab, which recently was able to move into new, state-of-the-art facilities.

We'd be remiss in our coverage of Marianna if we didn't mention food. Specifically BBQ. More specifically Jones' Bar-B-Q Diner. (Spellings may vary, but we'll spell it this way in deference to the fine pulled pork at Jones'.) Jones' Bar-B-Q is Arkansas's only James Beard Award-winning restaurant. The family has been selling Bar-B-Q in Marianna for more than 100 years and, according to the Southern Foodways Alliance, it is the oldest, continuously operated, black-owned restaurant in the South



The unassuming Jones' Bar-B-Q Diner serves some of the best pulled pork in the nation.

and possibly the United States. Historic significance aside, it is some of the best Q you'll ever eat. They keep it simple—pulled pork on white bread, with slaw if you like, wrapped in foil. Grab some Lay's potato chips from the rack, a Coke from the icebox, and take a seat at one of the two kitchen tables in the front of the house. They also sell by the pound. A word of advice: Get there early before they run out for the day.

As much as amenities like some of the world's best Bar-B-Q mean to Mayor Williams, it's the people in the city that really make the difference, he says.

"It's just a wonderful community," he says. "I've had chances to live somewhere else but I always came back. I just love it here." 🏠



Harold Jones, center, presents the historic restaurant's James Beard Award, with Mayor Jimmy Williams, right, and his wife Wanda, left.



# 2017 Winter Conference

Marriott Hotel/Statehouse Convention Center, January 11-13, 2017

REGISTRATION

**Registration and payment must be received in League office by Friday, December 30, 2016, to qualify for Pre-registration rates.**

Pre-registration for municipal officials . . . . .	\$150
Registration fee after <b>December 30, 2016</b> , and on-site registration for municipal officials. . . . .	\$175
Pre-registration for guests. . . . .	\$75
Registration fee after <b>December 30, 2016</b> , and on-site registration for guests . . . . .	\$100
Other registrants. . . . .	\$200

- Registration will be processed **ONLY** with accompanying payment in full. Make checks payable to the Arkansas Municipal League.
- Registration includes meals, activities and a copy of **Handbook for Arkansas Municipal Officials, 2015-2016**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after December 30, 2016.**
- Cancellation letters must be postmarked by **December 30, 2016**.

HOTEL RESERVATION

## Hotel Room Rates

<b>Marriott Hotel</b> (headquarters hotel)		
Single/Double. . . . .	\$134	Check-in . . . . . 3 p.m.
<b>Capital Hotel</b>		
Single/Double. . . . .	\$189	Check-in . . . . . 3 p.m.
<b>Doubletree Hotel</b>		
Single/Double. . . . .	\$138	Check-in . . . . . 3 p.m.
<b>Wyndham Hotel</b>		
Single/Double. . . . .	\$99	Check-in . . . . . 3 p.m.

- Cut-off date for hotel reservations is **December 30, 2016**.
- Rooms in Little Rock are subject to an 13–15 percent tax.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- Contact the hotel directly to make changes or cancellations in hotel accommodations.
- Hotel confirmation number will come directly from the hotel.
- Please check on cancellation policy for your hotel.

# Two ways to register **2**

**1** Register online at [www.arml.org](http://www.arml.org) and pay by credit card. **OR**

Complete the steps and **mail with payment** to:  
 ARKANSAS MUNICIPAL LEAGUE  
 Attn: 2017 Winter Conference  
 P.O. Box 38  
 North Little Rock, AR 72115-0038

## Step 1: Attendee Information

I am a newly elected official.

Name: .....

Title: ..... City of: .....

Address: .....

City: ..... State: .... Zip: ..... Telephone: .....

Attendee only email (required) ..... cc email .....

Guests will attend:  Yes  No Name: .....

(non-city official) Name: .....

## Step 2: Payment Information

• **What is your total?** (see opposite page for fees)

<input type="checkbox"/> Pre-registration for Delegate \$ 150	<input type="checkbox"/> Pre-registration for Guest \$ 75	<input type="checkbox"/> Other Registrants \$ 200	Pre-registration Total \$ _____
<input type="checkbox"/> Regular Registration for Delegate \$ 175	<input type="checkbox"/> Regular Registration for Guest \$ 100	<input type="checkbox"/> Other Registrants \$ 200	Reg. Registration Total \$ _____

### • How are you paying?

**Check**

Mail payment and form to:  
 Arkansas Municipal League  
 2017 Winter Conference  
 P.O. Box 38  
 North Little Rock, AR 72115

**Credit Card** Complete information below and send to address above.

Credit Card:  Visa  MasterCard  Discover

Card Number: \_\_\_\_\_ Exp. Date: \_\_\_\_/\_\_\_\_/20\_\_\_\_

Card Holder Name (as it appears on card): .....

Billing address (as it appears on statement): .....

City: ..... State: .... Zip: ..... Telephone: .....

E-mail address (required for credit card payment) .....

## Step 3: Hotel Reservations

To obtain hotel reservations, registered delegates must directly contact participating hotels listed below. Please mention that you are with the Arkansas Municipal League to get the negotiated hotel rate.

**Marriott Hotel** ..... Reservations ..... 877-759-6290

**Capital Hotel** ..... Reservations ..... 877-637-0037 or 501-374-7474

**Doubletree Hotel** ... Reservations ..... 800-222-8733 or 501-372-4371

**Wyndham Hotel** ... Reservations ..... 866-657-4458 or 501-371-9000

Special dietary needs:

- Gluten free
- Vegetarian
- Pescatarian
- Vegan

# Important Reminders:

## Health & Wellness Seminar

MHBF's Health & Wellness seminar is scheduled for October 28th. More information will be forthcoming as the date draws near. **SAVE THE DATE** so you can learn more about MHBF's 2017 Benefit Plan and much more!



## Are You Ready For 2017 Open Enrollment?

If you have American Fidelity and use their enrollment platform, contact Charles Angel at 501-690-2532 to schedule your enrollment dates ASAP. Appointments are scheduled on a first-come, first serve basis.



**MHBF is here to assist you! If you or your members have enrollment questions, please contact us at 501-978-6137 or email [MHBFPremiums@arml.org](mailto:MHBFPremiums@arml.org).**



# Support a family on \$20 a week?

**Firefighters who are injured in their firefighter duties receive only \$20 a week for a compensable injury.**

**Solution:** The Arkansas Municipal League's Firefighters Supplemental Income and Death Benefit Program protects the earnings of volunteer, part-paid and paid firefighters who are injured in their duties.

**What they get:** Weekly temporary total disability benefits payable up to a **MAXIMUM** of \$646 for 2016 allowed under Arkansas Workers' Compensation Law; weekly benefits go for 52 weeks; \$10,000 death benefit.

**How?** Cost is only \$20 a firefighter a year. All volunteer, part-paid, and paid firefighters in the department must be covered. The minimum premium for each city or town is \$240.

**Call: 501-978-6127**

Glenda Robinson can be reached at ext. 243.

The fax number is 501-537-7253

Online: [www.arml.org/mlwct](http://www.arml.org/mlwct)

**Protect your loved ones' financial security.**

Arkansas Municipal League's Firefighters Supplemental Income and Death Benefit Program



# Cities to host League regional meetings

**B**eginning in October, cities across Arkansas will host 15 regional meetings to discuss issues important to municipalities of all sizes and to share information about the League programs and services available to assist cities and towns. The tentative dates and locations are:

- ◆ Tuesday, Oct. 4, Batesville
- ◆ Wednesday, Oct. 5, Mountain Home/Lakeview
- ◆ Thursday, Oct. 6, Jonesboro/Paragould
- ◆ Friday, Oct. 7, Russellville
- ◆ Tuesday, Nov. 1, Pine Bluff
- ◆ Wednesday, Nov. 2, Marianna
- ◆ Thursday, Nov. 3, Searcy
- ◆ Friday, Nov. 4, De Queen
- ◆ Wednesday, Nov. 9, Fort Smith/Mulberry
- ◆ Thursday, Nov. 10, Springdale
- ◆ Thursday, Dec. 1, Texarkana
- ◆ Friday, Dec. 2, Stephens
- ◆ Tuesday, Dec. 13, Dumas
- ◆ Wednesday, Dec. 14, Arkadelphia
- ◆ Thursday, Dec. 15, North Little Rock 

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## CALENDAR

**NLC City Summit**  
November 16-19, 2016  
Wednesday-Saturday  
Pittsburgh, Pennsylvania

**Arkansas Municipal  
League's 2017 Winter  
Conference**  
January 11-13, 2017  
Wednesday-Friday  
Little Rock, Arkansas

**Arkansas Municipal  
League's 83rd  
Convention**  
June 14-16, 2017  
Wednesday-Friday  
Little Rock, Arkansas

Future problems come home at the macro-level: As this dramatic photo of Lake Powell in Arizona and Utah illustrates, prolonged drought combined with water withdrawals that many believe are not sustainable, have caused a dramatic drop in the lake's water level, and a looming catastrophe.



## The future: ruthless, unforgiving, or kind?

By Jim von Tungeln

Finding precise truths in planning is hard. There are too many variables and too many viewpoints involved. Moreover, trends change, technology intercedes, and sands shift. There is one truth, however, that is unalterable and can be summed in the words of an old American proverb: “The chickens will come home to roost.” We should count on it, prepare for it, and never cease to expect it.

What does the expression mean in the world of urban and regional planning? It simply warns us that shortcomings allowed in current development will eventually show up as problems that must be solved—with money. They may take years to appear. As the late chair of the House Ways and Means Committee, Wilbur Mills, once said of taxes, “they can be deferred for years, but eventually someone pays.” So it is with the hidden costs of poor planning. They will eventually “come home to roost” at our front door.

This concept is a distant cousin to another adage: “We reap what we sew.” In this case, however, we are discussing cases in which the reapers may not be the ones who did the sewing. Most planners will admit that they spend an inordinate amount of time not preparing for the future, but pondering solutions to problems that exist because of decisions made in the past. Public works directors agree. Most have seen the cost of fixing such problems rise to hundreds of thousands of dollars. Some may never be fixed at all.

What are the origins of such problems? They vary. They can result from simple neglect, such as ignoring potential drainage problems. Almost every city faces this, although progressive ones have streamlined their development regulations to address future dangers at the point of development.

The point of development represents the last and only chance that cities have to take preventive action that will avoid future problems. They don’t always succeed, for a number of reasons. At the top of the list sits a familiar topic: the failure to consider life-cycle costs. New development can prove exhilarating. It forms the bulk of any “state of the city” speech. Praise for immediate gains is loud and joyful.

Sometimes we stay silent about hidden obligations. They are for future councils to ponder. Charles Marohn, of the website Strong Towns ([www.strongtowns.org](http://www.strongtowns.org)), noted this in a provocative article called “The Growth Ponzi Scheme.” He wrote, “... new growth provides the illusion of prosperity. In the near term, revenue grows, while the corresponding maintenance obligations—which are not counted on the public balance sheet—are a generation away.”

In the same article Marohn notes, “The American Society of Civil Engineers (ASCE) estimates the cost [of unfunded liability for infrastructure maintenance] at \$5 trillion—but that’s just for major infrastructure, not the minor streets, curbs, walks, and pipes that serve our homes.”



PHOTO: CAROL M. HIGHSMITH AMERICA COLLECTION/ LIBRARY OF CONGRESS.

His article aims primarily at the hidden cost of suburban development. It also alludes to the fact that much of current municipal development is planned and built to serve vehicles more than people. The lessons of hidden liabilities, though, can be applied to any type of development.

From the smallest retail outlet to awe-inspiring mega-developments, any shortcoming in design or execution will be charged to future citizens. In a strained financial sense, it might be cheaper in the long-term for cities to subsidize development on the front end to avoid future problems. This would place local officials, though, in the position of choosing “winners and losers,” something at which they don’t always excel.

Reasons for deferred development improvements can also result from local customs and traditions. It is not unusual for a community to include a “patriarch,” an individual so powerful, stubborn, or both, that making him follow rules simply isn’t worth the effort. It never fails to shock outside experts to find that some of the most questionable development practices prove to be the work of local citizens. It stands to reason they should have the highest interest in doing things properly, but this doesn’t always prove true.

Another frequent cause of improperly planned improvements lies in the tendency of inexperienced individuals to attempt development on their own. As a friend and legal scholar once stated it to me, “There are some things, like in-line skating and land development, that one sees someone else doing and thinks, ‘That looks easy. I could do that.’” There is hardly a city in our state, probably, that hasn’t spent taxpayer dollars correcting the mistakes of inexperienced land developers.

This brings our discussion to a critical point. A city’s leaders depend upon land development professionals,

largely, to build their community. Most do it well. In working with them, local officials and staff must walk a fine line between protecting the health, safety, and welfare of the citizens, or being adversaries. Those entrusted with public administration can, and sometimes do, become overzealous in their efforts to see their municipality grow as they feel it should.

We should realize that unrealistically high expectations on the part of planners may also produce regulatory chickens that can return home to roost. We only have to think of the “main-street malls” of years ago, the millions of poor families uprooted with no place to go as a result of well-meaning urban renewal programs, and the occasional “build it (our way) and they will come” debacles. There are no limitations on the need for scrutiny.

This brings our discussion to a close with suggestions as to addressing future threats. Unfortunately, there are no easy solutions. Even the previously quoted Charles Marohn admits that some inherited problems may be unsolvable. His most direct advice is for cities to build, or allow to be built, only what they can afford. This is not an easy concept to sell in an age of 30-year home mortgages, 10-year loans for motor vehicles, and interest rates on borrowed money at historic lows.

We should, although they tend to annoy, value the input of a so-called “devil’s advocate.” The *Cambridge English Dictionary* defines this as “someone who supports an opposite argument or one that is not popular in order to make people think seriously.” Many of us can recall the costs to taxpayers of advice not taken by a lonely and ignored voice.

Also, recall the legend of Roman emperors who, during victory parades, employed a trusted person to stand behind them in the chariot as the crowds cheered. Their job was to whisper into the hero’s ear “remember, thou art human.” In other words, “reality looms and reality rules.” In our case, the admonition might be, “remember, your decision may bring future catastrophe.”

It represents a daunting task. Immediate returns will always prove hard to ignore. It may be easier to give in to a stubborn and persuasive applicant. And we may be safely retired and secure from controversy when the sound of footsteps and rustling feathers emerge from the misty past. One thing we know, however. The chickens will always come home to roost.




*Jim von Tungeln is staff planning consultant and available for consultation as a service of the Arkansas Municipal League. He is a member of the American Institute of Certified Planners. Contact him at 501-944-3649. His website is [www.planyourcity.com](http://www.planyourcity.com).*



Members of the Hot Springs Police Department train in August on the newly upgraded driving simulator.

## League driving simulator receives major upgrade

The League's driving simulator, built by Doron Precision Systems, has recently received a substantial upgrade, its first since being installed in early 2009. The biggest overall improvement is the upgrade from the out-of-date Windows XP operating system to Windows 10, which means the system is much faster and supports more advanced graphics. Those graphics look better too on the simulator's new 50-inch, high-definition LED monitors. The upgrade also means an increase in driving scenarios on which officers can train, including scenarios that re-create actual accidents and events that officers in the training have faced while on duty.

Since beginning the program in 2009, League Health and Safety Coordinator David Baxter has helped more than 1,300 officers from across the state improve their driving skills, reduce the risk of injuries and death, and reduce liability costs. To learn more about the program or to schedule a training session for your city's officers, contact David Baxter at 501-374-3484 ext. 110, or email [dbaxter@arml.org](mailto:dbaxter@arml.org). 



PHOTOS BY MARK POTTER.

# Fairs & Festivals

**Sept. 24, BRYANT**, 29th Bryant Fall Fest, [www.bryantchamber.com](http://www.bryantchamber.com), 501-847-4702; **MARIANNA**, 22nd Autumn on the Square, [www.mariannaarkansas.org](http://www.mariannaarkansas.org), 870-295-2469; **NEWPORT**, 18th Depot Days Festival, [www.depotdays.org](http://www.depotdays.org), 870-523-3618; **QUITMAN**, Quitmanfest, 501-589-3312; **SHERWOOD**, 40th Sherwood Fest, [www.cityofsherwood.net](http://www.cityofsherwood.net), 501-833-0476

**Sept. 24-Oct. 2, DUMAS**, Ding Dong Days/Dumas Homecoming, [www.dumaswsl.org](http://www.dumaswsl.org), 870-382-5447

**Sept. 30-Oct. 1, BRADFORD**, 33rd Bradford Fun Fest, 501-207-3342; **HOT SPRINGS**, 6th Hot Water Hills Music and Arts Festival, [www.hotsprings.org](http://www.hotsprings.org), [solleder@lowkeyarts.org](mailto:solleder@lowkeyarts.org); **JACKSONVILLE**, FestiVille in Jacksonville, [www.festiville.org](http://www.festiville.org), 501-982-4171

**Oct. 1, DE QUEEN**, 27th Hoo-Rah Festival, 870-642-6642; **HARDY**, 27th Hardy Homesteaders Day, 870-856-2120; **JONESBORO**, Downtown Jonesboro BBQ Festival, 870-926-6611; **PARIS**, 37th Frontier's Day Festival, [www.parisarkansas.com](http://www.parisarkansas.com), 479-963-2244

**Oct. 5-8, HELENA-WEST HELENA**, 31st King Biscuit Blues Festival, [www.kingbiscuitfestival.com](http://www.kingbiscuitfestival.com), 870-572-5223

**Oct. 6, NASHVILLE**, 24th Golden Gathering, [www.nashvillecitypark.com](http://www.nashvillecitypark.com), 870-845-7405

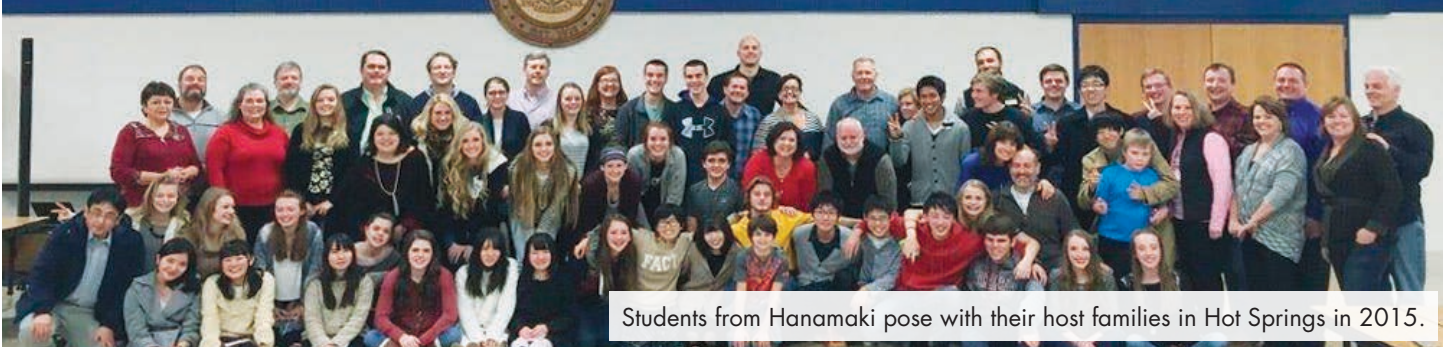
**Oct. 7-8, SHERIDAN**, Timberfest, 870-942-3021; **TRUMANN**, 34th Wild Duck Festival, [www.trumannchamber.org](http://www.trumannchamber.org), 870-483-5424; **YELLVILLE**, 71st Turkey Trot, [www.yellville.com](http://www.yellville.com), 870-449-4676

**Oct. 8, CABOT**, CabotFest, [www.cabotcc.org](http://www.cabotcc.org), 501-843-2136; **CONWAY**, 8th Conway EcoFest, [www.conwayecofest.com](http://www.conwayecofest.com), 501-472-0901; **CRAWFORDSVILLE**, Crawfordsville Hometown Festival, 901-262-4874; **PEA RIDGE**, 28th Pea Ridge Mule Jump, [www.pearidgemulejump.com](http://www.pearidgemulejump.com), 479-451-1122; **PRESCOTT**, Fall Festival, [prescottar.com](http://prescottar.com), 870-887-2101; **SILOAM SPRINGS**, Homegrown Festival, [www.mainstreetsiloam.org](http://www.mainstreetsiloam.org), 479-524-4556

**Oct. 14-15, MCGEHEE**, 10th Owlfest, [www.mcgeheeowlfest.weebly.com](http://www.mcgeheeowlfest.weebly.com), 870-222-4451

**Oct. 15, BEEBE**, 20th Beebe Fall Festival, [www.beebenow.com](http://www.beebenow.com), 501-882-8135; **PALESTINE**, L'Anguille River Festival, 870-581-2166

**Oct. 21-22, LAKE VILLAGE**, 20th Lake Chicot Fall Festival, [www.lakevillagechamberofcommerce.com](http://www.lakevillagechamberofcommerce.com), 870-265-5997



Students from Hanamaki pose with their host families in Hot Springs in 2015.

# Hot Springs schools' Japanese partnership grows

By Sherman Banks

**H**ot Springs, the Spa City, became sister cities with Hanamaki, Japan, in 1993. The partnership has an emphasis on education. Japanese student delegations began visiting Hot Springs in 1993, and in 2009 Hot Springs National Park began sponsoring visits by local students to Hanamaki each year. It is in building relationships like this that citizen diplomacy begins, and through these student and faculty exchanges, more formal school agreements have emerged.

The first school exchange began when Lakeside High School and Hanamaki Higashi High School signed a formal agreement in December 1998. Each year since, students from Japan have traveled to Hot Springs to visit their sister school, experience home stays with Lakeside High students, attend classes, play sports, and experience what life is like in America.

In 2014, Lakeside Assistant Superintendent Bruce Orr, who has assisted in hosting Japanese groups, was selected by the Hot Springs National Park Sister City Foundation as a teacher scholarship recipient, which provided him the opportunity to travel to Hanamaki to visit their sister school. Corey Alderdice, director of Arkansas School for Mathematics, Sciences and the Arts (ASMSA), also traveled to Hanamaki with a Hot Springs delegation. Through their experiences in Hanamaki, Orr and Alderdice began a collaboration to enrich and enhance educational opportunities for their students. As a result of this relationship, they brought a Japanese language teacher to Hot Springs in 2015 to teach at ASMSA and Lakeside High School.

To date 100 students are enrolled in Japanese 1 and/or 2 at ASMSA or Lakeside High. The Japan Foundation provided a grant for a second year to assist in funding the project. In the fall of 2015 a reception was held to celebrate the receipt of the grant where the Hanamaki International Exchange Association President Mr. Fumiaki Sasaki accompanied by two teachers from



From left, ASMSA Director Corey Alderdice; students Joseph Davidson, Lauren Capes, and Joseph Filipek; and Lakeside Assistant Superintendent Bruce Orr welcome a group of Hanamaki students to Arkansas.

Hanamaki Kita attended. Hanamaki Kita is one of the top schools in Hanamaki, and during the trip they began the exploration of how to develop a sister relationship with ASMSA.

Director Alderdice of ASMSA began an institutional study abroad and global learning program four years ago. During that period 22 students and three staff members have traveled to Hanamaki as a part of the Kakehaski Project. Through these partnerships the Hot Springs School District and ASMSA have become the first schools in Arkansas to offer Japanese and culture courses.

“Lakeside High School is proud and excited to begin its 19th year with its sister school Hanamaki Higaski in Japan,” Superintendent Orr said. “This relationship has begun many friendships and many incredible memories. This experience has generated a unique opportunity for students to grow in their appreciation of the Japanese culture. I am excited to think what the future holds for our relationship.”

On September 9, a group of students and faculty from ASMSA will travel to Hanamaki to sign a sister school agreement between ASMSA and Hanamaki Kita.

Sister Cities brings different cultures together and opens the door to the understanding that other nationalities wants and needs are the same as ours. As President John F. Kennedy stated, “Our progress as a nation can be no swifter than our progress in education.”



For more information contact Sherman Banks at (501) 786-2639; email [sbanks@aristotle.net](mailto:sbanks@aristotle.net); or write to P.O. Box 165920, Little Rock, AR 72216.

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## Van Buren Clerk/Treasurer Barbie Curtis retires

**B**arbie Curtis, longtime Van Buren City Clerk/Treasurer, retired at the end of August after 18 years of service to her city. The city held a drop-in reception for Curtis on Aug. 23, and over the course of the afternoon more than 60 city officials, district court staff, and others came by to enjoy some cake and wish her a happy retirement. At the reception, League Executive Director Don Zimmerman presented Curtis with an Arkansas Municipal League Lifetime Membership plaque in honor of her work. Thank you for your outstanding service, Barbie. The League wishes you all the best! 🏛️

### Time to levy property taxes

**C**ity and town councils may levy general property taxes of up to five mills on the dollar (Ark. Const. art. 12 § 4; A.C.A. 26-25-102 and 103). In order to implement this millage, the governing body of the city or town must certify the rate of taxation levied to the county clerk. This must be done prior to the time fixed by law for the Quorum Court to levy county taxes. (A.C.A. § 26-73-202). A.C.A. § 14-14-904(b) establishes the November or December meeting of the Quorum Court as the time to levy those taxes. Until 2016, this could be done only at the November meeting of the Quorum Court. However, Act 15 of 2016 (3rd Ex. Sess.) amended the law to permit the levy to occur at the December meeting as well.

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

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

### October is Act 833 funding deadline

**T**he deadline to apply for 2016 State Fire Grant Act 833 funds through the office of Fire Protection Service is October 31. Applications must be postmarked by that date to qualify for the 2016 funding year. Applications and program guidance documents are available on the ADEM website, [www.adem.arkansas.gov/aem/grants-funding/arkansas-fire-and-ems-services](http://www.adem.arkansas.gov/aem/grants-funding/arkansas-fire-and-ems-services). For more information on the grant program, contact Kendell Snyder, Fire and EMS Coordinator, at 501-683-6700, or email [kendell.snyder@adem.arkansas.gov](mailto:kendell.snyder@adem.arkansas.gov). Mail completed applications to Office of Fire Protection Services c/o Arkansas Department of Emergency Management, Bldg. #9501 Camp Joseph T. Robinson, North Little Rock, AR, 72199-9600.





# How to take more effective breaks

Not all breaks are created equal.

By Matt Alderton

**A**lthough it can be hard to do when you're busy, taking breaks is an important way to increase productivity and decrease stress. "Just as you need to refuel your car and recharge the batteries in your cell phone, it's important to give yourself the chance to recoup your energy levels throughout the workday," says Dr. Christian Jarrett, a contributor to *99U*, a creativity and productivity focused magazine ([99u.com](http://99u.com)). "In fact, the more demanding your day, and the less time you feel like you have to take any breaks, the more crucial it is that you make sure you do take regular breaks to prevent yourself from becoming exhausted."

Not all breaks are created equal, however. In order to maximize the benefits of breaks, you must disconnect completely, according to Jarrett.

"It's extremely tempting, especially when we're tired, to spend breaks doing things that are convenient, but aren't truly restful. This might be Internet shopping, browsing the latest news, or skimming an industry magazine," he continues. "However, studies show that brief work breaks are only genuinely rejuvenating when they give you the chance to fully switch off. By contrast, any kind of activity that involves willpower or concentration, even if it's not in a work context, is only going to add to your fatigue levels."

The best breaks, Jarrett concludes, are either "relaxing" (e.g., daydreaming or stretching) or social (e.g., chatting with colleagues) in nature. Anything else feels like work—even if it isn't.

*This article is reprinted with permission of [www.successfulmeetings.com](http://www.successfulmeetings.com). Visit [bit.ly/99uBreak](http://bit.ly/99uBreak) for the complete article from which this story was excerpted.*



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# Delta Caucus talks I-69 progress

By Andrew Morgan, League staff

**T**he Mississippi Delta Grassroots Caucus held a meeting Aug. 16 in the rotunda of the State Capitol to address economic disparity in Arkansas and the eight-state Delta region and promote policies that support infrastructure improvements, increase access to healthcare, fight poverty, and other critical issues.

State and national leaders continue to push for the advancement of the Interstate 69 project, a key, they say, to increasing trade, mobility, and safety. Crossing the nation north-to-south starting at the Canadian border, I-69 would cross through the heart of the Delta, entering Arkansas at Arkansas City in the east and go 184 miles southwest from there, exiting the state in Columbia County just north of Haynesville, La. The projected cost in Arkansas is \$3 billion right now, said Rep. Lane Jean, who is the former mayor of Magnolia in Columbia County and is the chairman of the Arkansas I-69 Legislative Caucus. That estimate will probably grow the longer we wait to act, he said.

“One dollar investment in highway construction will generate a dollar seventy-five back into the economy.”

He cited a study showing that counties nationwide that have an Interstate running through them enjoy per capita incomes 32 percent higher than counties without an Interstate, and the unemployment is 1.64 percent lower than in counties not traversed by an Interstate.

“That’s why in an area that is depressed and sorely in need of jobs, this needs to be the focus of us in the south and east Arkansas to get I-69 built,” Jean said. “The greatest thing we can do for our people now and for our young people that are coming up in the future is to build this Interstate.”

The route has been approved, and Arkansas is working on several projects to prepare for the highway, Jean said, including a 42-mile connector between Pine Bluff and Monticello and a 19-mile bypass around Monticello. Probably the biggest project needed, he said, is the



Pushing forward with I-69 would be one of the best things we could do for the Delta and southern Arkansas, Rep. Lane Jean, chairman of the Arkansas I-69 Legislative Caucus, told a gathering of the Mississippi Delta Grassroots Caucus in August.

building of the Great River Bridge at Arkansas City. Including approaches on both sides of the river, it will be a 26-mile corridor, 16 of which are in Arkansas and projected to cost the state \$910 million, Jean said. Purchases of right-of-ways are nearing completion, he said.

The state has committed to continue to fund the connectors needed to keep the project going for the next several years, he said, and it has broad support, but more work needs to be done.

“Republicans and Democrats support it, people of all races support it, and its in a region that we are morally responsible for,” Jean said. “I think it’s imperative that we get behind I-69. It’s the greatest thing we can do for economic development.”

To date, more than 750 miles of I-69 are completed.



# Changes to 2016 Directory of Arkansas Municipal Officials

Submit changes to Whitnee Bullerwell, [wvb@arml.org](mailto:wvb@arml.org).



## Amagon

Delete M Eugene Willard  
Add M (Vacant)

## Bodcaw

Delete FC Will Silvey  
Add FC (Vacant)

## Bonanza

Add AL Bill Collins

## Bono

Delete T Holly Kelley  
Add T Kassy Dunivan

## Bradley

Delete M Alice Carlson  
Add M (Vacant)

## Brookland

Delete AL Melinda Burcham  
Add AL Jody Kirk  
Delete MTG Second Tuesday  
Add MTG Second Monday

## Cave Springs

Delete PC Joe Powell  
Add /A/PC Rick Crisman

## Chester

Delete M Tina Shores  
Add M Shannon Smith  
Delete AL Shannon Smith

## Conway

Add AM Aaron Knight  
Delete AM Jack Bell  
Add CS Jack Bell

## Egypt

Delete M Don Scruggs  
Add M Jerry Cook  
Delete AL Jerry Cook  
Add AL Della Annette Hufstedler  
Delete AL Delania Scruggs  
Add AL Gary Joe Graham

## Eureka Springs

Delete AL Joyce Zeller  
Add AL Kristi Kendrick

## Garfield

Delete AL Malania Carter  
Add AL Terry Warren

## Jonesboro

Delete AL (Vacant)  
Add AL Bobby Long

## Kensett

Delete Mail 101 N.E. First St.  
Add Mail 202 S.E. First St.

## Lakeview-Baxter

Delete AL (Vacant)  
Add AL Lindley Reubin  
Delete AL (Vacant)  
Add AL Carl Hill

## Lake Village

Add FO Karla Smithson

## Leachville

Delete PC Chris Ellis  
Add PC Marc Taylor

## Marked Tree

Delete AL Mary Smith  
Add AL Mack Rhoades

## Mayflower

Delete FC/CEO Carl Rossini  
Add CEO Josh Woods

## Montiello

Delete AM Nick Provencher  
Add AM Vickie Norris

## O'Kean

Delete AL (Vacant)  
Add AL Anthony Maple  
Delete AL (Vacant)  
Add AL Charles Sweaney  
Add AL Lee Ball, Jr.  
Delete R/T Amy Morris  
Add R/T Tracy Flanery

## Rockport

Delete AL Dan Long  
Add AL (Vacant)

## Rudy

Delete M Billy Rodgers  
Add M James Jones

## Sheridan

Add AL Jim Lancaster  
Add AL Lee Henson

## Siloam Springs

Delete DR Scott Jones  
Add /A/DR Jerry Cavness

## Van Buren

Delete C/T Barbie Curtis  
Add C/T Phyllis Thomas

## Walnut Ridge

Delete C/T Pam Kopp  
Add C/T Sharon Henson

## Watson

Delete R/T Britney Robertson  
Add R/T Candice Moore  
Delete FC Kenneth Robertson, Jr.  
Add FC Cody Moreland  
Delete DPW Ryan Gill  
Add DPW Cody Moreland  
Delete AL Pat Williams  
Add AL Floyd Williams  
Add AL Mary Coats  
Add AL Beverly Short  
Delete MTG Second Tuesday  
Add MTG Second Monday

# Cooperative Extension Service conference focuses on smart communities, entrepreneurship

By Mark Peterson

Working to create the community you want to be a part of was the focus of the Breakthrough Solutions Conference held this summer in Little Rock. With 18 partner organizations, Breakthrough Solutions is a program of the University of Arkansas Cooperative Extension Service with the purpose of creating vibrant, sustainable communities in the 21st century global economy. Greg Tehven, executive director of Emerging Prairie, an organization dedicated to creating and celebrating an entrepreneurial ecosystem of Fargo, North Dakota, was the event's keynote speaker. The conference theme was "What Smart Communities are Doing to Stand Out."



Tehven

"I came home with this idea that I wanted to create the community that I wanted to live in," Tehven said. "I was tired of visiting other communities and seeing what they were doing, and wanted to make a difference in my own community."

Tehven has been published on *Forbes.com*, *Fortune Magazine*, *TED.com*, and various other publications across the country.

Tehven, who calls himself "an elder millennial" because he is over 30, described how he and friends created City 2.0 by asking the question: "What should the future of our community look like?" The people who came said, "Let's take action. Let's do something great in our community." It was run by volunteers—people who wanted to contribute. What emerged was a community of risk takers who wanted to take action.

Tehven shared these community-building principles:

- **Educate your city**—Tehven was instrumental in organizing TEDx FARGO to provide a venue for the community to learn about fresh ideas and breakthrough thinking from thought leaders in the city and nation.
- **Infuse the arts**—An art gallery got 20 retail shops to stay open on a Thursday evening, each of which had an artist creating in their space, and served

wine. They connected the artists with the rest of the community.

- **Build on your bright spots**—Emerging Prairie hosted a "Million Cups of Coffee" event (the largest in the nation) in which aspiring entrepreneurs present their ideas for six minutes, followed by a 20-minute question-and-answer session with the audience. The culture is that of a supportive, neutral space welcoming entrepreneurs to be open and honest about their businesses and the challenges they face.
- **Collaborate, remove barriers, and leave your ego at the door**—One individual became interested in drones and drone technology, so they sponsored a drone conference and invited experts from all over the country. They held it in a hangar at the airport.
- **Design matters**—In an event called "Start-up Drinks," people interested in starting a business meet at 10 p.m. for drinks, 11 p.m. for dinner, and share art and business ideas at midnight. Each venue is designed by an artist to create a unique experience.
- **Support culture creators**—A friend of Tehven's couldn't get a job because his GPA was too low, so he created a mobile app company. They now have 35 employees. He seeks to make Fargo the hub of mobile technology in the nation.
- **Practice radical inclusivity**—Tehven described projects that involved high school students, business people, school administrators, and other citizens, all working together toward a common goal. For example, a group of people transformed an ugly alley into a beautiful place for families to enjoy. They brought in an artist to paint the sidewalks, and created a concert.

Many communities struggle with how to involve millennials in their communities. Tehven shared with us great insights in how we can do that. To see Tehven's presentation online, go to [tinyurl.com/breakthrough-solutions](http://tinyurl.com/breakthrough-solutions).

*Mark Peterson is Professor-Community and Economic Development with the University of Arkansas Cooperative Extension Service, [www.uaex.edu](http://www.uaex.edu). Contact Mark at 501-671-2253 or email [mpeterson@uaex.edu](mailto:mpeterson@uaex.edu).*



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# Understanding sickle cell disease

By Pooja Motwani, M.D.

**S**ickle cell disease is an inherited blood disorder with symptoms that can cause excruciating pain and difficulty for those diagnosed with it. Approximately 100,000 people are living with the disease today in the United States, according to the Centers for Disease Control and Prevention. That includes as many as 1,200 Arkansans.

The disease is most prevalent in the African-American community, affecting about one of every 365 African-Americans. The disease is also common in people of Hispanic, Middle Eastern, and Mediterranean descent.

Sickle cell specifically affects the hemoglobin—a protein responsible for transporting oxygen through the blood stream—in red blood cells. A properly functioning red blood cell is flexible and disc-shaped. This allows it to move freely through blood vessels. In people with the disease, the abnormal hemoglobin causes the red blood cell to be sickle or crescent shaped, which causes them to sometimes stick to the vessel walls and have difficulty moving through the body's blood vessels. This can restrict the blood flow to various organs, including the spleen, lungs, and brain, causing serious damage.

Most patients with sickle cell disease also have anemia. That's because the blood cells last only five to 10 days instead of the standard 120 days. The bone marrow can't replace them fast enough, which causes anemia and can make the person feel tired.

## Who gets sickle cell disease?

Sickle cell disease is not contagious. Rather, the genes inherited from your parents determine whether you will get the disease. Infants are now tested for sickle cell at birth. To inherit the disease, a person must receive an abnormal hemoglobin gene from each parent. Those who inherit a gene from only one parent have sickle cell trait. Most do not have symptoms but can have a crisis in situations of extreme stress, for example moving rapidly to high altitudes.

## Living with sickle cell disease

Although there is variation, most with sickle cell disease see symptoms by age one. The most common symptom is pain, but others include the yellowing of the skin (jaundice), swelling, fatigue, chest pain, and shortness of breath. Known as a sickle cell crisis, the symptoms are triggered by such things as an illness, infection, stress, high altitude, or dehydration.

When the crisis occurs, the sickle cells become more rigid and clump together, blocking circulation. This can cause pain as well as decreased oxygen to vital organs. This can occur several times a year and result in an extended hospital stay, depending on the severity. These recurring crises can make it difficult to regularly attend school or work, and limit the activities you're able to do.

For instance, children with sickle cell are cautioned against playing contact sports. Simple things like going swimming outside during the summer, with the contrast of hot and cold temperatures, can trigger a crisis.

To prevent a crisis, it's important to stay current on all immunizations, as infections are a leading cause of a crisis. Regular visits to your physician for examinations and screenings are crucial to help prevent issues and to identify specific individual triggers so you can avoid them.

Sickle cell crises are treated with anti-inflammatory drugs, pain medications, and hydration. It's common for crisis symptoms to be too much to treat at home. In this case, seek immediate medical attention.

## Into the future

UAMS in 2015 opened the only Adult Sickle Cell Clinical Program in the state. The clinic offers support groups and a help line for patients, families, and physicians with questions about the disease. The help line is staffed 24 hours a day and can be reached at 1-855-Sic-Cell (742-2355).

UAMS will host its fifth annual Sickle Cell Symposium on Oct. 6-7. The event is free and open to the public. For more information and to register for tickets, visit [www.sicklecell.uams.edu](http://www.sicklecell.uams.edu).



*Pooja Motwani, M.D., is Assistant Professor, Department of Hematology and Oncology, UAMS College of Medicine.*



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# Summaries of Attorney General Opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Leslie Rutledge

## Court automation funds cannot be maintained by both county and city

Opinion: 2016-048

Requestor: Tom Tatum II, Prosecuting Attorney, 15th Judicial District

Is it permissible for counties and cities to maintain district court automation funds? Q2) Who determines how these funds are used? Q3) Does their spending require approval of the quorum court or city council? **RESPONSE:** Q1) It is my opinion that the fund entitled “the district court automation fund” under Ark. Code Ann. § 16-13-704(b)(3) cannot be maintained by both the county and the cities. Rather, because the district courts in Yell County are reportedly funded by both Yell County and the cities, these automation funds must be maintained by the cities in which the courts are located. Q2) In my opinion, the district court judges determine how the automation funds collected under this statute are used. Q3) City council “approval” is required in the sense that expenditures from a district court automation fund must be preceded by an appropriation adopted by the city council.

## 2015 law applies to new and old fire protection districts

Opinion: 2016-062

Requestor: Mary Bentley, State Representative

Does the language added to Ark. Code Ann. § 14-284-206 by Act 1234 of 2015 apply to fire protection districts established prior to 2015, and specifically in 1982? Q2) Does the new language give the board of a fire protection district formed in 1982 the authority to raise the “maximum assessable levy” or cap without requiring another vote of the people of the district? Q3) Can a fire protection district board, created by Act 35 of 1979 in 1982 by a vote of electors in the district, raise the maximum assessable levy with new legislation? Q4) Does the board of a fire protection district formed in 1982 operate under changes made to the Ark. Code after its establishment? Q5) Do changes made to Act 35 of 1979 after the establishment of the district affect the district’s operational procedures? **RESPONSE:** Q1-3) The answer to each of these questions is “yes.” See Opinion for discussion. Q4-5) Generally “yes,” with the understanding that the legislature might

limit the applicability of some changes or additions to only those fire protection districts formed after the enactment of a particular law.

## Full 12-month probationary period required for law enforcement officers

Opinion: 2016-069

Requestor: Dwight Tosh, State Representative

May a police department implement a policy of a 90-day probation period for all new employees in light of Regulation 1003 of the Arkansas Office of Law Enforcement Standards, which requires a probationary period of not less than 12 months?

**RESPONSE:** I take your question to be asking whether municipal police departments may establish a 90-day probationary period for all newly hired and not-yet-certified law enforcement officers. In this light, the answer to your question is “no,” in my opinion. It is my understanding that the Arkansas Commission on Law Enforcement Standards and Training (CLEST) will not certify a law enforcement officer who has not served a full 12-month probationary period. The General Assembly has granted CLEST statewide authority to regulate in this area, and that authority is superior to that of a municipality’s.

## Redacted job application releasable under FOIA

Opinion: 2016-081

Requestor: Tammala F. Williams, Dept. of Workforce Services

Is the decision of the custodian of records to release the employee’s redacted job application in response to a request under the Arkansas Freedom of Information Act (FOIA) consistent with the act? **RESPONSE:** Yes. A job application constitutes a “personnel record” under the FOIA, the release of which usually does not give rise to a clearly unwarranted invasion of personal privacy. Having reviewed the application at issue, it is my opinion that the custodian’s decision to release it as redacted is consistent with the FOIA.


*(For full Attorney General opinions online go to [www.arkansasag.gov/opinions](http://www.arkansasag.gov/opinions).)*





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ARKANSAS MUNICIPAL LEAGUE GREAT CITIES MAKE A GREAT STATE



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### News Feed

- Gasoline Spending in America Hasn't Been This Low in 11 Years - Business Insider
- Denton named AEDC President - Athens Daily Review
- Diggers not shaken by petition to cancel their show - theday.com
- Year in Review: Top ASU sports stories of 2014 - azcentral.com
- Stuttgart City Council hears from equipment dealer; talks airport funding - Stuttgart Daily Leader

More News

### Calendar

**MLWCT Board of Trustees**  
Thursday, October 30, 2014  
League Headquarters  
11:00 AM

**Roundabout Training, Federal Highway Administration**  
Tuesday, October 21, 2014 - Wednesday October 22, 2014  
Little Rock, AR

**National League of Cities 2014 Congress of Cities and Exposition**  
Wednesday, November 19, 2014 - Saturday November 22, 2014  
Austin Convention Center  
Austin, TX

Full Calendar

### Meeting Registrations

**2015 Winter Conference**  
January 14-16, 2015  
Marriott Hotel / Statehouse Convention Center, Little Rock

Register Online or Download PDF Registration Form  
2015 Winter Conference Tentative Agenda

**2014 Human Resource Seminar**  
October 15, 2014, League Headquarters

Register Online or Download PDF Registration Form

All Registrations

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greatcitiesgreatstate.com (microsite)

# Great Cities Make a Great State!

# Beware the string trimmer

By Alison Litchy

It is the end of summer. For Arkansas this means it is still very hot. Each year seems to be hotter than the last. Luckily this year we have had some scattered rainfall throughout the summer. However, this does not mean trees don't need care.



PHOTO BY ALISON LITCHY.

Careless use of string trimmers can damage and even kill trees, especially young trees.

Trees have a hard time during the summer months. They need a little extra attention that they don't often get. Many people love their green lawns and they often take priority, but it is often to the detriment of the trees.

One of the main killers of young trees in urban areas, besides not enough water, is the dreaded string trimmer. It is always tempting to go right up to the base of the tree and get that grass trimmed. However, when that string hits the bark, it is tearing up the live tissue. If the tree is very young, the string may wrap around the entire trunk causing the tree to be girdled. The outer ring of the tree is where the live tissue is located. When that is damaged, the food supply to that tree is cut off and causes it to die.

A protective mulch ring around a tree may work, if the ring is maintained to keep grass and weeds from growing in it. Often the mulch rings are installed and never thought of again. Grass is opportunistic. It will utilize that mulch and grow throughout it. When this happens you are left with the previous scenario again—the weed trimmer right to the base of the trunk.

A mulch ring can be maintained fairly easily if kept up throughout the season. Spraying the outer edge of the ring with glyphosate from time to time will keep the grass and weeds out of the mulch. Be sure to do this when it is not windy. Remember, this is a foliar spray and can burn your leaves too. Spray it directly onto the vegetation to be removed. People often comment

about this solution because they don't like chemicals. If that is the case, then there is the good old-fashioned method of pulling up those weeds one by one. Many turf grasses have rhizomes, and will grow back, so this is a continuous endeavor. There are some natural weed killers available. The most common ones will involve vinegar, salt, soap, and water. Depending on the source there are different amounts of each ingredient for the mixture so experimentation may be required to find what works best. When I was growing up I remember the 1-1-1 recipe: one gallon vinegar, one cup salt, and one tablespoon dish soap. The dish soap acts as your surfactant to make it stick.

The mulch ring is doing more to protect the tree than just keeping the weeds at bay. When a tree is properly mulched it keeps moisture in the soil, frost away from the roots, adds nutrients to the soil, and reduces competition for nutrients.

To properly mulch a tree, make sure that it does not touch the base of the trunk. Make sure there are only 2 or 3 inches of mulch. Using more than that can cause the roots to not get the air they need and suffocate. It is recommended to use organic mulch like cedar. It will break down and add nutrients to the soil over time. However, organic mulches need to be applied about every other year.

If the tree is already damaged but still alive, a younger tree has a better chance of sealing over the wound than a mature one. It is important to stop practices that are hurting trees and allow them time to recover. If the roots are healthy, some species can sprout back after they have died from weed eater damage. Choose a sucker that has the best attachment to the ground, not to the stump. The sucker can be cultivated into a new tree. I have seen "oak bushes" when all the suckers remain and are allowed to grow into a bush-like plant.

Also remember that at the end of summer trees may need to be kept watered. Their roots will continue to grow even after the leaves have turned colors. Trees survive on their stored nutrients in times of stress. Be sure to give them the little extra attention they need when this occurs.

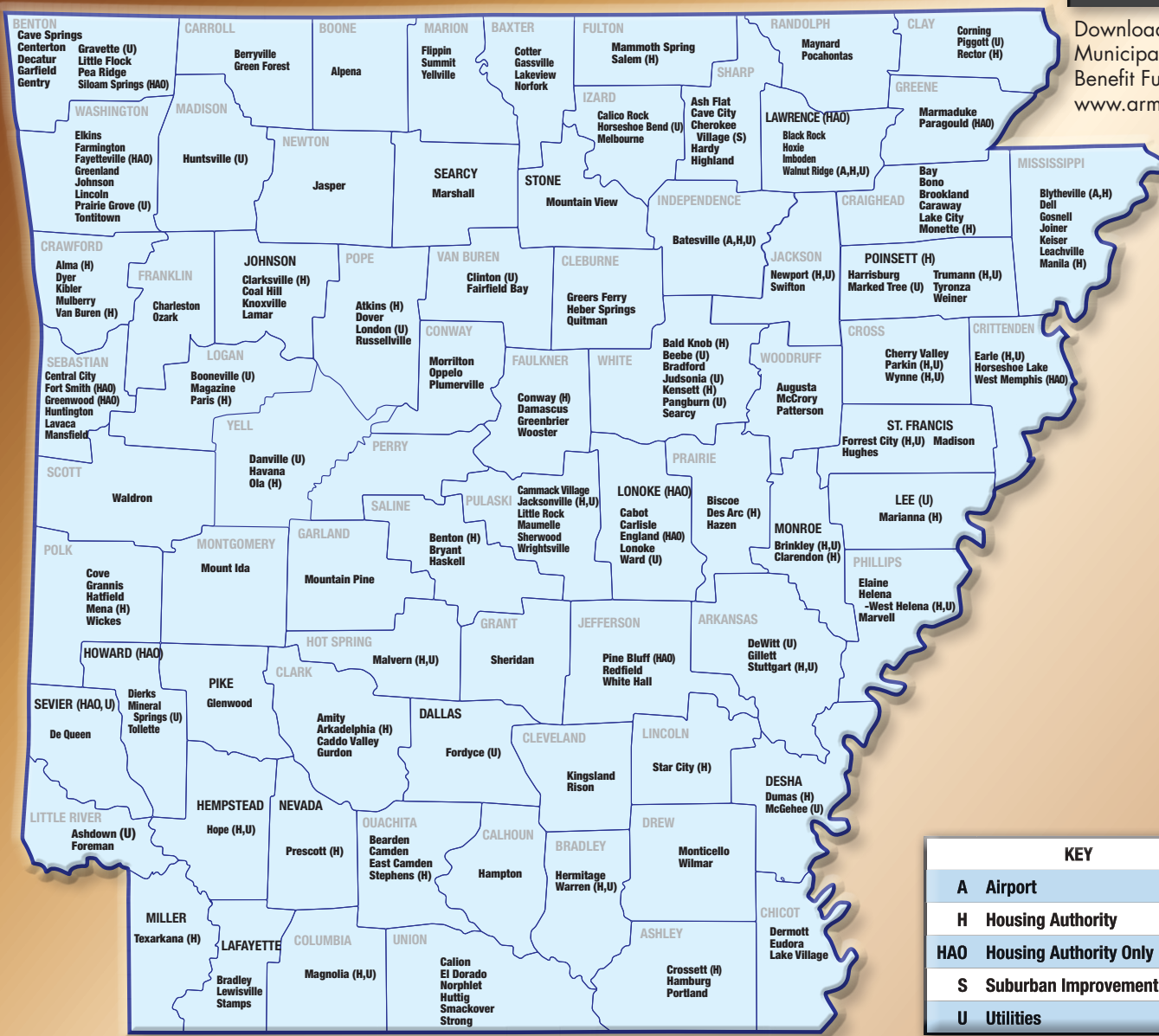


*Alison Litchy is urban forestry partnership coordinator with the Arkansas Forestry Commission. Call Alison at 501-984-5867 or email [alison.litchy@arkansas.gov](mailto:alison.litchy@arkansas.gov).*

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 Holiday Island Suburban Improvement District . . . . . Carroll County  
 Ladd Water Users Association . . . . . Pine Bluff  
 Lakeview Midway Public Water . . . . . Lakeview  
 Lee County Water Association . . . . . Marianna  
 Little Rock Arts Center . . . . . Little Rock  
 Little Rock Downtown Partner . . . . . Little Rock

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 Little Rock Metroplan . . . . . Little Rock  
 Little Rock Port Authority . . . . . Little Rock  
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 Local Police & Fire Retirement System . . . . . Little Rock  
 Magnolia Regional Medical Center . . . . . Magnolia  
 Mena Regional Health System . . . . . Mena  
 Montgomery County Nursing Home . . . . . Mount Ida  
 NE AR Region Solid Waste Management District . . . . . Paragould  
 North Little Rock - Library . . . . . North Little Rock  
 North Little Rock - Sewer/Waste Water . . . . . North Little Rock  
 Northeast Public Water . . . . . Mountain Home  
 Northwest AR Conservation Authority . . . . . Rogers  
 Northwest AR Economic Development District . . . . . Harrison

Oakland Cemetery . . . . . Little Rock  
 Ozark Mountain Regional Public Water . . . . . Diamond City  
 Ozark Regional Transit . . . . . Ozark  
 Piggott Community Hospital . . . . . Piggott  
 Regional Recycling & Waste Reduction District . . . . . Pulaski County  
 SE AR Economic Development District . . . . . Pine Bluff  
 Sevier County Water Association . . . . . De Queen  
 Third Judicial District Drug Task Force . . . . . Jackson County  
 Thirteenth Judicial District Drug Task Force . . . . . Camden  
 Upper SW Regional Solid Waste Management District . . . . . Nashville  
 Waldron Housing Authority . . . . . Waldron  
 Western AR Planning & Development District . . . . . Fort Smith  
 White River Regional Housing . . . . . Melbourne  
 Yorktown Water Association . . . . . Star City

# Marketing sites and buildings in your city

By Amy Whitehead

Most cities have vacant or available properties that can be utilized for economic development. There are several avenues through which those properties can be marketed using existing site selection tools and resources, enabling a city to turn liabilities into economic opportunities.

Steve Jones, building and sites manager for the Arkansas Economic Development Commission (AEDC), works closely with cities all over the state to identify potential real estate that can be marketed for economic development purposes. Steve may advise on the highest and best use for a property and provide measurement and diagram services for buildings that are eligible for the state's site selection website, [www.arkansassiteselection.com](http://www.arkansassiteselection.com).



The site selection website is a partnership among Entergy, AEDC, and cities.

In order for property to be listed on the website it must be industrial, warehousing, commercial, or office related. A building must be 10,000 square feet or larger and must be available to be occupied within 90 days; sites must be 10 acres or larger. All property must have a set price.

If cities have available buildings or sites that can be marketed, but do not meet the minimum requirement to

be listed on the website, Steve still recommends tracking those properties through a local database so that the information is readily available if an opportunity should arise.

For the site selection website, there is one designated property manager that is responsible for uploading site and building information. The mayor or city manager designates a property manager for their city. The mayor will also designate an editor, whose role is to update the city's profile information, and an economic development point of contact will be assigned to work directly with AEDC when economic development prospects are interested in a property.

Sometimes cities go through periods of time where these roles are unfilled. It is very important that the property manager role be filled, because that individual will be contacted once a month to verify that all property information is up-to-date. If there is no contact from this person after a period of time, the property will become inactive on the website.

In addition to the Entergy/AEDC-supported statewide site selection website, Electric Cooperatives of Arkansas (ECA) has recently unveiled an economic development website, [www.WeAreArkansas.com](http://www.WeAreArkansas.com), that shows sites and buildings available in distribution cooperative territories. According to JD Lowery, community and economic development manager for ECA, this website is an effort to "provide rural communities within our territories with additional marketing opportunities that complement AEDC's website. Interested communities can contact their local distribution cooperative representative for more information." The minimum requirements are the same as those required to be listed on AEDC's statewide site selection tool, and ECA's website includes aerial videos of sites and buildings shot with unmanned aerial videos, otherwise known as drones. ECA hopes to have a video from each of its 17 territories within the next year and a half.

"A community with growth aspirations must have a strategy for marketing itself to business," explains Joe Bailey, senior project manager in business recruitment for Entergy Arkansas. "Without a strategy a lot of time, money and energy can be wasted."

So what should a city do to make the most efficient use of its resources and effectively market available sites and buildings?

Entergy offers a variety of services to the communities it serves, including site analysis and certification, GIS/mapping, strategic planning and marketing assistance. Electric Cooperatives of Arkansas is also an important economic development resource for the communities it serves. Make sure all your property information is maintained and updated, and that your city has a designated property manager, community editor, and economic development point of contact with the state.

Joe Bailey with Entergy recommends a city ask itself strategic questions so that it can better understand its competitive advantage in the global marketplace, and position itself to be most competitive for investment. How can my city find a niche in the changing energy market? What will happen if/when the price of natural gas goes back up? Are we an attractive community for millennials? Do we have a natural resource that is currently underutilized? Can we take advantage of our location to eliminate business costs for a particular industry sector? It may be helpful to have a target industry analysis.

If your city has a site or building listed on the site selection website, consider AEDC's Prospect Readiness Education Program (PREP). This training will help local leaders improve their interactions with prospects and respond to RFIs through the site selection process. Make sure your sites are 'shovel-ready' and that the site is clean, mowed, and visible.

While attracting outside investors to fill empty land or buildings is not the only strategy a city should pursue, it should be part of a balanced approach to economic development at the local level. If you have available sites and buildings that can be marketed to site selectors and businesses, contact your utility provider or AEDC to find out how to get these properties appropriately listed through all available avenues.



*Amy Whitehead is the director of the Center for Community and Economic Development at the University of Central Arkansas.*

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# ACIPs help Arkansas airports get the funding they need to thrive

By Mitch Rose and Daniel Barnes, PE

Capital improvement planning never stops, no matter the type of infrastructure project. Now is the time for municipalities and other organizations to begin that planning, which is why we wanted to talk about the planning process associated with them, and more specifically, the processes associated with Airport Capital Improvement Plans.

According to a report released last year by the Airports Council International–North America, “U.S. airports have an estimated \$75.7 billion in infrastructure investment through 2019 necessary to accommodate growth in passenger and cargo activity, rehabilitate existing facilities, and support aircraft innovation.”

Any and all National Plan of Integrated Airport Systems (NPIAS) airports located within the United States are required to either submit new, or update existing, Airport Capital Improvement Plans (ACIPs) with the Federal Aviation Administration (FAA) each year, should they want to receive any type of federal funding and/or assistance. There are approximately 3,331 NPIAS airports currently registered with the FAA in the U.S.

An NPIAS is a system that was designed to be used by airports to inventory the U.S. aviation infrastructure assets. It is developed and maintained by the FAA. According to [www.faa.gov](http://www.faa.gov), the NPIAS is designed to, “Identify existing and proposed airports that are significant to national air transportation and thus eligible to receive federal grants under the Airport Improvement Program (AIP). It also includes estimates of the amount of AIP money needed to fund infrastructure development projects that will bring the airports up to current design standards and add capacity to congested airports.”

So, what exactly is an Airport Capital Improvement Plan? The ACIP typically provides information regarding an airport’s critical development needs, and the financial planning necessary to accommodate those specific needs. The ACIP is also a dynamic community planning and fiscal management tool used to coordinate the location, timing, and financing of capital improvements over the next three-to-five years, and is typically based on the airport’s development plans/needs for the next 20 years.

ACIPs serve as the primary planning tool for identifying, prioritizing, and assigning funds to critical airport



In order to receive federal funding, all NPIAS airports, such as the Northwest Arkansas Regional Airport, pictured, must submit new or updated existing Airport Capital Improvement Plans with the FAA each year.

development and associated capital needs. It also serves as the basis for the distribution of grant funds under the Airport Improvement Program (AIP), according to the FAA. By identifying and investing in airport development and capital needs, the FAA can ensure the American public that the National Airspace System (NAS) (the airspace, navigation facilities and airports of the United States) is a safe, secure, and efficient environment for air travel nationwide. ACIPs typically contain all of the individual capital projects, equipment purchases, and major studies for a local airport, in conjunction with construction and completion schedules, and in accompaniment with financing plans. The plan usually provides its reader with a detailed outline for sustaining and improving a community’s airport infrastructures. It coordinates strategic planning, financial capacity, and physical development.

Those involved in creating ACIPs include: airport directors, airport managers, engineers, financial planners/advisors, environmental planners/advisors, airport users, and governmental agencies such as the FAA district office and the state division of aeronautics.

ACIPs have two parts: a capital budget and a capital program. The capital budget is the upcoming year’s spending plan for capital items. The capital program is a plan for capital expenditures that typically extends five to 10 years beyond the capital budget. For this reason, ACIPs must be updated annually.

Some of the benefits associated with the development of ACIPs include:

- Synchronization of capital and operating budgets.

- Systematic evaluation of competing demands for resources based on information provided which reflects the organization's long-term goals and objectives.
- Identifying, prioritizing, and optimizing the financing of capital projects.
- Linking strategic and comprehensive plans with fiscal capacity.
- Informing the public regarding the government's investment in local infrastructure.

ACIPs contain the following features:

- Listings of capital projects, equipment and major studies.
- Rankings of projects.
- Financing plans.
- Timetables for completion of projects.
- Project justifications.
- Classifications, itemizations and explanations of the project(s) expenditures.

The process of gathering all of the information for the ACIP and preparing them can be an extensive one, which is why it is always best to have someone on the team who is familiar with preparing these types of documents. The development of an ACIP begins with the FAA sending out letters to sponsors, notifying them of ACIP processes and scheduling, usually around September or October of each year. Then, it becomes time for local/county airports to get involved by identifying projects and performing internal reviews. Following that process, the airport's director will normally review the projects, based on priority and needs, prior to meeting with the FAA on overall project reviews.

The process continues throughout October and into December with follow-up reviews of listed projects being discussed with airport staff before the airport's director approves airport drafts of ACIP projects. Then, from December to January, meetings are held in conjunction with FAA members to review ACIP drafts before they go on for final approval. In February and March come the final steps in the Airport Capital Improvement Plan process. All NPIAS airports will submit final ACIPs to the FAA and state agencies, prior to distributing copies of the final ACIP to other governmental agencies.

Going through this pervasive process has been beneficial to Arkansas airports over the years. For the fiscal year 2015, Arkansas airports were awarded grants totaling \$42,983,732. In 2014, Arkansas airports received \$27,658,117. In 2013, local airports received \$28,233,090 and in 2012, \$66,879,640.

Planning for these types of projects in advance helps facilitate efficiency of all airport development and financial success. But how? As a part of developing ACIPs, the following can be accomplished in order to facilitate financial success:

- Prioritize airport development needs.
- Identify potential funding sources.
- Analyze eligibility for federal funding.
- Perform necessary environmental studies.
- Outline short-term and long-term goals.
- Develop project budgets.

Moreover, in addition to provided project descriptions, justifications for each project also help express the need for federal assistance.

In the end, the more time spent planning for large projects in advance, the better the chances are for all funding agencies involved to plan accordingly. Happy planning!



*James M. (Mitch) Rose is a project director and executive vice president/treasurer for McClelland Consulting Engineers, Inc. Call Mitch at 501-371-0272, or email him at [mrose@mccllelland-engrs.com](mailto:mrose@mccllelland-engrs.com).*



*Daniel Barnes is president of McClelland Consulting Engineers, Inc.-Fayetteville. Contact Daniel at 479-443-2377, or email him at [dbarnes@mccllelland-engrs.com](mailto:dbarnes@mccllelland-engrs.com).*

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# #AMLMoves gets going

By David Baxter, League staff



Since last year, the Arkansas Municipal League's voluntary wellness program, #AMLMoves, has been picking up steam. While we encourage all our member cities and towns to participate, we've been getting active here at the League as well. We have 28 wellness leaders who have been walking, running, hiking, and biking their way towards better health and wellness. By joining #AMLMoves, the League's staff have taken personal responsibility for their own wellness and, as a result, many have achieved personal health and fitness milestones.

For example, a few of the League's wellness leaders have reported that after consulting with their primary care physician, they have been able to reduce or even completely stop taking medications for certain medical conditions. Not surprisingly, this is a result of their adherence to regular fitness and a calorie-control program. This is what a good wellness program is designed to do—improve a person's overall quality of life.

To further #AMLMoves, the League has also created several other wellness tools so that municipalities can start their own voluntary wellness program. Through a collaborative effort, the League's Municipal Health Benefit Fund and the Communications Department have developed a new brochure that explains the #AMLMoves Wellness Program and also promotes the MHBF's preventative care benefits.

Additionally, the two departments in conjunction with the Workers' Compensation Trust staff have produced a new #AMLMoves wellness video that features some of the League's employees as they are engaged in various activities supporting #AMLMoves, such as explaining the importance of personal preventative care, fitness, and overall wellness. Both the brochure and the video are available on the League's website, [www.arml.org](http://www.arml.org).

Another important wellness tool available to MHBF member municipalities is on-site #AMLMoves wellness training. Recently, the city of Waldron requested a #AMLMoves seminar to help create health awareness and to promote a culture of wellness among its employees. Jennifer Elliott and Deb Hudson, both MHBF nurses, and I provided timely health information for the employees of the city of Waldron. Elliott reminded the employees of the importance of regular immunizations and going to their doctor once a year so that they can get their physical, both of which are the starting points for any wellness program.

Among other things, I reminded employees of the benefits of using eDocAmerica, the MHBF's 24-hour online and telephone access to physicians, psychologists, pharmacists, dentists, dieticians, and fitness trainers ([www.edocamerica.com](http://www.edocamerica.com)). I also explained how 70 percent of all healthcare costs are driven by five unhealthy lifestyle behaviors that are controllable or, at the very least, modifiable. One of the most unhealthy lifestyle habits is tobacco use. Not only does tobacco use cause death and disability, it has also been scientifically proven that tobacco users use health care benefits at an exponentially higher rate than non-tobacco users. Fortunately, MHBF members have access to benefits that can help their employees stop using tobacco.

So become a #AMLMoves municipality today. Contact me to schedule your #AMLMoves wellness training and help get your employees on the right track to health and wellness.



David Baxter is the League's Health and Safety Coordinator. Email David at [dbaxter@arml.org](mailto:dbaxter@arml.org), or call 501-374-3484 Ext. 110.





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# NEWSLETTER

SEPTEMBER 2016

The Newsletter, provided by a'TEST consultants, is included in *City & Town* as a service of the Arkansas Municipal League Legal Defense Program.

## CVS dispensing Naloxone without prescription

As of August, CVS Health is making opioid overdose-reversal drug naloxone available without a prescription in 30 states, including Arkansas, in an effort to help save lives, the company has announced.

Naloxone is a safe and effective antidote to opioid overdose that works quickly to reverse the overdose. The way the CVS pharmacies can dispense naloxone is to have a physician's "standing order" for patients without a prescription to obtain the medication. CVS Health claims they will save lives and provide more people a chance to get the help they need for recovery.

CVS Health states they are a leader in helping communities prevent prescription drug abuse. The Partnership for Drug-Free Kids President and CEO Marcia Lee Taylor issued this statement: "Increasing access to naloxone is a critical public health priority that allows patients and their families to prevent opioid fatalities and recognize when people need help working towards recovery from the disease of addiction."

## Combating prescription drug abuse

Prescription painkillers are taking an emotional and financial toll on individuals and the workplace. A recent article in the *Oxford Journal* reported these medications are costing employers \$25.5 billion a year in absenteeism, injuries, productivity, and excessive medical claims. How about your workplace?

A huge surge in opioid prescriptions is also affecting workers' compensation claims. Employees who are prescribed even one opioid have on average total workers' compensation claims costing four times greater than those not prescribed such medications, according to the National Safety Council.

Accordingly, recent state court decisions have found employers and workers' compensation insurers financially responsible when workers are injured or fatally

injured due to prescription drug overdose. This is a huge liability for any employer.

Once an employee is addicted to an opioid, they cannot just get off the drug without professional help. These drugs—including hydromorphone, hydrocodone, oxycodone, heroin, and others—are highly addictive and cause huge craving for more and more of the drug.

Detoxing and rehabilitation is rough and seldom works the first time. Relapses are high among opioid users. The financial cost for treatment is often borne by employers, and it is very costly. Many insurance companies will not pay for addiction treatment alone; however, they will consider payment if there is a dual diagnosis, such as an identifiable mental issue combined with addiction.

As an employer, you may not inquire about drug use or misuse. If you suspect an employee may be using drugs, you may not ask them if they are taking drugs and why. Good supervisory training will advise employers how to identify drug abuse and the proper way to handle the situation (documentation on job performance, confronting the individual, testing, medical review of test results, and careful review of your disciplinary policy, etc.).

It would be nice to be able to say we have a "handle" on substance abuse (non-prescription, prescription, or alcohol), but that is not realistic. The problems associated with misuse or abuse will continue to affect employers, so get the facts that will help you manage your workplace and employees in a legally sound manner.



**a'TEST CONSULTANTS, Inc., provides drug and alcohol testing as a service of the Arkansas Municipal League Legal Defense Program. The program helps cities and towns comply with the U. S. Department of Transportation's required drug testing for all holders of commercial drivers' licenses.**

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# Community development through grants

By Chad Gallagher

**H**aving served as a mayor, my hat is off to local elected officials. They have all the work and none of the glamour! I understand that serving in public office at the local level is challenging and rewarding. Challenging because you must become a quasi-expert on a range of topics. Municipal officials must deal with police matters, sewer, water, streets, parks and recreation, economic development, and much more. To me, these diverse challenges are the most exciting part of the job and ensure that victories and successes are that much more rewarding. It's also clear that municipalities are required to do more than ever before with limited or diminishing resources.

Tax structures do not properly propel municipalities into the new economy of the 21st century, and municipal leaders are required to do more with less. Well beyond the basic services provided and funded by cities and towns, there is the real expense of developing a truly attractive community. The most successful community development takes place when municipal leaders are engaged and involved. Grant funding is a way to help municipalities achieve more with less. Such funding allows a city to stretch its tax dollars further and build a more attractive city.

Grants are available not only to municipalities but community organizations and nonprofits. These grants are not just limited to traditional municipal services such as water line expansions, fire trucks, and park development. There's much more to the grant world from both public and private funding opportunities for communities.

In Arkansas, public and private sector grant programs have funded cities and community organizations on literacy projects, historic building restorations, art centers, libraries, high-speed internet, economic development assistance, museum expansions, community education programs, health screenings, afterschool

programs, energy efficiency projects, food pantry assistance, mobile computer labs, summer school programs, rehabilitation services, community centers, hospital grants, and much more. These are examples of grants we've tracked in Arkansas communities in just the last 12 months.

One of the best things you may do as municipal leaders is to help your community organizations prepare to receive grants, learn to write them, help access them, and open the doors for them to become successful.

I was raised in Winthrop, a small town in Little River County with a bustling population of about 200. (We always insist the Census underestimated us!) It was there I learned that the success of one community institution or business raised the good fortunes of everyone. A small grant secured by Mrs. Vonnie at the library was good for everyone in town. A new piece of equipment at the fire department helped us all. A summer visit from a mobile health clinic could mean the world to some in town.

Community organizations are led and operated by the saints of the world. Individuals with passion, love, and care are running the afterschool programs, the art centers, the local museums, the animal shelters, and much more. Many of these are run by volunteers or severely underpaid employees. Through you, they might gain access to a new grant opportunity.

We know that cities are successful because of all the projects, people, and organizations that make up the community—not just the city government itself. If we can help you assist organizations in your city get started on grants just let us know. That's why we're here.



*Chad Gallagher is principal of Legacy Consulting and a former mayor of De Queen. Contact him at 501-246-8842 or email [chad.gallagher@legacymail.org](mailto:chad.gallagher@legacymail.org).*

# Nominations sought for 2016 Volunteer Community of the Year Awards

**T**he Arkansas Department of Human Services Division of Community Service and Nonprofit Support (DCSNS) is accepting nominations for the 2016 Arkansas Volunteer Community of the Year awards through Sept. 15.

Each year, the division partners with the Governor's Office and the Arkansas Municipal League to recognize communities that band together in serving its neighbors. Winners typically have overcome obstacles such as limited funding for projects, taking a new approach to an old problem, or recovering from natural disasters. Cities that have been honored in the past can be recognized again for new accomplishments.

A committee of citizens who represent a cross-section of the state population will select 12 communities to be honored at the Arkansas Municipal League Winter Conference in Little Rock in January 2017. Winners will receive two signs donated by the Arkansas Highway Commission designating the city as a Volunteer Community of the Year.

Recipients in 2015 were Fairfield Bay, Clarkridge, Vilonia, Greenbrier, Clarksville, Arkadelphia, Maumelle, Van Buren, Benton, Bentonville, Fayetteville, and Fort Smith. Volunteers in these communities donated thousands of hours last year toward supporting on-going activities and needs of their fellow citizens.

For more information and to complete a nomination form, visit the DCSNS website: [humanservices.arkansas.gov/dcsns/Pages/VolunteerCommunityAwards.aspx](http://humanservices.arkansas.gov/dcsns/Pages/VolunteerCommunityAwards.aspx).

For more information or assistance in completing the nomination form, contact Kimberly Simpson at 501-320-6599, [kimberly.simpson@dhs.arkansas.gov](mailto:kimberly.simpson@dhs.arkansas.gov), or by mail at P.O. Box 1437, Slot S-230, Little Rock, AR 72203.



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## Fayetteville earns Utility of the Future award

Fayetteville has been named one of the 61 recipients of the inaugural Utility of the Future (UOTF) Award, the Mitchell Williams Arkansas Environmental, Energy, and Water Law Blog ([www.MitchellWilliamsLaw.com](http://www.MitchellWilliamsLaw.com)) reported Aug. 17. This is the first year of the award program.

The UTOF concept was developed by the National Association of Clean Water Agencies (NACWA), Water Environment Research Foundation and the Water Environment Federation in 2013 to guide utilities toward smarter, more efficient operations targeting resource recovery. The concept focuses on productivity, sustainability and resiliency to attain greater resource recovery.

The NACWA states that each of the recipients "is bound by a shared commitment to integrating UOTF principles into their organizations". It also states that the program recognizes the progress made by utilities to implement innovative technologies and to champion a culture of change.

The recipients will be recognized during a September 27 ceremony that will be held in conjunction with the Water Environmental Federation's 89th Technical Exhibition and Conference in New Orleans.

## Arkansas leads nation with largest jobless rate decline over past year

From July 2015 to July 2016, Arkansas saw the largest unemployment rate decline among all 50 states as the number of unemployed workers fell by more than 16,000, according to the U.S. Bureau of Labor Statistics. Arkansas was among 10 states and the District of Columbia to experience statistically significant

unemployment rate decreases, new data from the BLS shows. That mirrors labor force data, produced by BLS and released by the Arkansas Department of Workforce Services on Aug. 19, showing Arkansas's seasonally adjusted unemployment rate for July at 3.9 percent, the same as last month's revised jobless rate and well below year ago levels at 5.2 percent.

## Bryant thanks youth volunteer for summer of service

With school back in session in the Bryant School District, Bryant City Hall is missing a familiar face in the building. While many kids took advantage of their summer vacation to relax and sleep in, Zac Milam chose to use his time giving back to his community by becoming a volunteer as part of new city program.

Zac, a junior at Bryant High School, worked side by side with City of Bryant Maintenance Foreman Joe Thomas, assisting in everything from daily tasks to carpentry projects. Zac did all of this with the best attitude, always taking a moment to ask if there was anything more you needed of him before he went on to his next task.

"Many times we view our youth as future community leaders, overlooking the great work that they can contribute now" Mayor Jill Dabbs said. "Volunteers are the backbone of building great communities. Zac is an example not only to other students, but to all of us."

If you are interested in becoming a City of Bryant volunteer please let us know. Take a few seconds to complete our Volunteer Interest Form at [www.cityofbryant.com](http://www.cityofbryant.com) or call Dana Poindexter at 501-943-0302.



## Obituaries

**RONNIE BALDWIN**, 63, executive director of the Arkansas Sheriffs' Association who spent 30 years in law enforcement in Brinkley, Wynne, and Cross County, including as chief of police in Brinkley, died Aug. 28.

**ANDY LEE**, 68, who served seven terms as Benton County sheriff from 1989 to 2002, died Sept. 5.

**PAUL WAYNE MUSHRUSH**, 71, former Jacksonville finance director for over 20 years, died Aug. 31.

**ANDREW EUGENE WILLARD**, 61, former mayor of Amagon, died Aug. 11.



## Voluntary Certified Continuing Education Program

The League's Voluntary Certified Continuing Education Program continues in 2016 with a series of workshops covering topics helpful to municipal leaders. The voluntary certification plan is, approved by the Executive Committee, and consists of 21 credit hours of topics.

For those city officials who have completed the 21 hours of core curriculum, you must annually obtain 6 hours of continuing education to maintain your certification status. The required 6 hours must be gained by attending the hours of continuing education offered at the 2017 Winter Conference, the 83<sup>rd</sup> Annual Convention, or the 2017 Land Use Workshop.

The Program is for Arkansas mayors, city administrators, city managers, city directors and aldermen, city recorders, recorder/treasurers, city clerks, clerk/treasurers.

The next workshops are:

- Municipal Finance and Budgeting (5 core curriculum hours), 9:30 a.m. to 3:30 p.m. Sept. 12, 2016, at League headquarters.
- Human Resources and Personnel Matters (5 core curriculum hours), 9:30 a.m. to 3:30 p.m. Oct. 12 at League headquarters. Registration will open Monday, Sept. 12.

For more information contact Ken Wasson at 501-374-3484 Ext. 211, or email [kwasson@arml.org](mailto:kwasson@arml.org).



The State Aid City Street Committee has approved 384 requests for city street overlay projects totalling \$87.1 million of State Aid Street funds to date.

[www.citystreet.arkansas.gov/project-requests](http://www.citystreet.arkansas.gov/project-requests)



# 2016 State Turnback Funds

Actual Totals Per Capita						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2015	2016	2015	2016	2015	2016
January	\$4.8662	\$5.0284	\$0.5728	\$0.2297	\$2.0995	\$2.1382
February	\$4.8562	\$5.1992	\$0.4599	\$0.1524	\$1.0921	\$1.0775
March	\$5.1898	\$4.6255	\$0.2339	\$0.1655	\$1.0909	\$1.0778
April	\$4.7309	\$5.5340	\$0.6375	\$0.2342	\$1.1417	\$1.0777
May	\$5.2251	\$5.4590	\$0.2547	\$0.0745	\$1.0918	\$1.0773
June	\$5.2410	\$5.2768	\$0.2738	\$0.0968	\$1.0920	\$1.0778
July	\$5.3082	\$5.6734	\$0.6600	\$0.0987	\$2.9748	\$2.8803
August	\$5.0259	\$5.0337	\$0.2560	\$0.1292	\$0.9641	\$1.2006
September	\$5.3748		\$0.2632		\$1.0791	
October	\$5.2322		\$0.2767		\$1.0707	
November	\$5.0931		\$0.2797		\$1.0772	
December	\$4.8776		\$0.2499		\$1.0776	
<b>Total Year</b>	<b>\$61.0210</b>	<b>\$41.8300</b>	<b>\$4.4181</b>	<b>\$1.1810</b>	<b>\$15.8515</b>	<b>\$11.6073</b>

Actual Totals Per Month						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2015	2016	2015	2016	2015	2016
January	\$9,159,751.23	\$9,482,577.19	\$1,078,253.79	\$433,179.54	* \$3,951,880.56	* \$4,032,277.00
February	\$9,140,972.61	\$9,804,689.33	\$865,620.02	\$287,481.18	\$2,055,766.00	\$2,031,997.39
March	\$9,768,890.51	\$8,722,769.73	\$440,227.94	\$312,010.76	\$2,053,376.13	\$2,032,596.84
April	\$8,905,034.06	\$10,436,025.60	\$1,199,954.61	\$441,661.71	\$2,149,094.75	\$2,032,297.66
May	\$9,840,348.46	\$10,294,480.80	\$479,664.03	\$140,536.93	\$2,056,091.57	\$2,031,495.51
June	\$9,870,151.62	\$9,950,873.55	\$515,640.06	\$182,493.78	\$2,056,559.07	\$2,032,597.66
July	\$9,996,770.39	\$10,698,830.40	\$1,242,957.21	\$186,206.19	** \$5,602,259.11	*** \$5,431,589.73
August	\$9,465,188.42	\$9,492,433.07	\$482,195.54	\$243,594.47	\$1,815,712.03	\$2,264,157.25
September	\$10,122,118.61		\$495,609.13		\$2,032,276.34	
October	\$9,866,818.54		\$521,753.79		\$2,019,155.56	
November	\$9,604,609.53		\$527,387.24		\$2,031,292.21	
December	\$9,198,069.64		\$471,202.66		\$2,032,217.62	
<b>Total Year</b>	<b>\$114,938,723.62</b>	<b>\$78,882,679.67</b>	<b>\$8,320,466.02</b>	<b>\$2,227,164.56</b>	<b>\$29,855,680.95</b>	<b>\$21,889,009.04</b>

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

\*\* Includes \$3,516,801.52 supplemental for July 2015

\*\*\* Includes \$3,517,035.84 supplemental for July 2016



# Local Option Sales and Use Tax in Arkansas



KEY: Counties not collecting sales tax

**2016 ELECTIONS**

**BALD KNOB**, March 1  
Failed. .5%

**BIG FLAT**, March 1  
Passed. 1%

**GATEWAY**, March 1  
Failed. 1%

**HACKETT**, March 1  
Passed. 1%

**HARTFORD**, March 1  
Passed. 1%

**MARION Co.**, March 1  
Failed. .75%

**PULASKI Co.**, March 1  
Failed. .25%

**RUDY**, March 1  
Passed. .5%

**SILOAM SPRINGS**, March 1  
Passed. .375%

**GARLAND Co.**, June 28  
Passed. .625%

**LOGAN Co.**, July 12  
Passed. 1%

**BOONE Co.**, Aug. 9  
Passed. .25%

**BRYANT**, Aug. 9  
Passed. .5% extension

**WEST FORK**, Aug. 9  
Passed. 1%

Source: Rachel Garrett, Office of State Treasurer See also: [www.dfa.arkansas.gov](http://www.dfa.arkansas.gov)

Sales and Use Tax Year-to-Date 2016 with 2015 Comparison (shaded gray)								
Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$49,037,009	\$48,260,965	\$43,720,229	\$42,805,543	\$92,757,238	\$91,066,508	\$15,812	\$12,222
February	\$59,477,239	\$57,956,453	\$51,693,904	\$50,071,410	\$111,171,143	\$108,027,863	\$20,455	\$12,659
March	\$45,484,389	\$46,032,300	\$41,503,958	\$41,404,634	\$86,988,347	\$87,436,935	\$17,357	\$19,161
April	\$51,278,433	\$46,694,339	\$46,543,122	\$42,176,819	\$97,821,554	\$88,871,158	\$19,032	\$15,459
May	\$51,716,750	\$52,104,723	\$46,509,945	\$46,560,371	\$98,226,695	\$98,665,094	\$16,799	\$4,827
June	\$48,045,270	\$49,711,589	\$42,836,823	\$44,369,398	\$90,882,093	\$94,080,987	\$17,947	\$25,867
July	\$52,527,961	\$50,358,675	\$47,321,806	\$44,565,666	\$99,849,766	\$94,924,341	\$17,750	\$18,804
August	\$52,254,925	\$51,846,227	\$47,594,177	\$47,174,793	\$99,849,102	\$99,021,020	\$17,169	\$16,649
September		\$50,366,202		\$48,072,222		\$98,438,424		\$17,771
October		\$50,569,467		\$46,609,011		\$97,178,477		\$18,511
November		\$49,449,818		\$46,067,600		\$95,517,418		\$17,009
December		\$53,013,791		\$47,830,901		\$100,844,691		\$18,591
<b>Total</b>	<b>\$409,821,975</b>	<b>\$606,364,549</b>	<b>\$367,723,964</b>	<b>\$547,708,368</b>	<b>\$777,545,938</b>	<b>\$1,154,072,916</b>	<b>\$142,320</b>	<b>\$197,530</b>
Averages	\$51,227,747	\$50,530,379	\$45,965,495	\$45,642,364	\$97,193,242	\$96,172,743	\$17,790	\$16,461





# MUNICIPAL MART

To place a classified ad in City & Town, please email the League at [citytown@arml.org](mailto:citytown@arml.org) or call 501-374-3484. Ads are FREE to League members and available at the low rate of \$.70 per word to non-members. For members, ads will run for two consecutive months from the date of receipt unless we are notified to continue or discontinue. For non-members, ads will run for one month only unless otherwise notified.

**ACCOUNTS PAYABLE COORDINATOR**—The City of Maumelle has an opening for a Accounts Payable Coordinator in the Finance Department. Position Summary: The position of Accounts Payable Coordinator is responsible for all monthly and quarterly billing and all related duties. Essential duties and responsibilities include: posting deposits and processing payments, assisting with quarterly and monthly billing, and processing invoices, checking monthly statements and verifying payments, filling in as receptionist when needed, accounts payable file maintenance; and completing other duties and tasks as needed and assigned. Minimum Qualifications: Associates Degree or equivalent from a two-year college or technical school; and three years related experience and/or training or the equivalent combination of education and experience. Experience with utility billing and collecting preferred. Experience with Microsoft Word and Excel required. Experience with Springbrook preferred but not required. Salary Range \$24,511-\$36,767. Open until filled. NOTE: A City of Maumelle Employment Application must be completed. Please go to [www.maumelle.org](http://www.maumelle.org) and click on the Human Resources Department to print an application. Completed applications should be mailed to: City of Maumelle Human Resources Department, 550 Edgewood Drive, Suite 590, Maumelle, AR 72113. For questions, you may contact the Human Resources office at (501) 851-2784, ext. 242 between the hours of 7 a.m. and 5 p.m. Monday-Friday. EOE. This ad is available from the Title VI Coordinator in large print, on audio, and in Braille at (501) 851-2784, ext. 242 or at [reuah@maumelle.org](mailto:reuah@maumelle.org).

**AQUATICS DIRECTOR**—Benton is currently taking applications for above position in our Parks Department for new facility opening in 2017. Employment application and complete job description are available at Benton Municipal Complex, 114 S. East Street, Benton, AR, Monday through Friday, between the hours of 8 a.m. and 5 p.m. or by visiting the Benton website at [www.bentonar.org](http://www.bentonar.org). EOE.

**CDL/EQUIPMENT OPERATOR II**—The City of Maumelle is currently taking applications for the position of CDL/Equipment Operator II in the Public Works Department. Position Summary: The general purpose of a CDL/Equipment Operator II is to carry out various duties of the Street and Drainage Maintenance Department. Education and experience: HS diploma or a GED and 12 to 18 months related experience and/or training or equivalent combination of education. Starting salary for this position is \$11.86 per hour. Open until filled. Please go to the City of Maumelle web page ([Maumelle.org](http://Maumelle.org)) and click on the Human Resources Department for complete job description and an application. Completed applications should be mailed to: City of Maumelle Human Resources Department, 550 Edgewood Drive, Suite 590, Maumelle, AR 72113. For questions, contact the Human Resources office at (501) 851-2784, ext. 242, 8 a.m. to 5 p.m. Monday-Friday. EOE.

**CHIEF OF POLICE**—The City of Clinton is taking applications for the Chief of Police until noon on Monday, Sept. 26. All interested parties may contact Clinton City Hall between 8:30 a.m.-4:30 p.m. Monday-Friday, call 501-745-8110, or email [clintonmayor@artelco.com](mailto:clintonmayor@artelco.com).

**CITY MANAGER**—The City of Arkadelphia is accepting applications for the position of City Manager. Successful applicants should have a college degree or equivalent: Business or Public Administration major preferred but not required. Applicants must have experience in a supervisory role, have strong management and decision-making skills, and strong communication skills both written and verbal. The ability to read, draft and follow budgets is an absolute requirement. Salary range is negotiable depending upon qualifications and experience. Offer and acceptance contingent upon passing a drug test and background checks. Send resumes to Brenda Gills, Acting City Manager, 700 Clay St., Arkadelphia, AR 71923. Resumes will be taken until the position is filled.

**DIRECTOR OF COMMUNITY DEVELOPMENT**—Benton is currently taking applications for Director of Community Development. Incumbent reports directly to the mayor, interfaces with city council members, department heads, citizens, builders, residential and commercial developers, construction company representatives, state and municipal agencies. Complete job description and employment application available at Benton Municipal Complex, 114 S. East Street, Benton, AR, Monday through Friday, between the hours of 8 a.m. and 5 p.m. or by visiting the Benton website at [www.bentonar.org](http://www.bentonar.org). EOE.

**MAUMELLE CIVIL SERVICE EXAM-FIREFIGHTER I**—The City of Maumelle announces that Civil Service examinations for the position of entry level Firefighter will be given on Saturday, October 15. Qualifications for taking the exam are: Be a U.S. citizen; be between the ages of 21 and 35 on date of the exam; be able to pass a background check, a drug test, and a physical examination; possess a HS diploma or equivalent; possess a valid Arkansas DL. Beginning salary is \$32,500; the City offers an excellent employee benefit package. The application process will begin immediately. Applications must be received, post marked, email or fax dated no later than Friday, October 7. A completed City of Maumelle application is required. Applications may be obtained at [www.maumelle.org](http://www.maumelle.org) or from the Human Resources Office. EOE.

**MAUMELLE CIVIL SERVICE ENTRY LEVEL POLICE EXAM**—The City of Maumelle announces Civil Service examination for the position of entry level Police Officer will be given on Saturday, October 15. Qualifications for taking the exam are: Be a U.S. citizen; be the age of 21 on date of the exam; be able to pass a background check, a drug test, and a physical examination; possess a HS diploma or equivalent; possess a valid Arkansas DL. Starting salary is \$32,500; the City offers an excellent employee benefit package. The application process will begin immediately. Applications must be received, post marked, email or fax dated no later than Friday, October 7. Applicants may order the "NPST Candidate Orientation Guide" by clicking the following link: [www.fpsi.com/police-orientation-guide-download-disclaimer](http://www.fpsi.com/police-orientation-guide-download-disclaimer). A completed City of Maumelle application is required. Applications may be obtained at [www.maumelle.org](http://www.maumelle.org) or from the City's Human Resources Office. EOE.

**POLICEMAN**—Junction City seeks a F/T policeman. Competitive salary and benefits. Applications may be picked up at the City Hall, 207 North Main Street, Junction City, AR. To request an application through the mail, call (870) 924-4922.

**POLICE OFFICER**—The City of Lewisville Police Department is currently seeking qualified applicants for full time position of police officer. Application may be picked up at Lewisville City Hall, 330 West 1st Street, Lewisville, Ark. Contact Chief Jason Tomlin at 903-748-6970 for further information.

**SENIOR STAFF ATTORNEY**—The Mayor's Office is currently accepting qualified resumes for consideration as the Senior Staff Attorney for the City of Rogers. Candidates must be a licensed attorney admitted to practice in Arkansas. The ideal candidate will have seven to 10 years of combined public and private sector experience, with general knowledge of Arkansas municipal law. The incumbent will report to the Mayor on a policymaking level and act as an immediate adviser with respect to the exercise of the constitutional or legal powers of the office. This is a department head level position as described under A.C.A. § 14-42-110. The primary duties include providing guidance on a variety of legal issues, with oversight of strategic planning regarding matters of the law and of trial preparation. The Senior Staff Attorney represents the City of Rogers in all legal matters before state and federal courts. The position will require the effective leadership of other department heads, boards, and/or Commissions, while managing the expectations of key stakeholders within government and from the outside community. Supervisory responsibilities include the civil and criminal functions of the legal department, and the respective employees. The selected candidate will receive a competitive salary, with participation in the state retirement plan (APERS). Group health and welfare benefits are also available. Interested candidates may apply online, or submit resume materials by mail or email (employment@rogersar.gov). All submissions and communications regarding this selection are considered public records under the Arkansas Freedom of Information Act.

**WATER PRODUCTION SUPERVISOR**—Hope Water & Light is currently seeking qualified candidates for the position of Water Production Supervisor. Responsibilities include planning and governmental regulated reporting for the water treatment plant and wells. Aids in development of the master plan to meet these needs, to include capital budgeting under the direction of the Assistant General Manager, Operations. Monitors water treatment plant operations and collaborates with other departments. Familiarity with water treatment and lab work preferred. Completion of Bachelor's Degree in Chemistry, Biology or Environmental Science or related areas or education at a level necessary to accomplish the job. Salary is based on education and experience. Submit resume with salary history via mail to Hope Water & Light, Attention Human Resources, P.O. Box 2020, Hope, AR 71802; or email charlotte@hope-wl.com. Resumes accepted until Sept. 26 or until position is filled. For a complete job description and qualifications contact Human Resources at 870-777-3000. EOE.



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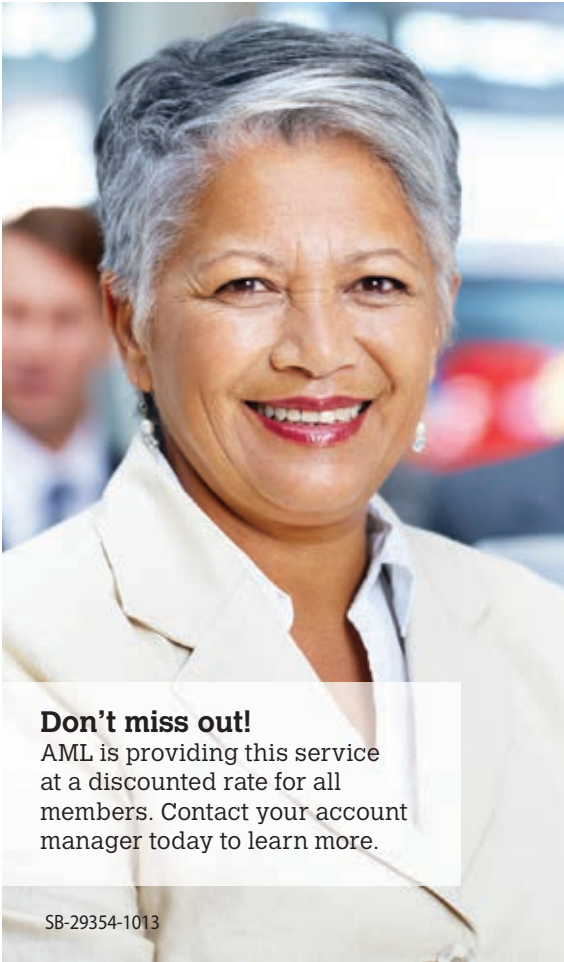
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# ATTENTION: Reporting requirements for Municipal League Workers' Compensation Trust participants

Members of the Municipal League Workers' Compensation Trust (MLWCT) should have received by mail a document that outlines reporting requirements and instructions regarding payroll information.

- Estimated payroll information for 2017 must be submitted via <https://webservices.arml.org/workerscompensation> by **Friday, October 7, 2016** in order to receive a discount, if eligible.
- Actual payroll information for 2016 must be submitted via <https://webservices.arml.org/workerscompensation> no later than **Wednesday, March 15, 2017**.

If you have questions, please contact Glenda Robinson, Director of Municipal League Workers' Compensation Trust, at 501-978-6133, or Barbara DePriest at 501-537-3788. 



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Mark McBryde, Jack Truemper

Seated from left:  
Michele Casavechia,  
Jason Holsclaw, Leigh  
Ann Biernat, Dennis Hunt  
(Executive Vice President and  
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