

City & Town

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FEATURES

6 Delta Caucus urges D.C. support for hurting region

Washington gridlock and cuts to important programs for everything from job training to early childhood nutrition hurt the residents of the Delta, the nation's poorest region, in disproportionate ways, the Mississippi Delta Grassroots Caucus maintained when the group took its message to Capitol Hill.

10 District 3 VP oversees town's leap forward

Garfield has gone from incorporated town to city of the second class, and Mayor Laura Hamilton, the League's 2011-2012 District 3 Vice President, has seen to it that her adopted hometown has what it needs to thrive.

12 St. Charles increases firefighting ability

With a newly acquired 5,000-gallon tanker trunk and a brand new facility, the St. Charles Volunteer Fire Department's ability to fight fires in its coverage area has just increased volumes.

27 Womack, retailers support tax on Internet sales

Rep. Steve Womack's online sales tax bill already has the support of many businesses in his district, and is poised to receive bi-partisan support in Washington.



ON THE COVER—The Winter Conference, Jan. 11-13, 2012, in Little Rock, is less than two months away and we hope you'll make it a priority to be there. With the General Assembly now meeting essentially every year, there's no down time for us when it comes to tracking legislation that affects municipalities. The Conference will also feature informative training sessions and a chance for municipal leaders to meet with the various state agencies that work with us to make our cities great. See the registration and hotel info inside and register now if you haven't already. Read about the Mississippi Delta Grassroots Caucus's recent meeting in Washington, D.C., meet your League District 3 Vice President, see Rep. Steve Womack's take on the Internet sales tax issue and more, all inside. —atm

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Dear Friends:

By the time you read this, the GARVEE bond issue will have been decided and I trust approved by the state's voters. I think the GARVEE issue of the late 90s was successful as it gave our Interstate system a much needed shot in the arm. Arkansas's Interstate system is in need of some attention and the GARVEE bonds will help provide that attention.

Speaking of a needed shot in the arm, the proposed severance tax initiative has the potential to provide additional funding for city streets throughout Arkansas. If the tax generates the funds anticipated, the state highway system, county roads and city streets will benefit from the additional funds. I know that in Marion, the cost of street maintenance is increasing more rapidly than available funds for street work.

In June, the League membership approved a resolution in support of the severance tax. We, the League membership, are being counted on to collect signatures for the Initiated Act and I know that some of us are already working on this. Others of us need to get involved in the process of collecting signatures. It's my experience that when I explain that the tax funds will go toward the maintenance of city streets, most of the people that I talk to are willing to sign the petition. Hopefully, some of us stood outside the polling places on Nov. 8 and collected signatures. You might be interested to know that a formal opposition to the severance tax has organized.

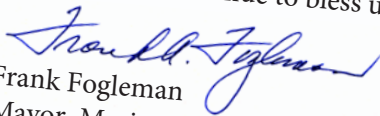
The National League of Cities met in Phoenix Nov. 9-12, and Arkansas had a sizable attendance at the meeting. Twenty-six Arkansas delegates attended the conference and visited the trade show and heard speakers address timely subjects. Much information was available and everyone was not able to attend every presentation, but I do know that the attendees brought back information that will be valuable to their respective cities.

The League Winter Conference, Jan. 11-13, is fast approaching and I believe that the more popular hotels are filling up fast. If you plan to attend the Winter Conference and you have not registered to attend and have not reserved a place to stay, I encourage you to do so now.

Congratulations to those of you who have become certified municipal officials. The September and October classes were heavily attended by our membership. Approximately 100 people attended each day of each session. I understand that over 70 officials have already become certified municipal officials. The certified municipal officials will be recognized at the Winter Conference.

As we approach the holiday season, let's all be mindful of those that are in need and be thankful for our blessings. Pray for those in need and do something in your community to help those who are less fortunate.

May God continue to bless us all and Happy Thanksgiving to everyone.



Frank Fogleman
Mayor, Marion
President, Arkansas Municipal League



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Make Delta a priority, Caucus compels D.C. leadership

By Andrew Morgan, League staff



The frustration was palpable among Delta advocates as members of Congressional delegations from across the eight-state Mississippi Delta attempted to explain to the region’s grassroots leaders the causes of and remedies for our economic woes, mostly in the platitude-heavy stump speak to which we’ve become accustomed. The dismay wasn’t lost on the speakers either, and leaders from both sides of the Capitol and both sides of the aisle made uneasy jokes about their nine percent approval rating.

Mississippi Delta Grassroots Caucus Executive Director Lee Powell acknowledged that frustration at the group’s Initiative on Job Creation/Economic Recovery, Nov. 1-3 in Washington, D.C. Washington might seem so messed up that we’re tempted to not participate and to “tell them to go jump in a lake,” he said. But he adopts the opposite attitude.

“If they’re not functioning well, all the more reason to come up here and get on their case about it,” Powell said.

A 10-point plan for the Delta

The bi-partisan Caucus is urging Congress and the administration to come up with a viable job creation package that will lift the economy without sacrificing programs our country’s most vulnerable citizens rely on. Doing so would be yet another blow to the Delta, already perennially the nation’s poorest region. To that end the Caucus has released its “10-Point Plan for Job Growth and Spending Priorities,” a document compiled with feedback from a coalition of Delta community leaders, Democrats and Republicans on the state and national levels, former President Bill Clinton and others.

“We’ve got to have a non-partisan, pragmatic compromise,” Powell said. “That’s the whole problem that we’re facing. I’ve been in Washington through five presidential administrations now. This is the most dysfunctional mess I’ve ever seen, and I’ve seen some pretty bad ones.”

The top priority of the plan is jobs. Recovery will not occur unless people are back at work. The jobs focus also



Powell

includes strong support for small business development, infrastructure improvement, job training, delaying an expansion in EPA regulations and more. Broad cuts to essential programs like SNAP and WIC—many Delta residents' only defense against hunger—are on the table and the plan promotes strengthening these and other health and nutrition programs, which are an absolute necessity in the Delta. The Caucus plan also calls for responsible deficit reduction through a mix of tax policy reform and targeted spending cuts, particularly in the areas of foreign military involvement and exorbitant weapons systems.

Protecting funding for the Delta Regional Authority is another priority for the Caucus. Since the federal agency's creation under the Clinton administration, the DRA has invested \$86 million in 610 projects across the region, leveraging an astounding \$1.8 billion with that money, a 20-to-one ratio. That's meant jobs created or retained for more than 35,000, job training for another 6,000, improved water and sewer services for 58,000 families, and more.

Funding for the DRA was originally envisaged at \$30 million. It has never reached that level. At its lowest it was \$5 million, at its height \$13.5 million. The budget was cut to \$11.7 million for FY 2011, and further cuts are looming. While the House's proposed budget maintains the current level of funding, the Senate energy and water appropriations subcommittee has voted to cut the budget down to \$9.9 million.

"They are making a very serious mistake about this," Powell said. The Democrats especially, he said, can't claim to be champions of the disadvantaged if they are "going to shaft" the DRA.

For a copy of the plan, contact the Caucus at 202-360-6347, or email leepowell@comcastbiz.net.

Arkansas delegation weighs in

Creating bi-partisan job creation legislation is the key to getting anything moving, Sen. Mark Pryor said. He advocated a "six-point solution" he has put together on that, which he invited his constituents to view on his website, pryor.senate.gov. The plan "sets the table for growth," he said, by reforming the tax code and through spending cuts.



Pryor

Nano-technology is one area that's very promising for Arkansas and the Delta, Pryor said. The growing industry could add a trillion dollars to the economy by 2014, he said. A proposed FDA testing center in Pine Bluff could help Arkansas be poised to take advantage of that. Local technology centers and business incubators that are public-private partnerships are also projects worth supporting, Pryor said.

Pryor pledged support for the Community Development Block Grant program, which has been hugely successful in rural areas and which has suffered cuts. In this climate of shrinking government, "if we're not careful, rural America is going to absolutely take it on the chin," Pryor said.

"Politically, you know you can't cut enough," Pryor said. "You can totally eliminate everything and some people would still say that's not enough cuts."

The DRA does make a difference, but the reality is that "everything is going to get a cut," he said, including important programs to the Delta.

We're now adding jobs again at a rate of about 45,000 a month, but that's still too slow, Rep. Mike Ross said.

"The fact is we need to add 400,000 jobs every month for three years just to get back to where we were in 2007. So it's going to be a very slow recovery; it's going to be painful for many."



Ross

"I think our way out of all this economic mess is by investing in infrastructure," Ross told the Caucus.

Broadband access will be a key to the Delta's recovery, he said. Where once a community wanted to be located next to a river, a railroad or an Interstate, the modern equivalent will be access to broadband Internet, and the Energy and Commerce Commission has made progress in this area, he said.

To deal with the unsustainable national debt, it's going to take "a combination of tax reform, spending cuts and economic growth to get us out of this mess," Ross said.

Ross blamed gridlock on both parties, whose agendas are being guided by their extremes, he said. Few moderates are left in the middle to work together.

The Delta means farming, Sen. John Boozman said, and "if we don't get the farm bill right, it's going to be a tremendous impact in that region." Agriculture research is especially important in the Delta, he said.

We have to make cuts, "but on the other hand, our farmers do need a safety net," Boozman said.

The new healthcare law will destroy community hospitals and, eventually, the communities themselves, Boozman foretold.

"Under the new healthcare proposal, under the new healthcare law, it really is hard on rural hospitals. You



Boozman

lose your hospital, you're losing the best paying jobs in town, pretty soon you lose your doctors, and then pretty soon you lose your community," he warned.

He also promoted energy dependence by using our own natural resources, like natural gas, "in an environmentally responsible way."

"Natural gas is cheap because we've got a hundred-year supply of it, and it's really accessible," Boozman said.

Boozman said he was working with other Congressional leaders from the region to "try to advocate as much funding as we can get" for the DRA.

Rep. Rick Crawford blamed "uncertainty," especially when it comes to regulations on businesses, as the chief



Crawford

deterrent to economic growth in the country. Easing or eliminating these, particularly EPA regulations, will take “some of the pressure off of folks who live and work and farm in the Delta,” he said.

He blamed Washington’s partisanship on geography.

“That’s east versus west, north versus south and, more particularly, urban versus rural,” Crawford said.

When it comes to avoiding cuts to USDA money for things like job creation and nutrition programs in the Delta, the onus is on the region to “sell itself,” Crawford said.

Rep. Tim Griffin mirrored Crawford when it comes to uncertainty. Over 60 business leaders in Arkansas’s second district agreed, he said, that the biggest obstacle to job creation is uncertainty about regulations, the EPA, the debt and the healthcare law.



Griffin

“Is it going to be repealed by the government that’s here in 2013 or not?” he asked. “There’s all these unanswered questions, more uncertainty.”

His stance on freezing or eliminating regulations is in line, Griffin said he believes, with what his constituents want.

“Tough medicine” region-wide

Other Congressional leaders from the eight-state Delta region weighed in on the gridlock in D.C. and the challenges in their struggling home districts.

Sen. Mary Landrieu, D-La., told Caucus members she couldn’t make any promises, but she would see what she could do to get DRA funding levels back up in the Senate. She recommended that we eliminate the requirement for local matches for grants in our poorest communities, an idea which received strong support in the room. With the startling gaps in net worth, income and opportunity in this country, we must be aggressive at providing an equal chance for people to succeed, and that should include slightly higher taxes on people with incomes over \$1 million, she said. “For anybody that thinks that everybody starts off on an equal foot, I would beg to differ, and if anyone believes that this is truly a society where people advance by merit when people start off on such unequal levels is fooling themselves,” Landrieu said.

Sen. Roger Wicker, R-Miss., called the debt-reduction choices before us “tough medicine.” Divided government is a “good time for compromise,” he said, citing an agreement on Social Security reached between Republican President Ronald Reagan and Democratic Speaker of the House Tip O’Neill in the early 1980s. On the DRA funding question, Wicker said we should feel encouraged by the House’s higher number, but the cuts, he warned, have “got to come from somewhere.”

Rep. Terri Sewell, D-Ala., represents nine counties in Alabama’s “Black Belt” region, parts of which are experiencing the highest unemployment rates in the nation. The situation is desperate, and slashing and burning won’t get the economy back on track, she said. “It bothers me that we’re nickel and diming the programs that are the lifeline of the communities that I represent... when we’re giving billions of dollars to oil companies,” Sewell said.

Rep. Cedric Richmond, D-La., was blunt regarding the failure to compromise. It’s strictly political, he said, a result of a culture that puts “politics over people.” Washington can’t move forward because “it would look like a win for the president.” Now is the time to invest in the people and the infrastructure of the country, Richmond said.

District 3 VP's Garfield grows from town to city

By Andrew Morgan, League staff

Garfield Mayor Laura Hamilton—the League's 2011-2012 District 3 Vice President—and the city council have been in their new city hall for just three years and its already time to update the building's sign. "Town of Garfield" is no longer accurate, as of the 2010 Census. The former town is now a city of the second class.



Garfield Mayor and League 2011-2012 District 3 Vice President Laura Hamilton stands at the entrance to the city's first ever park, which bears her name.

The new city made the cut by two people, Hamilton says. They brought the official population up to 502. And Garfield has annexed a couple in since then, she adds, bringing the unofficial count up to 504.

The new city hall is one of many improvements the small and tight-knit Benton County community has been able to achieve since Hamilton first moved to town about 20 years ago. Garfield in June dedicated its first ever city park, which, in honor of its hard working mayor, the city council named Hamilton Park. An Arkansas Parks and Tourism Fun Grant paid for part of the park. The city paid for the walking trail, volleyball court and fencing. They're awaiting word on a grant that would pay for a flowerbed, Hamilton says. After the first frost, the city will begin planting memorial trees at the park, which citizens can sponsor.

Hamilton is proud to say the city has managed to build

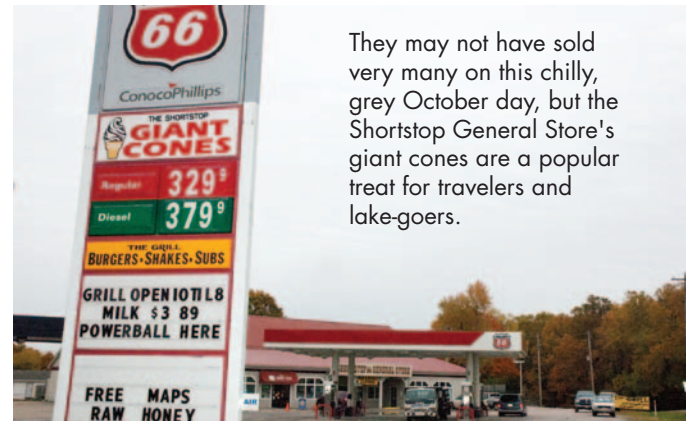


Before Garfield moved into its new city hall, the council met in a tiny, log cabin-type building that once was the smokehouse for a local restaurant, and before that they met in a historic but freezing old church.

the park and city hall without amassing any debt. Water system extensions beyond city limits represent the city's only debt.

The city has recently begun franchised, citywide trash pickup and curbside recycling. It's especially helpful for senior citizens, Hamilton says. They can come in and buy a trash bag, and when they fill it up they can put it out on a Thursday, even if it takes them a month to fill it. They're only out the cost of that trash bag, and recycling still gets picked up each week.

A military brat, Hamilton grew up and spent her



They may not have sold very many on this chilly, grey October day, but the Shortstop General Store's giant cones are a popular treat for travelers and lake-goers.

young adult life in Colorado. Her time in Arkansas is now quickly gaining on that. It began when her mother and stepfather retired to nearby Lost Bridge Village, a community on Beaver Lake. Hamilton and her family visited them there two or three times a year for several years, she says.

"We came here and absolutely loved it."

When she was pregnant with her fourth child, Hamilton and her husband decided to put their Fort Collins, Colo., home on the market. They agreed that if it sold, they'd head to Arkansas. It sold, and in 1992 they did just that. They didn't even have jobs lined up. They made the leap of faith.

Colorado has its good points, she says. There are no ticks, chiggers, fleas, things like that.

"But I love it here. I like the heat. I like the humidity."

Hamilton and her husband have been married 31 years, and they've had four children. Her youngest daughter is 19 and lives in Garfield, her 25-year-old son is working in New York, and her 27-year-old daughter lives in Rogers and teaches in Bentonville. Her oldest son would have been 28 this year but was killed in a car wreck on the highway near town when he was 17. The

generous spirit of her neighbors really shone forth after that tragedy, Hamilton says. They might have been just another family suffering a loss had they lived in a large city, she says, but in this community, friends and neighbors came through and did everything they could for her family.

“It was just really inspiring,” Hamilton says. “I didn’t have to cook for six weeks, I had so much food.”

They started out in Lost Bridge Village after the move from Colorado but soon needed a larger place for their family. They ended up building a home on five acres in the Garfield town limits. And that’s when Hamilton’s community service career began to take shape.

She started with the PTA, then became its vice president. About a decade ago, she called the mayor to press for a flashing traffic light in front of the elementary school. The mayor said if the PTA could get the light “more power to ya,” Hamilton says. They raised half the money and approached the city council about paying for the other half and taking ownership of the light, which was required by the state.

“They not only agreed to do that, they wouldn’t let us pay for any of it. They paid for it and they took ownership of it.”

Three months later a seat on the council opened up and she was approached about filling the seat. She accepted the appointment, and at the next election was elected to serve again.

Seven years ago, the town’s mayor, who was having health issues and decided to step down, asked the council



The city would be lost, Hamilton said, without the hard work of Recorder/Treasurer Merlene Snoderly, left.

if they would appoint Hamilton to the post. They agreed. She is now in her third term as mayor.

Garfield is on Highway 62 just east of Pea Ridge National Military Park and just minutes from the Missouri border. A handful of businesses line the highway through town, most at the intersection of 62 and 127, which is the gateway to nearby Beaver Lake. The businesses there—which include several gas stations and a general store that boasts cones filled dangerously high with ice cream—attract good tourist dollars as visitors head to the lake, Hamilton says. A new highway plan, which involves the expansion of 62 to four lanes and, ultimately, a quick bypass around the heart of Garfield, makes the city a bit nervous, but to get to the lake drivers will still have to pass through the city, and possibly grab a giant cone of vanilla along the way.

White House welcomes municipal leaders

The White House hosted over 150 mayors, city officials, and state municipal league directors for a day of information from the administration, discussions with Cabinet officials and a reception with President Barak Obama on Oct. 27.

The local leaders heard from a number of White House and administration officials, including White House Chief of Staff Bill Daley, Senior Advisor Valerie Jarrett, Director of Intergovernmental Affairs Cecilia Muñoz, Deputy Director of the National Economic Council Jason Furman, Chief Technology Officer Aneesh Chopra, EPA Administrator Lisa Jackson, Transportation Secretary Ray LaHood and Housing and Urban Development Secretary Shaun Donovan on topics ranging from the American Jobs Act, the Sustainable Communities program, the Startup America Partnership and many others.

At the end of the day, the local leaders joined President Obama for a reception in the White House, where he thanked them for their public service and encouraged them to continue to be advocates for their constituents.



League President and Marion Mayor Frank Fogleman, pictured, Hughes Mayor Larry Owens, and League Executive Director Don Zimmerman attended a reception for members of the National League of Cities in the East Room of the White House.

St. Charles dedicates fire station, tanker

The St. Charles Fire Department on Oct. 15 dedicated its new fire station and tanker truck, the Arkansas Community Foundation has reported. The truck was needed because there are only three fire hydrants in the St. Charles Volunteer Fire Department's coverage area, and the department's ability to haul water was limited. The solution was a 1982 Mack R-Series Tanker that can hold 5,000 gallons and pours 384 gallons per minute.

The need for the tanker also pushed forward the need for a new facility, which they built with the help of

a \$65,000 Arkansas Department of Rural Services grant. The truck and the facility will serve St. Charles and surrounding communities.

Officials at the opening all praised the dedication of St. Charles Mayor Robert Patrick.

"It's good to have a visionary leader that looks out for the welfare of others," Arkansas Sen. Stephanie Flowers, District 5, said. "This tanker has the capacity to help many in harm's way."

Stuttgart Mayor Marianne Maynard said she was grateful her city could now call on St. Charles for help if the need arises.

"We're all glad to be here," she said. "You've got a good tanker and thank you very much."

The St. Charles Volunteer Fire Department has 13 firefighters, with Fire Chief Andrew Fraize the only full-time employee.

The Oct. 15 dedication also included a fundraiser to help the department purchase four \$8,000 air packs. To donate, send checks to the St. Charles Volunteer Fire Department, P.O. Box 226, St. Charles, AR 72140.



St. Charles Mayor Robert Patrick, left, and Fire Chief Andrew Fraize stand with the newly acquired, 5,000-gallon tanker, which more than quadruples the Volunteer Fire Department's water carrying capacity.



The deadline for enrollment in the Arkansas Municipal League 2011 Municipal Officials and Department Heads Accidental Death and Dismemberment Plan is **Dec. 31, 2011**.

Contact Tammie Williams at 501-374-3484, Ext. 216, or e-mail twilliams@arml.org.

Jacksonville breaks ground on police HQ



Jacksonville elected officials, police officers and other city leaders donned hardhats and golden shovels Oct. 4 to break ground on the city's new police headquarters.

The new police station will also house the city's 911 communications center, a tornado shelter, and classrooms that will be used for training police and fire officers from Jacksonville and other communities, Mayor Gary Fletcher said. The building will replace the city's aging and inadequate police headquarters. The new headquarters is expected to be completed in the fall of 2012.

"This is going to be a blessing, not just for Jacksonville, but for this whole area of the state," Fletcher said.

"We're excited about it," Alderman Kenny Elliott said. "We need a police station big time."

The police station will be built adjacent to the city's fire training facility, police shooting range and recycling center, all built on a former superfund site, the reclamation of which was a major success for the city.



"Hopefully we'll be meeting here again in a year to cut a ribbon," Jacksonville Mayor Gary Fletcher said.

League team races for cure

Downtown Little Rock was again a sea of pink Saturday, Oct. 22, as tens of thousands of runners and walkers gathered for the 18th Susan G. Komen Race for the Cure. The League for the fourth year supported the event with a team of more than 50 staff members, their family and friends who joined the fight for a cure for breast cancer. Warren Treasurer Bertia Mae Lassister, who is a survivor, joined the League team for this year's event.

Karen Mitchell was captain of this year's team, and Jill Sloan and Amanda Woodyard were co-captains.

Sponsors this year included eDoc America, Pinnacle Point, Arkansas Eye Associates, Rx Results, Bennett Davis, HCI and Catalyst Rx. With their help the team was able to purchase t-shirts, bags, dog tags, and race-day breakfast snacks.

More than 44,000 racers participated in the event this year. Thirty-eight other states and Canada host races each year. This year's race may be over, but you can contribute to the fight for a cure anytime. Visit the Arkansas chapter of the Susan G. Komen Race for the Cure online at komenarkansas.org to find out how.





The League's 2011 Race for the Cure team. Top row, L-R, Neil Foreman, Don Zimmerman, Ken Wasson; middle row, Jill Sloan, Karen Lauderdale, Jane Barnett, Sandra Hunter, Barbara DePriest, Pat Planek, Amanda Woodyard; bottom row, Sheryl Lipscomb, Debbie Finkbeiner, David Baxter, Jennifer Elliott, Karen Mitchell, Darlene Cooper.



Photos by Mark Potter

Darker, colder months don't have to be unhealthy

By Betsy Day, M.S., R.D., L.D.

Let's face it, brighter and warmer months in the spring, summer and early fall tend to be kinder to our waistlines and more motivational toward meeting our daily exercise goals.

It's not just less sunlight and cooler temperatures that tend to wreak havoc on the healthy routines we've established, but the abundance of holiday and comfort food this time of year has a way of replacing the more nutritional, smaller portions that have been fueling our bodies. But it's important to remember that slacking on your commitment to eat healthy and exercise, even for a few months, comes with consequences.

Several national polls and studies indicate that the average American has a tendency to gain anywhere between seven and 15 pounds from Thanksgiving to Easter. And with that time frame right around the corner, it's a good time to be reminded to stay on a healthy track toward spring.

My angel, my devil

Far more often this time of year, co-workers, friends and family test your willpower with calorie-laden treats and traditional fare.

There also seem to be far more occasions for celebration with ringing in the New Year, watching college football bowl games and the Super Bowl, Valentine's Day and beyond. And with less daylight and cooler temperatures, getting outdoors for your routine walks or runs isn't always ideal.

What might seem as a harmless break from your healthy routine can actually be far more detrimental in the long run. For example, take an average-size cookie, which likely contains at least 200 calories. What might take less than 30 seconds to eat now would mean 30 minutes or so of exercise. Burning the calories from that one cookie would require jogging or fast walking about three to four miles. And how often can you stop at just one cookie?

Cut the calories

Since you might not be burning as many calories during the winter months, an easy way to eliminate some of them can be done with some simple substitutions.

When you're making dinners or appetizers for the big game or party, try using lower-fat recipe

substitutions. For example, one whole egg can be substituted with two egg whites. And instead of regular sour cream, use low-fat yogurt or sour cream. When you buy milk, get skim or one percent. Buy frozen yogurt instead of ice cream. Most products, such as mayonnaise, cheese and cream soup, have lower-fat versions you can substitute in your cooking.

In most cases, you and your family or friends won't notice the difference in taste, but they might in your waistline.

Tips to stay fit

Following just a few simple tips can help you maintain your weight:

- Try beginning meals with healthy salads and vegetables, which provide nutrition you need and leaves less room for unhealthy foods.
- Don't fall into the trap of the infamous New Year's resolution to "go on a diet." This gives us permission to overeat.
- Exercise at least five days a week for 30 minutes a day.
- Don't let the cold or wet weather that comes with the season hamper your exercise routine. Put on some extra layers, grab an umbrella and go for a walk.
- Limit your portion sizes at meals. Use a smaller plate and resist the urge for seconds.
- Limit your intake of alcoholic beverages—they're all calorie rich.

If you or someone you know could benefit from a more regimented program to lose weight or learn about a healthier lifestyle, the UAMS Weight Control Program not only includes steady weight loss and improved health, but also provides participants with a concise road map and the necessary tools for maintaining a lifestyle change.



Betsy Day is Clinic Coordinator, Program for Weight Loss and Metabolic Control, University of Arkansas for Medical Sciences.

Advertise in the 2012 Directory

The *Arkansas Municipal League Directory* reaches municipal officials and many more.

The *Directory* is a working reference of state and federal agencies, legislators, city and town elected and appointed officials, municipal department heads and others. It is a one-stop information guide to all of Arkansas's 500 incorporated cities and towns.

- Published in early 2012
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- 100-110 pages

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Advertising deadline is **Dec. 30, 2011.**



For more information, contact Tricia Zello
at 501-374-3484, Ext. 285, or e-mail citytown@arml.org.

Avoid potential pet holiday hazards

By Julia Coulter

It is holiday season, and houses are filled with delightful things such as decorations, candles, and food. These wonderful things are tempting for us and our pets. For many people pets are a part of the family and as such are close at hand during seasonal activities. If you have ever tried to carve a pumpkin or trim a tree with a cat or a puppy in the house, you know that they can be an endless source of humor as they romp among the tinsel and seasonal decorations. But are you aware that the holidays pose some very dangerous hazards for your four-legged friends?

Simple things like seasonal decorations can prove disastrous. Hot wax from candles can cause serious burns to tender paws, and can be a potential fire hazard if knocked over by playful pets. Electrical cords can cause tongue lacerations and possible death if chewed on, so it is a good idea to cover or tape down any exposed cords. We all know that bright, shiny objects are an irresistible lure for pets. Place ornaments that are made of glass or aluminum higher on the tree so that they are out of reach. They could cause internal damage if pets chew on broken or sharp pieces. Tinsel is not toxic, but it can cause intestinal injury or death if ingested by your pet.

We all love our pets, and unless you have a will of iron, you have given in to pleadings by big, soft eyes that beg for a treat or a taste of whatever you happen to be cooking or eating. But beware of the dangers of giving in to those shameless pleadings. Although you may think it a harmless treat, resist the urge to let your dog lick the roasting pan clean. The high fat content of the drippings can spark a pancreatitis attack. Never give dogs cooked bones, because they become brittle when cooked, causing

them to splinter when broken. This can cause injury in your dog's mouth, throat, or stomach and intestines.

It is not a good idea to feed your pet treats from the holiday table. Many of the seasonings and spices used in cooking can cause adverse reactions—even death in some cases—in our pets. Onion and garlic (in powdered forms as well), chocolate, sage, and other foods and spices popular during the holidays can cause gastrointestinal problems.

A few other food items that are toxic to pets that you might use during the holidays are nuts, mushrooms, raisins and grapes (which can cause kidney failure), and raw dough that contains yeast. Chewing gum or candy that contains Xylitol, an artificial sweetener, can cause seizures in animals, and the wrappers, if ingested, can cause harm as well.

The ASPCA maintains a 24-hour poison hotline in case of emergency, which is available 365 days a year. Licensed veterinarians and board-certified veterinary toxicologists answer the phones. There is a fee for this service, but it would be well worth it to save the life of a beloved pet. The number is 888-426-4435.

As you see, there are many potential dangers in and around the house during the holiday seasons, but as the old saying goes, prevention is worth a pound of cure. Please take steps to avoid these dangers to your pets. Happy Holidays!



Julia Coulter is an officer with North Little Rock Animal Control.

CALENDAR

**Arkansas Municipal League
Winter Conference
Wednesday-Friday
January 11-13, 2012
Little Rock, AR**

**NLC Congressional City
Conference
Saturday-Wednesday
March 10-14, 2012
Washington, D.C.**

Continuing Education program covers HR issues

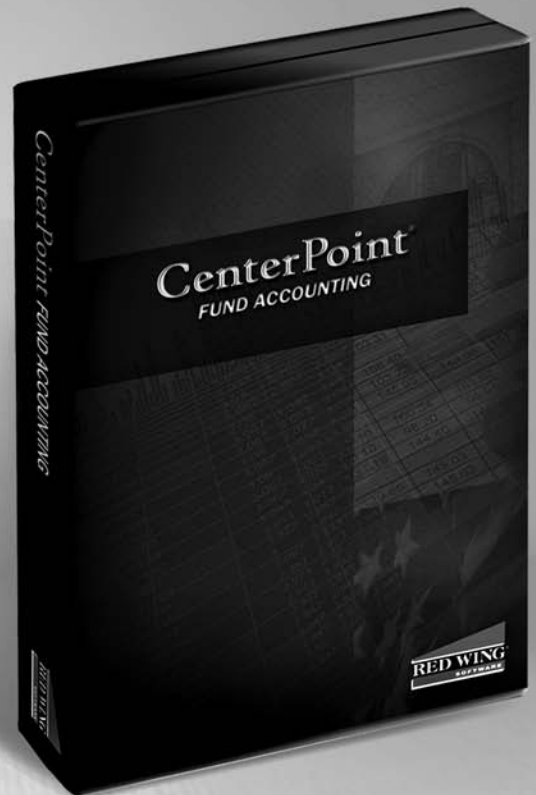
The focus of the second course in this year's round of the League's Voluntary Certified Continuing Education Program for mayors and aldermen was Human Resources and Personnel Matters, and 187 municipal leaders participated. The course was held Oct. 12 and 13 at League headquarters in North Little Rock. The session again was held over two days to accommodate overflow. Ninety-five mayors and aldermen attended the first day and 92 attended the second.

The League staff led participants through the ins and outs of HR matters that affect municipalities, including avoiding traps in employment law by implementing proper local employment policies regarding at-will employment, discipline and discharge, and civil service commission issues. The seminar also covered the array of statutes governing employment, such as ADA, FMLA, FSLA, USERRA and more. The hiring process, personnel files and records retention issues were also covered.

Mayors and aldermen must complete 21 hours of core curriculum in a year and then complete six hours to maintain their certified status in subsequent years. Seminars are offered at League headquarters, the Winter Conference and at the League's annual Convention. For more information on the certification program, contact Ken Wasson at 501-374-3484 Ext. 211, or email kwasson@arml.org.



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Budget strategically to fulfill long-term goals

By Chad Gallagher

It's that time of year again—time for carving the turkey and decking the halls. For municipal officials it is also budget time. It's time to set priorities, evaluate income, sales tax receipts, utility rates, expenditures, capital needs, and figure out a way to make the money stretch out. Having built municipal budgets and closely watched the construction of state budgets I know firsthand what a frustrating process it can be.

Municipalities have a wide range of responsibilities and these only seem to grow over the years. Cities and towns are responsible for police and fire protection, code enforcement, utility services, solid waste, economic development, infrastructure improvements, animal control, parks and recreation, planned growth and much more. City leadership must find enough funding opportunities to keep pace with new and proposed projects. This is one reason that the grant process is important. However, it is also why creating the municipal budget should be a purposeful, strategic exercise.

In its simplest form, the budget is a projection of income and plan for expenditures. Your expenditures play a pivotal role because they impact the quality of life of municipal citizens. Because of its importance, the budget should be a strategic document. Since it determines the amount of resources available to each department, budgeting usually exerts more influence on what gets done than a strategic plan.

Every municipality should have a governing strategic document. I like to call these documents community blueprints. They map out a future direction, what you would like to build and the desired results the community would like to see. Each community blueprint should cover a broad spectrum of issues and clearly articulate the community's overall vision, values, mission and objectives. This grand scale blueprint casts a clear picture of the community's destination. In return, the budget should advance the fulfillment of this vision. Every mayor and city council can articulate what they hope to accomplish and what they would like to see transpire in the community, even if a formal process has not been conducted. While we recommend a formal process be initiated, it is fundamental that the budget be tied to these larger goals.

Many strategic plans do not achieve their goals because there is no organizational mechanism to drive the strategic plan through the budgeting process. The strategic (big-picture, long-term) thinking and the

tactical (shorter-term, narrower-picture) managing of the organization are disconnected. As always, the tactical is more specific, more immediate and more tangible in its urgency and its payoffs. For this reason the tactical tends to usurp the strategic. Without strong linking mechanisms between these two worlds, the strategic drifts out of focus and becomes less relevant.

Creating departmental objectives is a key to preventing your overall strategic plan from being lost. Each department should be asked to create a list of department objectives, as well as a list of long-term capital improvements needed to achieve these objectives. Then the objectives should be rigorously tested. Each objective should be challenged against questions such as: Does the objective drive the overall strategic plan (mission, values, vision)? Does the department objective fit into the sum total of the plan?

The key is to cause your department heads and managers to think more broadly, to consider the overall direction of the community and for each departmental objective to help achieve that goal. This will immediately begin to weed out unnecessary spending and spending that might appear good but simply does not help achieve the community's goals.

Budgets must be built from the departments up, not from city hall down, but they must be tied to the overall vision of your community. Help develop your department leaders into strategic planners. Give your departments the guidance and tools necessary to create a strategic plan. It should address these things: What is our primary purpose? How can we become more efficient? What do we need to better fulfill it? When do we need the identified item?

Lastly, creating a strategic budget helps in your grant writing efforts. It allows you to demonstrate a thoughtful, organized approach to handling funds. It also allows the funder to see the city's good stewardship of resources, its practical planning capacity, and ultimately helps prove that when a great request is made the need is genuine and any assistance given compliments the city's thoughtful efforts. Happy budgeting!



Chad Gallagher is principal of Legacy Consulting and a former mayor of DeQueen. Contact him in DeQueen at 870-642-8937, 501-246-8842 in Little Rock, or e-mail chad.gallagher@legacyincorporated.com.



Fairs & Festivals

Nov. 19-Nov. 26, **STUTTGART**, 76th World Championship Duck Calling Contest & Wings Over the Prairie Festival, 870-673-1602, www.stuttgartarkansas.org

Nov. 19-Dec. 31, **FAYETTEVILLE**, Lights of the Ozarks, 479-521-5776, www.thelightsoftheozarks.com

Nov. 26, **PARIS**, 15th Trail of Holiday Lights Ceremony & Parade, 479-963-2244; **SPRINGDALE**, Christmas Parade of the Ozarks, 479-756-0464

Nov. 28-Dec. 30, **SHERWOOD**, 11th Enchanted Forest-Sherwood Trail of Holiday Lights, 501-833-3790

Dec. 1, **BRYANT**, 6th Christmas Parade, 501-847-4702; **FORDYCE**, Christmas Parade, 870-352-3520; **HAMBURG**, 11th Hamburg Holidays, 870-853-8345; **POCAHONTAS**, Christmas Parade, 870-892-3656; **RUSSELLVILLE**, Christmas Parade, 479-968-1272; **WEST MEMPHIS**, 59th Christmas Parade, 870-735-1134

Dec. 2, **BOONEVILLE**, Christmas Tree Lighting, 479-675-2666; **EUREKA SPRINGS**, Christmas Parade of Lights, 800-638-7352; **FORREST CITY**, Christmas Parade, 870-633-1651; **MENA**, Christmas Festival & Parade, 479-394-8355; **MOUNTAIN HOME**, Christmas Parade, 870-425-5111

Dec. 3, **ASH FLAT**, 14th Christmas Parade, 870-994-7325; **BOONEVILLE**, 30th Christmas Parade, 479-675-2666; **DE QUEEN**, Christmas Parade & Courthouse Lighting, 870-548-3225; **GREEN FOREST**, Christmas Parade, 870-438-5816; **JACKSONVILLE**, 54th Christmas Parade, 501-982-4316; **LAKE VIEW**, 5th Holiday Musical Festival, 870-827-6341; **LITTLE ROCK**, 73rd State Capitol Lighting Ceremony, 501-683-3702; **MOUNTAIN VIEW**, Courthouse & Christmas Tree Lighting, 870-269-8068; **VAN BUREN**, Festival of Trees, 479-474-2761

Dec. 3-4, **HORSESHOE BEND**, Festival of Trees, 870-670-5433

Dec. 4, **NORTH LITTLE ROCK**, Christmas Parade, 501-758-1424

Dec. 5, **BRINKLEY**, Christmas Parade, 870-734-2262; **GREENWOOD**, Christmas Parade & Bean Feed, 479-996-6357; **SALEM**, Lights on the Square & Christmas Parade, 870-895-5565; **TEXARKANA**, 27th Main Street Texarkana Christmas Parade, 903-277-4603

Dec. 10, **CARAWAY**, Christmas Parade, 980-482-3830; **VAN BUREN**, 12th Nighttime Christmas Parade, 479-474-2761

Dec. 17, **AMITY**, 10th Christmas Program, 870-342-6267

Dec. 24, **MAYNARD**, Christmas in the Park, 870-647-2701

Establish goals to reduce claims

By Neil Foreman, League staff

A successful loss control and safety program includes the measuring and routine tracking of reported employee injuries. In addition, an injury reduction goal should be established and communicated to all levels of the organization. Ultimately, reducing the number of injury claims and associated claim costs can lead to controlling workers' compensation premiums and has the potential to reduce premiums given time.

Fleet operations and, in particular, any resulting vehicle collisions should also be measured and tracked.

Measurement

Employee injuries over time—usually a 12-month period—are typically measured in the form of an incidence rate based on man-hours worked. Payroll dollars or the number of full time equivalents can be used. Tracking this measurement each quarter can provide routine and timely results to the various departments throughout the year.

The most common measurement used is an incidence rate calculated for a year based on the number of man-hours worked for all employees. Man-hours worked can be estimated. The formula is:

$$\frac{(\# \text{ of claims}) \times (200,000^*)}{\text{the total actual hours worked for all employees in the city}}$$

**number represents 100 employees working full-time for a year*

Once calculated, the question is what to compare your number to. Each year the Bureau of Labor Statistics (BLS) surveys employers nationally to gather injury data by type of business and organization. A current incidence rate (2009) of 6.3 is reported for local government. Note that this number is the result of reports from a wide variety of cities throughout the country.

One comparison I perform is to compare current results to a prior year's results. This self-comparison readily shows improvement or a decline in a program's performance given that no significant changes have taken place in the city.

Another comparison is to identify a similar city or cities based on size, department services and other factors, and share injury data.

Goals

Establish an injury reduction goal considering the following:

- Goals must be reasonable given the available assets of the program.
- Goals must be achievable.
- Goals must be understood by all employees.

Examples of injury reduction goals are:

- Reduce reported claims this year versus last year by 10 percent.
- Reduce reported claims below the 6.3 BLS incidence rate.

Key questions

Do you know the City's claims history for the current year, the prior two years, and the associated claim costs? Are claim numbers and their costs increasing or decreasing over time? Does the staff review a loss run from the League at least annually? Have injury reduction goals been established? Are reported claims a part of Department reviews? These reports can be readily provided to city administration. Please contact me to obtain this important data.

From heatstroke to snakebites

The heat soared in Arkansas this summer, and the Municipal League Workers' Compensation Trust stayed busy with heat related claims. Have you presented training on this important topic and reviewed work procedures? Plan now to do so before summer rolls back around. These injuries are generally preventable and can be costly.

Routinely we see employee injuries from vehicle accidents. Most if not all are preventable. Have you reviewed your fleet operations and driver training program? Are reported injury claims being reviewed by administration with correction action implemented? "Be more careful" should not be used as a corrective action.

Poisonous snakebites continue to present a serious and costly injury exposure. Bites often occur on the hands, arms or legs. Public works departments should review their personal protective equipment, use of puncture resistant gloves, work procedures for accessing and cleaning out meter boxes, and work in brush or tall grass areas.

Have equipment operators received recent operator's training? Contact me for free training classes and resources.

We continue to update the safety video training library with new titles. To access the library online, go to www.arml.org and click on League Programs to access the Loss Control/Emergency Response Program page.



Neil Foreman is the League's Loss Control specialist. Contact Neil at 501-374-3484 Ext. 122, or email nforeman@arml.org.

What happens when a person tests positive?

Employers often struggle with their own drug testing policy when a long-term employee tests positive on a drug test and the company wants to keep that particular person. Yet, the same employer might decide to immediately terminate an employee that is deemed not as valuable or has not been with the company a long time. Employers may not play favorites when it comes to a disciplinary issue surrounding a positive drug test result. All must be treated the same to avoid possible litigation.

Companies set their own policy when it comes to drug testing. Many states have specific guidance on how to handle positive test results, and the federal government has guidance for their employee testing, and so what to do is dependent on some things beyond the employer's desire.

According to a 2005 study by the AMA:

- 63 percent of employers refer the employee to counseling or treatment;
- 22 percent dismiss the employee immediately;
- 21 percent enforce a suspension, probation, or some other disciplinary action;
- 14 percent dismiss the employee only as a last resort; and
- two percent reassign the employee to another duty.

Among our clientele, we have found that most employers take a disciplinary approach to positive drug tests by immediate termination. Although it is a hard-nosed approach to the situation, employers are fearful of continuing to employ a worker that has a positive test result in their file. The fear often concerns whether following an accident the old positive test result might be retrieved and cause the company angst. Treatment can and often does work, but employers seem to prefer a new employee rather than keeping one that has had issues. These are hard choices to make.

Smoking cessation programs in the workplace

According to the Centers for Disease Control and Prevention, smoking cessation programs are one of the only employer benefits with a proven return on investment. So how does an employer effectively drive participation in this type of program? The answer may surprise you.

Studies indicate that rewarding participants throughout the course of the program rather than focusing on the end result helped increase participation in the wellness programs. Providing a positive incentive program should include the following guidelines:

- Tie rewards to engagement in the program.
- Establish clear policies.
- Offer enrollment year round.
- Set up systems for delivering incentives.
- Allow integration with other programs.
- Encourage behavior change, not smoking status.

Monitor and track the progress of your incentive plan for success. Tracking data is helpful to evaluate the program. To track smoking cessation success, the following steps are needed:

- Monitor participation levels.
- Track participant engagement and achievements.
- Calculate return on investment.
- Collect responses of non-smokers (do they feel discriminated against?).
- Identify cases of cheating.

One might ask if the results match the efforts needed to implement such a program? The answer is a resounding yes. Healthier workforces mean better productivity with fewer medical expenses. By implementing a positive approach to a healthy work environment, led by a team that anticipates future benefits, the behavioral changes from wellness programs will impact the bottom line and improve employee relations.



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 required drug testing for all holders of commercial drivers' licenses.

The housing market: Who is responsible?

By Jim von Tungeln

Lately, I have received several inquiries on a theme that deserves some space. It seems that municipal governments, in the eyes of some, bear responsibility for the housing crisis. It seems that if we could banish development regulations, the promise of affordable housing for all would flourish.

This belief, in turn, is prompting a minority of the real estate industry to request that cities reduce development requirements. Before any elected officials fall prey to these requests, it might be useful to examine some facts. In doing so, we will try to place, above all, the health, safety and welfare of our conglomerate citizenry, i.e. the Citizen Taxpayer.

It is a fact that municipalities regulate the development of housing, from the building of subdivisions through the construction of individual homes. The latter takes the form of regulations mandated by the State of Arkansas (The Arkansas State Fire Code). City officials simply act as ex-officio assistants to the State Fire Marshall.

It is also a fact that these regulations affect the cost of a home, as do a great many other things. The National Association of Home Builders periodically publishes a report outlining the components of housing costs. The last one came in 2009 and selected data from it appear with this column. As evidenced, numerous factors control both the overall cost of a home as well as specific construction costs. Some of these costs increase more rapidly than do others.

The figures suggest that any meaningful reduction in the cost of housing would require a general decrease in the cost of materials and labor. Therefore, we may not be able to promote affordable housing solely by attacking costs. I suppose we could ask the truss manufacturers to leave off a gusset or two to reduce costs. Maybe not.

No, the future may require a complete new way to contemplate housing, a “paradigm shift” in academic terms.

It is also a fact that the elimination of development regulations would not prove cost effective to the Citizen Taxpayer. Flooding risks do not disappear if a city removes the requirement that a professional engineer must design drainage. That solution would simply remove the cost of addressing drainage from the developer and place it on the back of the Citizen Taxpayer at some future date.

Nor should it be reasonable to argue that the individual homeowner should be able to choose shoddy design and workmanship as a conscious decision. In an urban setting, poor construction standards affect every Citizen Taxpayer in the form of higher maintenance costs for public infrastructure and disaster control, not to mention the intangible results of poor civic design and arrangement.

The question becomes then, how do we as public officials deal with the current housing crisis? One might argue that we deal with only the aspects for which we are responsible. Facts suggest that the recent adjustment of the housing ownership market to a sustainable level (or, as we call it: the housing crisis) resulted from multiple sources.

One source, as documented by Gretchen Morgan and Joshua Rostner in their book *Reckless Endangerment* resulted from an unrealistic goal set for the percentage of Americans owning their home. This percentage was 61.9 percent in 1961. This was when borrowers had to have a down payment and good credit to mortgage a home. During the so-called “housing bubble,” the figure reached around 70 percent.

To achieve this, all sort of malicious behavior abounded, such as “interest-only” loans, “liar” loans, loan-to-value ratios as high as 125 percent, and mortgage amounts of up to \$140,000 made to borrowers with a total income of \$23,000.

Remember all those “home-equity” loan commercials? At the height of the housing bubble, no less a personage than Federal Reserve Chairman Alan Greenspan was

Table 2. SINGLE-FAMILY HOME SALES PRICE BREAKDOWN HISTORY						
	1995	1998	2002	2004	2007	2009
1. Finished Lot Cost	24.4%	23.6%	23.5%	26.0%	24.5%	20.3%
2. Total Construction Cost	53.3%	54.8%	50.8%	51.7%	48.1%	58.9%
3. Financing Cost	2.0%	1.9%	2.1%	1.8%	2.4%	1.7%
4. Overhead and General Expenses	5.8%	5.7%	5.5%	5.8%	7.0%	5.4%
5. Marketing Cost	2.2%	1.4%	2.4%	1.9%	2.5%	1.4%
6. Sales Commission	3.3%	3.4%	3.7%	3.0%	4.3%	3.4%
7. Profit	9.1%	9.2%	12.0%	9.8%	11.2%	8.9%

Source: NAHB Construction Cost Surveys, 1995-2009

Table 3 SINGLE-FAMILY CONSTRUCTION COST BREAKDOWN HISTORY					
	1998	2002	2004	2007	2009
Building Permit Fees	0.9%	1.3%	0.8%	1.7%	1.9%
Sales Price Breakdown	1.0%	1.6%	1.1%	1.4%	1.4%
Water and Sewer Inspection	1.0%	1.4%	1.2%	1.6%	1.7%
Excavation, Foundation, and Backfill	9.6%	6.9%	9.9%	7.0%	7.1%
Steel	1.1%	0.8%	0.3%	0.8%	0.7%
Framing and Trusses	20.2%	18.4%	21.3%	15.8%	15.6%
Sheathing	NA	0.9%	1.4%	1.6%	1.7%
Windows	3.8%	3.3%	3.2%	2.9%	2.8%
Exterior Doors	1.1%	0.8%	0.9%	0.9%	0.9%
Interior Doors and Hardware	1.9%	1.6%	2.4%	1.5%	1.5%
Stairs	0.4%	0.6%	0.6%	0.8%	0.8%
Roof Shingles	2.6%	2.6%	2.2%	3.2%	3.8%
Siding	4.3%	4.2%	3.6%	5.7%	5.8%
Gutters and Downspouts	0.6%	0.5%	0.2%	0.4%	0.4%
Plumbing	5.9%	5.4%	5.3%	5.4%	5.3%
Electrical Wiring	3.8%	3.3%	3.4%	3.9%	3.7%
Lighting Fixtures	1.0%	0.8%	0.9%	1.0%	1.1%
HVAC	4.1%	4.2%	3.7%	3.9%	4.0%
Insulation	1.4%	1.6%	1.4%	1.6%	1.5%
Drywall	5.5%	5.3%	4.9%	5.1%	5.1%
Painting	3.8%	3.6%	3.6%	3.4%	3.4%
Cabinets and Countertops	5.0%	4.3%	6.6%	5.7%	5.6%
Appliances	1.3%	1.2%	1.3%	1.7%	1.6%
Tiles and Carpet	4.8%	4.3%	4.2%	5.0%	5.1%
Trim Material	3.1%	4.1%	2.5%	3.1%	3.3%
Landscaping and Sodding	1.8%	2.5%	2.6%	2.8%	3.2%
Wood Deck or Patio	0.7%	0.7%	1.0%	0.7%	0.9%
Asphalt Driveway	1.5%	1.6%	1.3%	1.4%	1.4%
Other	7.7%	12.2%	8.2%	9.7%	8.6%

Source: NAHB Construction Cost Surveys, 1998-2009

lauding these. The result was that home equity in many cases disappeared while \$600 to \$800 billion magically appeared. Instead of moving it to savings, borrowers plowed it into the economy to pay off credit card debts, purchase consumer goods, or even buy second homes. One homeowner, interviewed on national radio, described her home equity as “an ATM Machine.” Of course, all that money is long gone, as is the equity.

And now, some people are suggesting that city government is to blame for the slow housing market.

Certainly cities can, and should, review their development regulations. They might also adopt new approaches to housing development. Unfortunately, some of these—most notably higher densities—may not scour too well with existing homeowners who are already “underwater” in terms of home equity. Municipal officials must make a difficult choice. Is it better for the city if more citizens enjoy affordable housing, or should we give in to the fears of existing homeowners over how many move into their city as a result of higher densities?

Cities must also learn to accommodate the needs of renters as well as homeowners since the former category is bound to rise as a percentage of the whole. The federal government makes an annual cash payment to each new

homeowner. This figure depends upon the value of the home, the higher the better. In the case of a family within the 25 percent tax bracket owning a \$150,000 home financed for 30 years at five percent interest, this amount averages around \$1,800 annually in the early years.

Well, maybe it isn't a cash payment but rather a tax break. The result is the same. A renter, on the other hand, receives nothing but treatment as a second-class Citizen Taxpayer.

So remember that housing is a complicated issue, not one easily solved by playing the “blame game.” Municipal officials could take affirmative action to re-educate the Citizen Taxpayer that the best route to building an asset is hard work and financial responsibility. Or, they might begin a calm and rational discussion of ways to promote decent, safe, and sanitary housing for all. The Citizen Taxpayer may thank them.



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.

Test the waters for ADA compliance

By Kyle McCawley, P.E.

Recently I visited a local municipal swimming pool. I was there to get in a workout for an upcoming triathlon. After changing into my suit, I walked to the edge of the pool, put on my goggles and hopped in. As I started swimming, a swimmer sharing my lane stopped me. She informed me that another swimmer was getting into the lane with us.

“Okay,” I said, with nothing more than a passing thought.

“He’s blind,” she added.

Since the age of nine I’ve been involved with competitive swimming in some capacity or another. I have been a swimmer, coach, official, and now I am a facility designer. During this time I have encountered many individuals with disabilities, both mental and physical. Each situation has a unique set of circumstances; however, after each encounter I walk away with the same feeling. I am delighted someone with a disability has the opportunity to enjoy the water the same way I do.

Designing aquatic facilities that accommodate disabled patrons has been a major priority for aquatic consultants for well over 25 years. The *Americans with Disabilities Act of 1990* was an important first step for opening up the possibilities for people living with disabilities. However, there were some gaps in the guidelines. For example, minimal direction was given for recreational amenities such as swimming pools and spas, which created challenges for architects and engineers. Designers had to extrapolate from the guidelines to create solutions for the numerous accessibility challenges inside aquatic facilities.

Help for aquatic designers came in 2004 when the U.S. Access Board published *Accessible Swimming Pools & Spas, A Summary of Accessibility Guidelines*. These guidelines provided consultants with strategies to achieve accessibility for various types of “newly constructed and altered” facilities, including swimming pools, spas and wading pools.

While the 2004 publication was very helpful to the industry, it was not a law. That changed on Sept. 15, 2010, when the *2010 ADA Standards for Accessible Design* became law. These standards officially give designers, owners and operators the minimum requirements for accessible design.

Requirements

The “Swimming Pools, Wading Pools and Spas” section of the *2010 ADA Standards for Accessible Design* is very clear regarding the requirements for accessibility. It states that “at least two accessible means of entry shall be provided for swimming pools” and then lists the suitable means of entry. A compliant pool lift or compliant ramp must be one of the two means of entry. Some professionals in the aquatics industry call this the primary means of entry.

Choosing the primary means of entry—pool lift or ramp—requires a designer or owner to consider a number of factors, like available space, cost and usability. In general, a pool lift meets these challenges in the simplest manner, especially in retrofit situations, and many models are available on the market.

Like a pool lift, the choice to utilize a ramp requires specific considerations. The main requirement is the steepness of the entry. Also, the ramp must have a handrail along both sides of the ramp. The handrails must follow width, height and depth guidelines.

Within the law’s requirements are a number of “advisory” comments. The first recommendation is that designers, owners and operators select two different means of entry (e.g. a pool lift plus stairs). The intent is to provide accessibility to a wider range of patrons.

Exceptions and specialty pools

The “Swimming Pool, Wading Pools and Spas” section clarifies the specific dimensional and configuration requirements for each means of entry. The section also details exceptions, and defines the requirements for specialty pools such as wading pools, spas, wave pools, leisure/lazy rivers, sand bottom pools and slide catch (slide plunge) pools.

The time to act is now

The *2010 ADA Standards for Accessible Design* states that facilities must be updated by March 15, 2012. It is recommended that owners and operators begin the process of confirming their facility’s compliancy as soon as possible. In some cases the necessary steps may be as simple as providing documentation of the facility’s compliance. However, in other cases renovations may be necessary.

Kyle McCawley is Associate Engineer, Larkin Aquatics.

Retailers back Womack's online sales tax bill

By Peter Urban

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WASHINGTON—The Sport Shop in Benton no longer stocks men's softball baseball bats.

Sales dropped off a few years back as customers turned to the Internet to make the purchase without being charged state and local sales tax.

"We had guys who would come in and look at them, swing a few and then walk out," said Max Blake, owner of the Benton shop. "The same thing has happened with shoes."

Blake said he and his brother, Jim, have had to adjust. They've gone back to the basics and are focusing on meeting the needs of school and community sports teams.

Blake is also hoping Congress will pass legislation that would essentially require large online retailers—like Amazon.com and Overstock.com—to collect sales taxes just as he and other retailers do.

"We all have been hurt," Blake said.

Blake appeared at a press conference today with retailers from around the country who voiced their support for legislation that Reps. Steve Womack, R-Rogers, and Jackie Speier, D-Calif., are introducing this week in Congress.

Womack said that requiring brick-and-mortar stores to collect sales tax while competitors are exempted—as is the current law—is a flawed system.

There have been other attempts to close the loophole since a 1992 U.S. Supreme Court ruling exempted retailers from collecting sales taxes in states where they have no physical presence.

Those earlier efforts have stalled. Womack and Speier said they are hopeful that their effort will be different.

They are providing an exemption for small retailers — those with annual online sales of less than \$1 million. Womack said they do not want to bury small and start-up retailers in paperwork.

They are also focusing on the benefits to small retailers and the communities they serve. States are losing billions in uncollected sales taxes.

Womack noted that Arkansas communities also rely on sales tax to pay for local construction projects also lose from uncollected taxes.

"I am hopeful we will see some traction on this bill because it is the right thing to do," Womack said.

Speier and Womack said that they have about eight co-sponsors and believe that more will sign on as they spread the word about the bill.

They do not, at this point, have a partner in the Senate to introduce companion legislation. They also have received no commitment from congressional leaders to move the bill through the legislative maze.

Womack said that he has had some initial conversations with Republican leaders on the policy and to let them know legislation is in the works.

The lawmakers do have the lobbying support of the Alliance for Main Street Fairness, which represents large and small retailers.

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CLE Offered at League Convention

Six (6) hours of continuing legal education (CLE) will be available for city attorneys who attend the Arkansas Municipal League's 2012 Winter Conference, Jan. 11-13, 2012, at the Statehouse Convention Center in Little Rock. The Arkansas City Attorneys Association (ACAA) sponsors the CLE. All CLE will occur on Friday, Jan. 13 in the Arkansas Room of the Peabody Hotel.

JaNan Davis, City Attorney for Maumelle, and ACAA President, urges members and non-members to register for the convention as soon as possible. A registration form is in this issue of *City & Town*; copies also are being mailed to city attorneys.

CLE topics are selected based on the requests from our city attorney members and will include FOIA update, nuisance abatement issues, the appeal process, and changes in the district court system as well as one (1) hour of ethics.

To attend the CLE program, registration is required at the League Convention. For registration information, call Whitnee Bullerwell at the League, 501-374-3484, Ext. 206. For CLE information, call Mark Hayes, ACAA secretary/treasurer and League General Counsel at 501-978-6102 or his assistant, Jamie Adams, at 501-978-6124.

Military women advisory committee celebrates 60 years

By Sherman Banks

In 1992 I had the privilege to be appointed by the Secretary of Defense and approved by the President to serve on the Defense Advisory Committee on Women in the Services (DACOWITS). I was one of the few men appointed. DACOWITS was established in 1951 by then Secretary of Defense George C. Marshall. It is authorized under the provisions of the Federal Advisory Committee Act.

The Committee is composed of civilian women and men who are appointed to provide advice and recommendations on matters and policies relating to the recruitment, retention, treatment, employment, integration, and well-being of highly qualified professional women in the U.S. armed forces. In 2002 the Committee began providing advice and recommendations on family issues related to recruitment and retention in the military. Historically, DACOWITS' recommendations have been very instrumental in effecting changes to laws and policies pertaining to women in the military.

In September of this year I was honored to attend DACOWITS' 60th anniversary celebration in Washington, D.C. Panels of high ranking military women—both active and retired—gave an overview of the accomplishments of women in the decades since the inception of DACOWITS. In recent years, especially since 9/11, the role of women has become even more vital to the readiness of our military. DACOWITS recognizes that in order to provide tomorrow's generation of women service members with a clear path to success, and to augment the information available to military planners, we must gather lessons learned from current women leaders regarding the strategies that have helped them reach their goals.

Officially women have been part of the U.S. armed forces since 1901 with the establishment of the Army Nurse Corps. Today, the number of women serving in all branches of the military is staggering, even when compared with figures just a decade ago. Women now represent 14 percent of our active duty forces and 20 percent of new recruits. Women are also playing a more active role in combat operations in the global war on terrorism than in any previous conflict.

During my tenure on the Committee, we dealt with such issues as sexual harassment, promotional opportunities, and adequate housing for women. It was very clear that the women I encountered believed they should be given full equality and that this should include the right to fight during instances of ground combat.

Willie Oates, a prominent Arkansan who was known throughout the state as "The Hat Lady," was appointed



From left, Sherman Banks; DACOWITS Chair, Lieutenant General (Ret.) Claudia Kennedy; and Dr. Clifford Stanley, Under Secretary of Defense, at the Committee's 60th anniversary.

to serve in the 1970s on DACAWITS. Her service on the Committee helped to break down the barriers for women in the military. For example, in the 1970, Brigadier General Anna Mae Hays, head of the Army Nurse Corps, became the first woman to achieve the rank of general in nursing. By 1972, rear Admiral Alene B. Duerk, head of the Navy Nurse Corps, became the first women admiral. The trend continued throughout the 70s and women were appointed to the rank of general in non-nurse positions. They include Army Brigadier General Elizabeth P. Hoisington, Air Force Brigadier General Jeanne M. Holm (1971), Navy Rear Admiral Fran McKee (1976), and Marine Brigadier General Margaret A. Brewer (1978).

Another change that DACOWITS helped to effect took place in the 90s when women began to fly combat aircraft, man missile replacements, serve on ships in the Gulf, drive convoys in the desert, and assume other roles making exposure to combat more likely.

As a veteran I am proud to have had the opportunity to serve our country. I am also proud to have had the opportunity to serve on the Committee that helps to effect changes for women in the armed services, creating a more ready military in the 21st century.



For more information about DACOWITS, please contact Sherman Banks at 501-374-8493, or email sbanks@aristotle.net, or write to P.O. Box 165920 Little Rock, AR 72216.

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2012 Winter Conference

Peabody Hotel/Statehouse Convention Center
January 11-13, 2012

REGISTRATION

Registration and payment must be received in League office by Friday, December 9, 2011, to qualify for advance registration.

Advance registration for municipal officials	\$150
Registration fee after December 9, 2011 , and on-site registration for municipal officials	\$175
Spouse/guest registration	\$75
Child registration	\$75
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, 2011-2012 edition**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after December 9, 2011.**
- Cancellation letters must be postmarked by **December 9, 2011.**

HOTEL RESERVATION

Hotel Room Rates

Peabody Hotel (headquarters hotel)		
Single	\$129	Check-in 3 p.m.
Double	\$139	
Capital Hotel		
Single/Double	\$155	Check-in 3 p.m.
Doubletree Hotel		
Single/Double	\$134	Check-in 3 p.m.
Wyndham Hotel		
Single/Double	\$94	Check-in 3 p.m.

- Cut-off date for hotel reservations is **December 9, 2011**.
- Rooms in Little Rock are subject to an 11.5 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 OR

2

Complete the steps and **mail with payment** to:
 ARKANSAS MUNICIPAL LEAGUE
 Attn: 2012 Winter Conference
 P.O. Box 38
 North Little Rock, AR 72115-0038

1 Register online at www.arml.org
 and pay by credit card.

Step 1: Delegate Information

I am a newly elected official.

Name:
 Title: City of:
 Address:
 City: State: Zip: Telephone:
 Spouse/Guest will attend: Yes No Name:
 Children will attend: Yes No Name(s):

Step 2: Payment Information

• **WHAT IS YOUR TOTAL?** (see opposite page for fees)

Advance Registration Regular Registration Spouse/Guest Child Other Registrants Total
 \$150 \$175 \$75 \$75 \$200 \$_____

• **HOW ARE YOU PAYING?**

Check

Mail payment and form to: Arkansas Municipal League
 2012 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

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.

SOLD OUT
Peabody Hotel Reservations _____ 501-906-4000 (Monica Gowie, lead reservationist)
Capital Hotel Reservations _____ 877-637-0037 or 501-374-7474
Doubletree Hotel Reservations _____ 800-937-2789 or 501-372-4371
Wyndham Hotel Reservations _____ 800-996-3426 or 501-371-9000

Step 4: Hotel Payment

Payment Options: Credit Card or Direct Bill (Note: only two payment options.) To obtain direct billing as a payment option, registered delegates must directly contact hotel accounting offices listed below:

Capital Hotel Accounting _____ 501-370-7062
Doubletree Hotel Accounting _____ 501-372-4371
Wyndham Hotel Accounting _____ 501-371-9000

TENTATIVE 2012 WINTER CONFERENCE

LITTLE ROCK, AR

WEDNESDAY - JANUARY 11

1:00 P.M. – 7:00 P.M.

REGISTRATION Osage Room & Caddo Room

1:00 P.M. – 6:45 P.M.

VISIT WITH STATE AGENCIES Governor's Hall I & II

Different state agencies have been invited to set up in this area. Take time to visit with them about how their agencies might best assist your city.

2:30 P.M. – 3:15 P.M.

MLWCT Board of Trustees Manning Room, Peabody Hotel

3:30 P.M. – 6:00 P.M.

YES, YOU CAN BE SUED:
WHAT CAN BE DONE TO REDUCE YOUR RISKS? Governor's Hall III

This two-hour workshop is part of the voluntary certification program for mayors and aldermen. It will include information on the latest trends in lawsuits filed against cities and how to avoid them.

3:30 P.M. – 6:00 P.M.

ARKANSAS CITY CLERKS, RECORDERS,
AND TREASURERS ASSOCIATION Arkansas Room, Peabody Hotel

Presiding: Diane Whitbey, President,
Arkansas City Clerks, Recorders, and Treasurers
Association

7:00 P.M.

OPENING NIGHT BANQUET Peabody Ballroom

8:30 P.M.

PRESIDENT'S POST BANQUET
RECEPTION Governor's Hall I & II, SCC

THURSDAY AM - JANUARY 12

7:15 A.M. – 5:00 P.M.

REGISTRATION OPENS Osage Room

7:30 A.M. – 8:45 A.M.

HOST CITY BREAKFAST BUFFET Governor's Hall I & II

*Enjoy a traditional Arkansas breakfast before the Opening Session
Courtesy of our Host City, Little Rock.*

7:30 A.M. – 4:30 P.M.

VISIT WITH GOVERNMENTAL AGENCIES Governor's Hall I & II

9:00 A.M. – 10:15 A.M.

OPENING GENERAL SESSION Peabody Ballrooms A, B, & C

10:15 A.M. – 10:30 A.M.

BREAK Governor's Hall I, II & Peabody Foyer

10:30 A.M. – 11:30 A.M.

GENERAL SESSION Peabody Ballrooms A, B, & C

ROADS, STREETS, HIGHWAYS AND BALLOT QUESTIONS

Speaker: Robbie Wills, Wills Law Firm, PLLC (invited)

11:30 A.M. – 12:00 P.M.

The FOIA, ETHICS AND
OTHER AG OPINIONS Peabody Ballrooms A, B, & C

THURSDAY PM - JANUARY 12

12:15 P.M.

VOLUNTEER COMMUNITY OF THE YEAR
AWARDS LUNCHEON Governor's Hall, I & II

2:00 P.M. – 3:00 P.M.

THE FISCAL SESSION:
WHAT TO EXPECT Peabody Ballrooms A, B, & C

3:00 P.M. – 3:15 P.M.

BREAK Governor's Hall I, II & Peabody Foyer

3:15 P.M. – 3:45 P.M.

SEVERANCE TAX ACT OF 2012 Peabody Ballrooms A, B, & C

The Severance Tax Act of 2012 if approved by the voters could potentially bring in additional revenue for municipal streets. How might your municipality benefit?

3:45 P.M.

WHAT OPTIONAL PROGRAM CHANGES
CAN YOU EXPECT IN 2012 AND VARIOUS
TYPES OF ASSISTANCE Peabody Ballrooms A, B, & C

DINNER ON YOUR OWN

8:30 P.M. – 10:00 P.M.

INVESTMENT MANAGERS'
DESSERT RECEPTION Peabody Ballrooms A, B, & C

ENTERTAINMENT: TBA

FRIDAY - JANUARY 13

7:15 A.M. – 12:00 P.M.

REGISTRATION OPENS Osage Room

7:30 A.M. – 8:45 A.M.

BREAKFAST BUFFET Governor's Hall I & II

8:30 A.M. – 4:30 P.M.

CITY ATTORNEYS Arkansas Room, Peabody Hotel

City Attorneys will meet for six hours of CLE.

9:00 A.M. – 10:30 A.M.

UPDATE FROM WASHINGTON, D.C. Peabody Ballroom, A, B & C

Health care, jobs, and internet sales are issues of interest to municipalities. Members of our Congressional Delegation give us an update on these and other important topics.

10:30 A.M. – 11:00 A.M.

BREAK Governor's Hall I, II & Peabody Foyer

11:00 A.M. – 12:00 P.M.

BECOMING A HEALTHY MUNICIPALITY

Arkansas continues to rank high in almost all unhealthy statistics. There are things that you can do to encourage your citizens to adopt healthy lifestyles.

NOON

CONCLUDING REMARKS

NOON LUNCH BUFFET Governor's Hall I & II

Before you depart, join us for a buffet of Southwest cuisine

Other Friday Meetings:

1:00 P.M.

MHBF Board Meeting Manning Room, Peabody Hotel

reCYCLE



November 15 is America Recycles Day – rethink, reduce, reuse and recycle. Doing a little can do a lot. **SHINE.**



KeepArkansasBeautiful.com ★ Facebook ★ YouTube ★ 888-742-8701

Urban forests reduce runoff

Trees play a significant part in reducing the negative effects of stormwater runoff in our cities and towns.

By John Slater

Water. It seems like we either have too much or not enough these days. We need to figure out a way to better manage stormwater to help reduce flooding and protect our drinking water from pollution.

Stormwater is the water that originates during a rain event. Surface runoff is the water that flows into streams or is channeled into storm drains, which later is discharged into streams.

Trees in our communities provide many services beyond the inherent beauty they lend to streets and properties. One of the most overlooked and underappreciated is their ability to reduce the volume of water rushing through gutters and pipes following a storm. This means less investment in expensive infrastructure and, importantly, cleaner water when the runoff reaches rivers and lakes.

I grew up in a home that was across the street from the neighborhood creek, which was a concrete drainage ditch. I guess you would now call it a storm drain. It flowed into the San Gabriel River that was restrained in a broad concrete control channel, which emptied into the ocean six or seven miles away from our home. Which creek would you like in your neighborhood to help manage stormwater—concrete-lined or tree-lined?

Speaking of trees, let's look at how nature manages stormwater. How does the forest handle stormwater? It allows only 15 percent of the surface water to run off. During a normal storm event, 35 percent of the water is held onsite, and it slowly infiltrates to recharge our underground aquifers. Fifty percent goes through a process that is called evapotranspiration. This is the return of moisture to the air through both evaporation from the plants/soil and transpiration by plants.

In developed areas, such as the city I grew up in, 55-70 percent of the rainwater runs off. Only 15 percent is held to infiltrate and recharge our underground aquifers. Only 15-30 percent goes through evapotranspiration, rather than the 50 percent that occurs in a forest setting. For example, if 1,000,000 gallons of water lands in a forested area, there is only about 150,000 gallons of water runoff; however, in a city setting it could be 550,000 to 700,000 gallons of water runoff. That's a significant amount of water. A creek that was expected

to handle 150,000 gallons now has to handle four to five times that amount. Guess what happens—it starts to flood everything downstream.

Trees help reduce stormwater runoff in several ways. One way is to simply capture and hold the falling rain on the leaves and bark. Part of this water will evaporate, and part will fall or run down the tree to the ground, where it will have time to be absorbed by the soil. A tree helps to reduce the impact of the falling water and slows it down. On the ground under the tree, fallen leaves help retain soil moisture, and the organic matter breaks down to become food for the tree. This important spongy layer also allows rainwater to percolate into the soil instead of rushing off and carrying with it oil, metal particles and other pollutants.

Depending on size and species, a single tree may store 100 or more gallons of water, at least until it reaches saturation after about one to two inches of rainfall. When multiplied by the number of trees in a community, this interception and redistribution can be significant.

It is estimated that the urban forest can reduce annual runoff by two to seven percent. This reduction can be converted into dollar savings due to the use of smaller drainage and artificial retention systems. Studies have shown that as much as 65 percent of storm runoff can be reduced in residential developments when trees are combined with other natural landscaping. In fact, sometimes even 100 percent of rainfall can be retained onsite.

The TR-55 model, developed by the Natural Resources Conservation Service, provides a quantitative measure of stormwater movement. In 2002 the city of Fayetteville had a 27 percent tree canopy cover, and based on the TR-55 model it was determined that they avoided 46 million cubic feet in stormwater runoff, thus saving \$92 million in capital improvement benefits.

“There is untapped potential in utilizing trees to address stormwater runoff in urban areas. Traditional approaches used by most municipalities to manage urban trees have focused on short-term aesthetic goals often to the detriment of tree health and full realization of ecosystem services provided by trees. Many municipalities are reluctant to expand tree programs due to budget, staffing, and liability issues. However, trees are useful

and valuable components of city stormwater infrastructure and provide measurable reductions in runoff volume and pollutant loads. Municipalities should explore opportunities to expand tree planting programs and incorporate trees into engineered stormwater systems. Trees are not just landscaping placed on top of city infrastructure, they are city infrastructure.”

—Shirley Trier, Davey Resource Group

Make a Memory...Plant a Tree



John Slater is urban forestry partnership coordinator with the Arkansas Forestry Commission. Contact him at 501-984-5867, or at john.slater@arkansas.gov.

Our urban forests do a better job of managing stormwater runoff than concrete "creeks," which typically send polluted runoff rushing directly into the nearest body of water.



Enter the ring in obesity fight

There's no quick fix to the obesity epidemic, but there are numerous ways communities can help turn the tide.

By David Baxter, League staff

Obesity has been at the forefront of the public's attention for at least the last decade, and it is a major issue in Arkansas communities. The word itself can conjure up various thoughts, emotions and meanings, depending on the context and application in which it is used. However, the true meaning of obesity goes much deeper than a mere label.

Obesity is a serious but controllable medical condition that occurs when a person has a range of weight that is greater than what generally is considered healthy for their given height. Experts agree that a body mass index (BMI) of 30 or greater is considered obese. At the core of the obesity problem is overconsumption of food coupled with reduced physical activity, which creates caloric imbalance that facilitates weight gain. Although obesity has seemingly just recently exploded onto the national, state and local scene, the American Heart Association recognized the problem as early as 1952. Since obesity has become a national problem, one has to wonder how we got in this situation in the first place.

How we got here

Our current obesity crisis is the result of a perfect storm of sorts, brought about by many underlying social changes that appeared together over several decades. Between 1980 and 2000, obesity rates doubled among adults, and it is not surprising that during this time, technology also exploded, reducing the amount of energy that we expended on a daily basis. Education budgets were also reduced, affecting the overall amount of physical activity children received.

Furthermore, during this period, the fast food business took off, increasing the availability of high-fat food at a low cost to the consumer. Additionally, our society went to "super-sizing" portions on everything from fast food and buffets to the actual plate sizes used in our homes. These are just a few of the causal factors undermining our health as a nation and state.

Our current situation

High obesity rates correlate to real dollars. The United States is projected to spend \$344 billion in obesity related health care costs by 2018 if obesity rates continue to increase at their current levels, according to The Partnership to Fight Chronic Disease

(www.fightchronicdisease.org). At this time, Arkansas is the ninth most obese state in the nation. The Robert Wood Johnson Foundation also reports that Arkansas's adult obesity rate is 30.6 percent, which places it among 12 states with ratings above 30 percent. With all the negative news surrounding our obese state and nation, you may wonder what it is you can do to help stop this rising epidemic.

Solving the problem

The obesity problems we face did not appear overnight. Consequently, they will not go away soon. Nevertheless, action is needed now to combat the effects of obesity and make positive changes within our communities. Individually, one of the most important changes that you can make is altering your perception about obesity. Recognize that obesity is no laughing matter and it is not just a label. At the community level, other actions can be taken.

City leaders can help take charge in changing the mindset of citizens regarding obesity and take proactive steps to help create health awareness. One way to begin a healthy community campaign is to utilize media sources to announce intentions to promote health awareness, physical activity and increased access to healthier foods.

Another very important, proactive approach is to connect with local schools, farmers and other key persons in the community so that resources and ideas can be shared to promote healthy foods and active living. For example, in order to promote access to healthy, fresh produce, utilize a local church or school parking lot by bringing a farmer's market to the community once a week. These are but a few examples of some positive steps that can be taken within your community to help reduce the epidemic of obesity.

"Good health and good sense are two of life's greatest blessings."

—*Publius Syrus*



David Baxter is the League Health and Safety Coordinator. Contact David at 501-374-3484 Ext. 110, or email dbaxter@arml.org.



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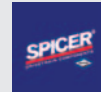
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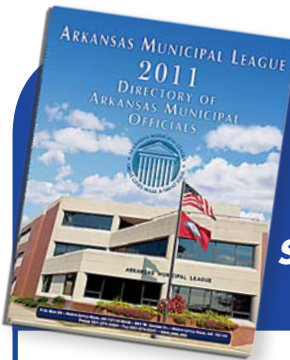
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Changes to 2011 Directory, Arkansas Municipal Officials

Submit changes to *Whitnee Bullerwell, wvb@arml.org.*

Barling

Delete C
Add C

Cindy DuBois
Kimala Bentley

Caddo Valley

Delete AL
Add AL
Delete AL
Add AL
Delete AL
Add AL

Jana Wright
Jason Johnston
Jerry Walker
Connie Loy
Hope Warner
Larry McClain

Clarkedale

Delete R/T
Add R/T

Diana Marter
(Vacant)

Cove

Delete MA
Add MA

5568 Hwy 71 S.
P.O. Box 52

El Dorado

Delete ACC
Add ACC
Delete CEO
Add CEO

Crystal Haynes
Bonnie Wyles
Benny Brumley
David Edney

Fifty-Six

Delete R/T
Add R/T
Delete AL
Add AL
Delete AM

John Powell
Johnetta Pogue
Judy Jason
(Vacant)
Cody Passmore

Gentry

Delete CEO/AC
Add CEO/AC

Danny Dodge
Todd Woodall

Helena-West Helena

Delete PC
Add PC

(Vacant)
Uless Wallace

Horseshoe Lake

Delete AL
Add AL

Melissa Scrape
Terry Tarr

Jericho

Delete R/T
Add R/T

Louise Robinson
Tonya Witt

Johnson

Delete M
Add M

Lonnie Barron
(Vacant)

Joiner

Delete AL
Add AL

Opal Lindley
Sharon McLaughlin

Marvell

Delete R/T
Add R/T

Rosie Woods
Aletha Gibbs

Morrilton

Delete AL
Add AL

Benny Baker
David Andrews

Ozark

Delete PC
Add PC

Jim Noggle
Cory Tedford

St. Joe

Delete AL
Add AL
Delete AL
Add AL
Delete AL
Add AL

Jackie Vanblarcom
John Henley, Jr.
Madge Fowler
(Vacant)
Hubert Kidder
Larry Parker

St. Paul

Delete R/T
Add R/T
Delete AL
Add AL

Wanda Stephens
Marilyn Judd
Marilyn Judd
Wanda Stephens

Sulphur Rock

Delete M
Add M

Kendall Batson
Glenda Reding

Weldon

Delete TEL
Add TEL

870-744-2242
870-744-2227

Winslow

Delete MA
Add MA

P.O. Box 87
108 N. Winslow Blvd.

Summaries of attorney general opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Dustin McDaniel

Legislative clarity needed on “public utility”

Opinion: 2011-109

Requestor: Collins-Smith, Linda—State Representative

An entity known as “The Cherokee Village Waterworks Facilities Board of Sharp County” provides water to the City of Cherokee Village. Arkansas Code Annotated section 14-200-101 permits cities to charge “public utilities” a franchise fee for the privilege of using the city’s rights of way. Does this entity qualify as a “public utility,” as that term is defined in section 14-200-101, such that the City could charge it a franchise fee? **RESPONSE:** Unfortunately, I cannot provide a definitive answer to your question. While there are good reasons to think that the answer to your question is “yes,” there are also good reasons to think that the answer is “no.” All I can do is explain those reasons because, in my view, neither set of reasons is strong enough to clearly outweigh the other. Legislative clarification is warranted.

Dash-mounted lights allowed, not required

Opinion: 2011-115

Requestor: Holland, Bruce—State Senator

Does ACA 27-36-304 only allow dash-mounted lights on privately owned volunteer firefighter vehicles? Q2) What types of lights are allowed in and on vehicles owned by volunteer firefighters? **RESPONSE:** Q1) No. ACA § 27-36-304 does not limit firefighters to only using dash-mounted lights on their private vehicles. Q2) State law generally authorizes either dash-mounted or roof-mounted red rotating or flashing emergency lights on volunteer firefighters’ private vehicles. See Op. Att’y Gen. 96-360 (discussing history of section 27-36-304 and concluding that the legislature authorized, but did not require, the use of dash-mounted emergency lights on firefighters’ privately-owned vehicles when it enacted Act 123 of 1995.) The law has not changed materially since the rendering of this opinion.

Fund’s statutory investment limitations apply at time of purchase only

Opinion: 2011-111

Requestor: Lindsey, Uvalde—State Representative

If the value of the Fayetteville Firemen’s Pension and Relief Fund amounts to at least \$5,000,000 and later decreases below \$5,000,000, do either ACA 24-11-805(d)(2) or ACA 24-10-402(G) mandate that the Board of Trustees divest assets comprised of holdings other than cash, state and federal bonds, and no-loan mutual funds? Q2) If the answer to question 1 is “yes,” is there a stated timeline in which such assets must be liquidated? Q3) If the answer to question 1 is “no,” is the Board restricted from entering into new investment classes other than those described in question 1 simply because the local pension fund’s market value, once valued at \$5,000,000 or more, decreases below \$5,000,000? In other words, is ACA 24-10-402(G) a “trigger-on mechanism” but not a “trigger-off mechanism”? **RESPONSE:** Q1) No. The statutory investment limitations apply at the time of purchase, not continuously. Q2) The question’s premise is not met. Q3) Yes.

Employee list’s release consistent under FOIA

Opinion: 2011-118

Requestor: Little Rock city employees c/o Stacey Witherell, HR manager

Is the decision of the custodian of records to release a list of Little Rock city employees who do not live within city limits, in response to a Freedom of Information Act (“FOIA”), request consistent with the FOIA? **RESPONSE:** Yes.

For full Attorney General opinions online, go to www.arkansasag.gov/opinions.

League hosts 10th anniversary of SMC IT summit

The Arkansas Municipal League, as a member of the Southern Municipal Conference (SMC), hosted the SMC Information Technology Summit Oct. 17-19, at the Peabody Hotel in Little Rock. This was the 10th anniversary of the group, which meets twice a year.

The purpose of the SMC is to provide an opportunity for the officers, directors and staffs of southern municipal leagues to share mutual political and policy concerns with their counterparts throughout the southern region. The basic objectives of the Conference are to create policy and further information exchange and staff development.

Twenty-eight attendees from 13 states across the country participated in the three-day event. States represented by IT professionals included: Alabama, Arkansas, Connecticut, District of Columbia, Georgia, Illinois, Louisiana, Michigan, North Carolina, South Carolina, Tennessee, Texas and Virginia.

Topics of discussion included IBM's Cloud Computing Trial, managing and securing smart devices, along with imaging solutions. Roundtable discussions proved quite useful in the sharing of what has and has not worked for the state leagues. The next SMC meeting is scheduled April 16-18, 2012, in Gulf Shores, Ala. For more information on the SMC, visit www.southernconference.org.

Armory closings possible

The National Guard is considering closing down armories in six Arkansas cities and towns, the Associated Press reported Nov. 1. Armories in Marked Tree, Rector, De Queen, Helena-West Helena, Forrest City and Perryville are all on the possible closure list. Marked Tree Mayor Wayne Nichols and Rector Mayor David Freeman told the *Jonesboro Sun* that the armories have too much value in an emergency to have them closed. The closing would have a bad effect on their communities, they said.

DRA to invest \$1.6 million in Delta projects

The Delta Regional Authority will invest \$1.6 million in Delta projects aimed at boosting the economy and creating jobs in the nation's poorest region, the *Arkansas Democrat-Gazette* has reported. The DRA has leveraged its initial investment into a total investment of \$66.7 million for 63 projects across the region.

Six projects in Arkansas will receive \$9.8 million in leveraged funds. They include building a convention center in Jonesboro, expanding a business incubator in Pine Bluff, creating a southern kitchen incubator in West Memphis, developing an industrial complex in Warren, renovating city hall and a library in Cotton Plant, and building a wastewater treatment facility in Lake Village. The DRA is investing nearly \$405,000 in the Jonesboro convention center project, leveraged into a \$5.1 million investment expected to create 400 jobs.

Stimulus-funded weatherization program a success in state

Arkansas has weatherized nearly 5,000 homes and created 143 jobs since 2009, when weatherization program funds through the federal stimulus began flowing, *Arkansas News* has reported. The \$48.1 million the state has received has also been used to fund weatherization training centers across the state, and to purchase high-efficiency air conditioners, clothes washers and water heaters for some who could not afford them. Other states like Illinois, Tennessee and Delaware have had problems with the program, with reports of mismanagement and fraud.

"It has been a success," said Beverly Palmer, manager of the Central Arkansas Development Council's weatherization program. "We have been able to serve a lot of people and employ a number of people."

The \$787 billion federal stimulus program included \$50 billion for states' home weatherization and related energy-saving projects. According to the Arkansas Department of Human Services, which is overseeing the state's share of funding, about \$43 million has been distributed to 15 community action agencies for weatherization programs. As of Sept. 30, 4,868 homes had been weatherized, with 5,578 slated for completion by the time the program ends on March 31, 2012.

Lawsuit seeks halt to gas drilling in Ozark National Forest

Conservation group the Ozark Society has filed a federal lawsuit seeking to halt natural gas drilling in the Ozark National Forest, *Arkansas News* reported Oct. 31. The Ozark Society filed the suit in U.S. District Court in Little Rock, along with a motion for a preliminary injunction immediately prohibiting any new natural gas leasing, exploration or development in the national forest.

The suit alleges the federal Bureau of Land Management and the U.S. Forest Service have not properly studied the impact of natural gas exploration on the national forest and have not studied the impacts of anticipated hydraulic fracturing, or fracking, in the forest.

"We have concerns with the chemicals that are used in that process," said Ross Noland, the group's attorney. "Obviously there are potential impacts to both surface water and ground water and the species that rely on those."

It takes about 5 million gallons of chemical-laden water to frack one well.

Similar lawsuits have been filed by opponents of drilling and fracking in the Ozark and Ouachita National Forests and under Greers Ferry Lake.

Obituaries

THOMAS LEE ASHCRAFT, 85, who served as mayor of White Hall for eight years, died Nov. 1.

J.D. JOHNSON, 76, who was recorder at Black Rock, died Oct. 31.

HUBERT ERWIN KIDDER JR., 80, a St. Joe alderman, died June 29.

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Circle the wagons

Local governments must join with the governor and AEDC to circle the wagons and present a united front of economic development across the state.

By Jim Youngquist

We have been fortunate as Arkansans during the last several years of the deep downturn in the economy of this United States of America. Yes we have lost jobs, and, if you are one of the unfortunate that has lost your job, it is just as bad as if you had lost it in a state like Michigan or California where you would know even more people who have lost their jobs.

I am constantly reminded of how fortunate we are here every time I go back to Georgia, where I came from three and a half years ago. In Georgia the 20-year boom is busted. Entire subdivisions are under water. Places of employment that one would have never thought would close have shut their doors. And yet every time I return to Arkansas I ponder: What would our economy be like if our local governments were on the same page as state government and if the quasi-private and private sector entities that dabble in economic development were united and all working on the same page?

Our unemployment, while high, is still below the national average. While we have lost jobs, we are still creating jobs in this state, a tribute to Gov. Mike Beebe and his team, particularly those at the Arkansas Economic Development Commission (AEDC) and their 24-7, 365-days-per-year pursuit of job creation, retention and expansion. So how do we help the Governor and AEDC be even more successful and enhance our communities' economic development opportunities?

We do so by getting on the same page.

While there are exceptions to every rule, local government does not play a significant role in economic development in Arkansas. Economic development has been a state government and chamber driven activity since Winthrop Rockefeller became the first chairman of the Arkansas Industrial Development Commission. If you look around the United States, you will find that those communities/regions that are successful in job creation, retention, and in overall community economic development and quality of place categories have strong public and private sector partnerships. These communities and

regions do more than merely provide lip service to the idea of public and private collaboration.

Last winter, I participated in two meetings that reinforced this point. One was a gathering of public and private sector leaders of the Little Rock-North Little Rock-Conway Metropolitan area. The other was a gathering of public and private sector leaders of southeast Arkansas.

The first gathering—the Understanding the Regional Community forum held in North Little Rock—brought together nearly 100 public and private sector leaders from the central Arkansas metropolitan area to learn about regional approaches and best practices of comparable/competitive regions. Attendees were asked to identify barriers that make it difficult for the area to maximize regional approaches to enhance community economic development opportunities. The number one barrier identified by the participants was the lack of a formalized structure for public and private sector leaders to come together to address issues, opportunities and challenges facing the metropolitan area.

I also participated in a meeting, hosted by the Delta Regional Authority, of the Cornerstone Coalition, one of Arkansas's primarily private sector regional economic development partnerships. The Coalition, which represents Bradley, Drew, Ashley, Chicot and Desha counties, had completed a strategic planning review session facilitated by the Delta Center for Economic Development at Arkansas State University. They recommitted their support for significant infrastructure initiatives that could go a long way in enhancing community economic development opportunities for southeast Arkansas. One of the most significant issues identified in the review was the lack of full interaction and partnership between the Coalition and the local elected officials in the region.

In 1968 the Arkansas General Assembly passed Act 118, establishing the eight official planning and economic development districts for the state. The districts are owned by local government and governed by boards of directors, at least 51 percent of which are local elected officials. The districts' roles in economic development,

more times than not, have been limited to applying for federal grant dollars to help fund a project that the state and private sectors have recruited. Unfortunately, during the initial and key phases of the local economic development strategy and implementation process, the district and local governments effected by the project are generally not at the table. While these districts provide statewide coverage and represent every jurisdiction in the state—something that no other multijurisdictional economic development structure, public or private can boast—the “economic development community” chooses to ignore the existence of these official regional districts.

The fact that local governments and their planning and economic development districts are not at the table is not solely the fault of the state and local economic developers. It is time that local governments and their planning and economic development districts step up to the plate and demand a place at the table. It is conceivable that had they spoken with a united voice, Gov. Beebe’s statewide economic development plan would have already been implemented. Certainly it is likely it would be closer to implementation than it is today.

It is time for local governments to step up and reach out to assist Gov. Beebe, the AEDC, the regional partnerships, and the Arkansas Economic Developers enhance and implement the strategies needed to advance economic development throughout the state. Without local government helping to circle the wagons, we will never maximize our economic development potential.



Jim L. Youngquist is Executive Director, Institute for Economic Advancement College of Business, University of Arkansas at Little Rock.

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FIRE CLASS II	—	.0022	X	covered value	=	Premium
FIRE CLASS III	—	.0023	X	covered value	=	Premium
FIRE CLASS IV	—	.0024	X	covered value	=	Premium
FIRE CLASS V	—	.0025	X	covered value	=	Premium
FIRE CLASS VI	—	.0026	X	covered value	=	Premium
FIRE CLASS VII	—	.0027	X	covered value	=	Premium
FIRE CLASS VIII	—	.0028	X	covered value	=	Premium
FIRE CLASS IX	—	.0029	X	covered value	=	Premium
FIRE CLASS X	—	.003	X	covered value	=	Premium

For more information, call Linda Montgomery at League headquarters, 501-978-6123 or 501-374-3484, Ext. 233.

Local Option Sales and Use Tax in Arkansas



2011 ELECTIONS

- FAYETTEVILLE**, Oct. 11
Passed 1%
- GARLAND CO.**, Oct. 11
Passed 5/8%
- MANILA**, Oct. 11
Passed 1%
- CARLISLE**, Sept. 13
Passed 7/8%
- CHEROKEE VILLAGE**, Sept. 13
Passed 1%
- LITTLE ROCK**, Sept. 13
Passed 3/8%
- RODGERS**, Sept. 18
Passed 1%
- WHITE CO.**, Sept. 13
Failed. 1%
- MARMADUKE**, Aug. 9
Passed. 1.25%
- NEWPORT**, July 12
Passed. 1/2% extension
- BERRYVILLE**, June 14
Passed. 1/2%
- PARAGOULD**, June 14
Passed. 1/4%
- BAY**, May 10
Passed. 1%
- BONO**, May 10
Passed. 1%
- BROOKLAND**, May 10
Passed. 1%
- CONWAY**, May 10
Failed. 1/4% extension
- WYNNE**, May 10
Passed. 1%
- LAKE CITY**, April 1
Passed. 1%
- GREENLAND**, Mar. 8
Passed. 1%
- PINE BLUFF**, Feb. 8
Passed. 5/8%
- JEFFERSON CO.**, Feb. 8
Passed. 3/8%

Source: Debbie Rogers, Office of State Treasurer See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2011 with 2010 Comparison (shaded gray)								
Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$35,123,247	\$34,674,109	\$35,666,555	\$35,450,558	\$70,789,802	\$70,124,667	\$27,640	\$60,271
February	\$42,235,810	\$41,006,941	\$42,753,266	\$42,937,896	\$84,989,076	\$83,944,837	\$34,351	\$59,485
March	\$33,606,662	\$33,818,100	\$34,174,199	\$34,971,579	\$67,780,861	\$68,789,679	\$35,321	\$76,714
April	\$35,244,719	\$34,427,642	\$35,257,864	\$36,042,561	\$70,502,583	\$70,470,203	\$23,355	\$78,790
May	\$39,976,322	\$38,636,249	\$40,107,935	\$38,049,255	\$80,084,257	\$76,685,474	\$9,286	\$49,923
June	\$37,765,150	\$37,512,337	\$37,056,613	\$38,602,771	\$74,821,762	\$76,115,108	\$25,409	\$63,686
July	\$37,831,729	\$36,860,261	\$36,634,846	\$37,359,158	\$74,466,575	\$74,219,419	\$14,470	\$52,871
August	\$40,620,093	\$37,616,032	\$40,946,986	\$39,562,409	\$81,567,078	\$77,178,441	\$22,415	\$58,934
September	\$39,596,088	\$36,434,296	\$39,895,996	\$38,376,562	\$79,492,083	\$74,810,859	\$14,702	\$51,022
October	\$39,356,921	\$38,103,354	\$40,657,852	\$40,272,526	\$80,014,774	\$78,375,881	\$24,979	\$66,397
Total	\$381,356,741	\$369,089,321	\$383,152,112	\$381,625,275	\$764,508,851	\$750,714,568	\$231,928	\$618,093
Averages	\$38,135,674	\$36,908,932	\$38,315,211	\$38,162,528	\$76,450,885	\$75,071,457	\$23,193	\$61,809

October 2011 Municipal Levy Receipts and October 2011 Municipal/County Levy Receipts with 2010 Comparison (shaded gray)

CITY SALES AND USE	AMOUNT	LAST YEAR	Glenwood	55,941.10	56,761.83	Patmos	99.95	144.75	Centerton	111,934.25	34,904.39
Alexander	41,449.50	45,475.19	Gosnell	15,798.04	15,277.22	Patterson	1,178.31	1,319.08	Decatur	19,987.00	21,372.02
Alma	186,578.64	183,276.00	Gould	4,774.28	3,232.25	Pea Ridge	26,530.03	56,348.45	Elm Springs	447.03	211.44
Almyra	2,941.13	2,764.73	Grady	3,159.66	3,181.10	Perla	1,999.03	1,918.84	Garfield	5,905.52	7,969.78
Alpena	2,976.98	2,554.55	Gravette	65,867.02	71,766.55	Perryville	21,517.23	19,447.26	Gateway	4,764.41	8,034.84
Altheimer	2,846.18	2,920.74	Green Forest	30,755.68	33,526.55	Piggott	61,477.54	31,132.16	Gentry	37,150.64	39,621.19
Altus	7,293.91	6,029.50	Greenbrier	134,475.03	121,565.13	Pine Bluff	938,459.41	582,928.30	Gravette	27,351.25	30,773.11
Amity	12,304.27	8,545.50	Greenland	15,582.76	8,830.50	Pineville	1,121.18	1,287.71	Highfill	6,858.40	10,637.22
Anthonyville	146.42	NA	Greenwood	160,046.33	146,928.36	Plainview	3,477.33	3,002.15	Little Flock	30,409.88	42,044.66
Arkadelphia	172,662.14	164,867.06	Guion	4,984.46	1,793.40	Plumerville	5,768.14	5,646.39	Lowell	86,194.67	87,537.47
Ash Flat	74,962.29	74,331.74	Gurdon	31,034.30	29,232.27	Pocahontas	113,427.40	108,158.47	Pea Ridge	56,396.51	38,157.36
Ashdown	129,266.46	104,473.91	Guy	6,054.21	6,124.37	Portia	2,970.79	2,165.96	Rogers	658,359.27	644,023.33
Atkins	46,727.96	44,659.18	Hackett	5,443.78	5,162.22	Pottsville	25,129.54	24,904.73	Siloam Springs	176,918.47	176,359.86
Augusta	25,487.78	22,977.27	Hamburg	27,170.12	25,446.71	Prairie Grove	79,353.34	72,034.58	Springdale	71,219.12	32,708.63
Austin	8,326.55	7,320.67	Hardy	20,915.69	19,899.74	Prescott	51,292.14	51,522.09	Springtown	1,023.47	1,854.19
Avoca	2,694.25	2,694.33	Harrisburg	22,213.45	21,878.12	Pyatt	1,047.17	1,255.85	Sulphur Springs	6,011.39	10,913.71
Bald Knob	49,247.08	50,347.90	Harrison	239,330.73	235,192.51	Quitman	31,110.22	33,444.81	Boone County	340,249.30	324,364.40
Barling	20,879.55	22,952.88	Hartford	2,285.76	1,705.54	Ravenden	2,912.58	2,281.96	Alpena	3,590.37	3,396.36
Batesville	300,031.98	319,974.74	Haskell	15,003.57	10,967.88	Rector	25,947.35	30,125.60	Bellefonte	5,109.80	4,717.17
Bauxite	8,006.91	8,064.72	Hatfield	3,466.41	2,831.07	Redfield	15,177.13	25,333.74	Bergman	4,940.98	4,799.72
Bearden	10,767.15	9,809.33	Havana	2,769.42	2,690.99	Rison	12,191.82	14,011.55	Diamond City	8,801.47	8,608.84
Beebe	89,489.32	91,620.32	Hazen	46,645.46	35,359.87	Rockport	3,595.23	2,894.20	Everton	1,496.92	2,004.80
Beehive	103.34	73.60	Heber Springs	149,694.95	147,111.48	Roe	496.87	374.67	Harrison	145,674.41	143,307.63
Bella Vista	113,190.67	103,742.01	Helena-West Helena	260,073.62	276,048.89	Rogers	1,991,067.28	1,953,261.55	Lead Hill	3,050.12	3,384.57
Belleville	2,107.32	2,681.88	Hermitage	4,086.25	4,497.97	Rose Bud	21,083.84	28,636.65	Omaha	1,902.11	1,945.83
Benton	613,489.28	702,458.00	Highfill	67,781.77	63,386.67	Russellville	923,220.12	939,633.87	South Lead Hill	1,148.02	1,037.78
Bentonville	1,287,204.88	1,098,827.72	Highland	23,773.03	24,077.91	Salem	20,702.48	17,306.19	Valley Springs	2,059.68	1,969.42
Berryville	160,300.92	161,950.03	Holly Grove	8,988.75	5,626.36	Searcy	305,684.18	249,776.89	Zinc	1,159.28	896.25
Bethel Heights	43,243.83	41,798.27	Hope	168,755.37	186,158.26	Shannon Hills	11,816.83	9,295.64	Bradley County	123,420.99	120,092.94
Black Rock	6,588.72	4,319.54	Horseshoe Bend	21,989.66	19,486.29	Sheridan	176,141.64	169,909.10	Banks	953.00	806.49
Blevins	1,565.36	2,422.33	Hot Springs	1,382,744.73	1,459,949.36	Sherrill	981.02	921.18	Hermitage	6,378.94	5,168.25
Blue Mountain	232.15	265.99	Hoxie	18,192.59	18,334.28	Sherwood	381,975.71	379,585.12	Warren	46,135.89	43,295.02
Blutheville	292,236.95	307,381.26	Hughes	11,222.91	9,743.57	Shirley	2,823.02	2,979.57	Calhoun County	57,173.73	66,627.06
Boonville	1,821.84	2,360.30	Humphrey	2,459.12	1,824.52	Siloam Springs	492,644.53	489,673.02	Hampton	12,589.06	17,100.80
Booneville	85,539.97	43,007.55	Huntington	1,981.92	1,988.52	Sparkman	3,959.61	2,987.77	Harrell	2,415.12	3,173.23
Bradley	3,272.64	4,641.84	Huntsville	43,017.41	51,405.17	Springdale	1,761,304.42	1,730,440.34	Thornton	3,869.90	5,599.19
Branch	1,877.08	1,654.82	Imboden	7,243.63	7,525.20	Springtown	82.16	348.34	Tinsman	513.46	812.26
Briarcliff	735.45	1,119.00	Jacksonville	575,711.70	580,305.76	St. Charles	4,066.19	3,167.72	Carroll County	148,708.86	143,369.96
Brinkley	97,078.93	106,250.38	Jasper	23,291.76	23,251.62	Stamps	16,922.97	13,107.45	Beaver	544.40	539.92
Bryant	888,880.99	860,202.33	Jennette	122.26	144.79	Star City	71,995.81	61,518.69	Blue Eye	163.32	204.60
Bull Shoals	13,304.77	17,569.71	Johnson	41,407.14	45,251.72	Stephens	6,753.60	6,099.40	Chicot County	255,324.13	220,537.26
Cabot	584,563.48	658,965.35	Joiner	2,335.96	1,985.34	Stuttgart	349,911.99	364,625.63	Dermott	20,939.47	24,965.60
Caddo Valley	33,468.32	18,340.95	Jonesboro	1,847,017.21	1,208,728.77	Sulphur Springs	1,894.48	1,416.42	Eudora	20,514.53	18,852.94
Calico Rock	23,695.70	29,299.22	Keiser	2,946.64	3,048.40	Summit	2,799.00	2,343.78	Lake Village	2,321.16	18,879.69
Camden	277,803.49	259,251.49	Keo	2,068.97	1,709.14	Sunset	1,850.60	954.90	Clark County	395,651.82	389,318.55
Carlisle	30,920.19	30,305.70	Kibler	2,323.57	1,841.10	Swifton	3,538.65	3,003.14	Clay County	51,207.12	53,280.80
Cave Springs	13,005.25	5,811.53	Kingsland	1,199.04	1,208.34	Taylor	6,425.38	6,035.63	Datto	353.74	328.14
Centerton	100,443.49	70,379.79	Lake City	11,524.99	0.28	Texarkana	425,784.77	350,455.57	Greenway	739.31	825.43
Charleston	26,369.78	24,929.87	Lake Village	72,590.26	73,154.64	Texarkana Special	212,817.06	174,480.61	Knobel	1,015.23	1,211.08
Cherry Valley	4,592.13	3,388.59	Lakeview	3,151.12	4,083.94	Thornton	1,037.35	921.61	McDougal	657.95	659.67
Chidester	2,695.46	2,585.14	Lamar	7,645.45	8,763.51	Tontitown	95,257.72	96,548.20	Nimmons	244.08	338.29
Clarendon	43,320.37	26,937.56	Lepanto	21,108.64	20,156.80	Trumann	65,658.90	62,901.34	Peach Orchard	477.55	659.67
Clarksville	173,957.92	175,922.25	Leslie	4,953.77	4,079.66	Tuckerman	17,272.40	24,553.30	Pollard	785.30	811.90
Clinton	83,180.34	89,322.34	Lewisville	8,464.19	7,331.18	Turrell	5,192.07	5,157.17	St. Francis	884.35	845.73
Conway	1,893,516.53	1,940,026.98	Lincoln	18,165.20	21,628.28	Twin Groves	806.50	1,008.62	Success	527.06	608.92
Corning	80,584.25	82,898.20	Little Flock	5,961.00	5,629.98	Tyronza	2,557.95	2,114.06	Cleburne County	428,823.45	417,610.88
Cotter	9,304.37	10,122.86	Little Rock	1,849,088.03	1,887,245.48	Van Buren	305,701.78	284,962.78	Concord	3,183.60	3,488.44
Cotton Plant	1,787.84	1,599.43	Lonoke	134,321.06	124,789.50	Vandervoort	219.30	234.47	Fairfield Bay	2,387.70	1,997.30
Cove	10,021.85	8,831.40	Lowell	206,929.38	207,973.65	Vilonia	90,887.26	82,926.98	Greers Ferry	11,625.35	12,722.55
Crossett	367,714.55	469,249.50	Luxora	4,230.78	2,990.36	Viola	3,116.66	2,324.29	Heber Springs	93,485.57	87,990.80
Danville	43,038.84	40,735.60	Madison	1,268.87	1,239.76	Wabbaseka	841.06	625.56	Higden	1,565.70	1,381.70
Dardanelle	147,275.45	154,578.05	Magazine	7,112.38	9,605.60	Waldenburg	8,704.42	7,858.15	Quitman	9,550.79	9,357.23
Decatur	21,047.40	14,094.37	Magnolia	431,619.64	410,295.88	Waldron	43,113.68	42,208.52	Cleveland County	38,608.45	41,573.90
Delight	3,275.45	NA	Malvern	150,079.98	148,233.72	Walnut Ridge	63,736.55	64,671.35	Kingsland	1,902.70	2,075.52
DeQueen	96,776.59	100,205.44	Mammoth Spring	8,314.11	7,416.78	Ward	16,239.54	16,522.66	Rison	5,720.88	5,875.23
Dermott	27,386.52	21,483.20	Manila	16,567.67	16,230.11	Warren	64,734.33	61,269.88	Columbia County	438,575.29	378,041.56
Des Arc	24,877.28	18,819.68	Mansfield	29,264.07	32,688.96	Washington	1,030.22	961.80	Emerson	781.32	629.83
DeValls Bluff	11,118.11	5,081.39	Marianna	75,652.91	75,845.77	Weiner	9,767.06	9,473.84	Magnolia	24,579.59	20,642.44
DeWitt	149,682.28	170,710.90	Marion	162,976.74	149,426.87	West Fork	23,904.33	24,410.16	McNeil	1,095.54	1,161.42
Diamond City	2,863.87	2,544.25	Marked Tree	53,713.75	52,463.52	West Memphis	524,888.11	524,230.71	Taylor	1,201.70	993.00
Diaz	3,717.14	3,622.69	Marshall	12,553.98	16,039.94	Wheatley	3,535.60	4,474.15	Waldo	2,912.94	2,796.54
Dierks	15,756.30	15,143.85	Marvell	23,896.88	21,551.44	White Hall	58,390.53	56,659.69	Conway County	331,391.81	337,772.63
Dover	20,037.41	17,899.81	Maumelle	190,341.47	173,347.17	Wickes	2,992.78	2,892.38	Menifee	3,505.23	3,869.43
Dumas	132,654.61	121,414.78	Mayflower	67,378.52	50,908.46	Wiederkehr Village	2,121.65	2,486.98	Morrilton	78,542.59	81,494.43
Dynell	1,342.05	1,366.70	McCrary	19,102.10	19,744.05	Wilton	1,685.51	1,502.01	Oppelo	9,064.84	9,020.38
Earle	22,538.16	26,946.97	McGehee	169,163.94	160,368.83	Wynne	NA	11.35	Plumerville	9,587.13	10,625.38
East Camden	3,853.72	4,467.87	Melbourne	32,292.29	30,659.14	Yellville	16,492.06	24,077.77	Craighead County	259,332.43	282,333.77
El Dorado	519,376.96	483,290.53	Mena	123,714.65	128,702.89	COUNTY SALES AND USE	AMOUNT	LAST YEAR	Bay	25,907.35	30,206.89
Elkins	34,438.59	42,011.33	Menifee	4,058.85	5,836.67	Arkansas County</					

Gilmore	992.57	1,538.87	Newport	74,238.44	79,552.39	Luxora	13,783.95	13,440.91	Marshall	9,260.83	8,766.81
Horseshoe Lake	1,712.96	1,879.67	Swifton	7,519.01	8,870.84	Manila	39,105.22	31,178.43	Pindall	765.47	634.31
Jennette	607.16	653.49	Tuckerman	17,544.36	17,894.45	Marie	982.90	1,102.22	St. Joe	902.17	861.32
Jericho	698.09	1,077.44	Tupelo	1,696.02	1,802.69	Osceola	90,765.77	90,575.64	Sebastian County	734,785.94	688,568.73
Marion	72,419.50	52,121.26	Weldon	706.67	1,018.47	Victoria	432.94	602.14	Baring	76,155.91	62,105.37
Sunset	1,045.38	1,833.99	Jefferson County	694,273.99	630,241.92	Wilson	10,566.12	9,583.15	Bonanza	8,306.01	7,644.20
Turrell	3,247.00	5,043.48	Alzheimer	10,003.18	17,766.94	Montgomery County	43,474.25	35,945.98	Central City	7,251.51	7,897.02
West Memphis	153,961.11	162,002.79	Humphrey	3,131.08	5,947.15	Black Springs	561.87	545.87	Fort Smith	1,245,309.54	1,193,743.70
Cross County	256,407.19	266,205.57	Pine Bluff	498,969.37	821,795.46	Glenwood	238.37	NA	Greenwood	129,313.77	105,769.49
Cherry Valley	6,585.96	6,754.20	Redfield	13,185.08	17,245.26	Mount Ida	6,106.83	4,697.35	Hackett	11,729.53	10,321.15
Hickory Ridge	2,751.74	3,684.11	Sherrill	853.93	1,878.05	Norman	2,145.34	2,025.46	Hartford	9,273.84	11,481.16
Parkin	11,178.93	15,369.64	Wabbaseka	2,592.29	4,814.36	Oden	1,316.71	1,053.43	Huntington	9,172.73	10,231.92
Wynne	84,646.23	82,652.57	White Hall	56,176.35	70,531.18	Nevada County	32,515.62	34,015.31	Lavaca	33,065.15	27,141.35
Dallas County	155,269.72	136,825.04	Johnson County	108,934.38	112,481.85	Bluff City	901.60	1,085.96	Mansfield	10,443.91	10,499.61
Desha County	108,882.69	106,020.39	Clarksville	80,015.99	75,244.60	Bodcaw	1,003.39	1,058.47	Midland	4,694.70	3,762.61
Arkansas City	4,200.15	5,419.95	Coal Hill	8,822.86	9,575.72	Cale	574.40	515.49	Sevier County	272,010.31	261,635.31
Dumas	54,005.26	48,199.87	Hartman	4,524.77	5,809.79	Emmet	3,453.69	3,299.12	Ben Lomond	1,239.10	1,112.37
McGehee	48,416.53	42,052.96	Knoxville	6,373.03	4,981.21	Prescott	23,965.00	25,334.50	DeQueen	56,349.16	50,895.33
Mitchellville	4,131.30	4,573.37	Lamar	13,992.76	13,793.39	Rosston	1,897.71	1,821.39	Gillham	1,659.73	1,659.73
Reed	1,618.09	2,530.54	Lafayette County	97,199.77	78,059.71	Willisville	1,105.18	1,292.15	Horatio	8,921.52	8,801.85
Tillar	240.99	303.66	Bradley	4,580.89	2,952.92	Newton County	45,647.48	46,484.93	Lockesburg	6,315.14	6,276.94
Watson	2,421.41	2,650.17	Buckner	2,005.96	2,077.01	Jasper	1,826.68	1,928.00	Sharp County	67,700.95	65,775.10
Drew County	409,383.07	289,684.29	Lewisville	9,336.84	6,739.80	Western Grove	1,505.25	1,575.69	Ash Flat	8,094.41	8,117.81
Jerome	444.93	488.38	Stamps	12,349.43	11,177.05	Ouachita County	335,362.18	332,827.15	Cave City	14,388.23	15,686.11
Monticello	108,002.89	97,102.90	Lawrence County	135,578.23	140,182.70	Bearden	8,798.95	9,201.58	Cherokee Village	32,030.75	31,963.37
Tillar	2,327.30	2,197.71	Alicia	731.20	883.91	Camden	110,970.65	107,589.92	Evening Shade	3,568.15	3,871.57
Wilmar	5,829.67	6,062.30	Black Rock	3,903.65	4,370.80	Chidester	2,614.18	2,944.50	Hardy	6,029.51	6,052.97
Winchester	1,905.19	2,027.84	College City	2,683.02	1,639.81	East Camden	8,480.15	7,377.62	Highland	8,631.29	8,209.40
Faulkner County	684,778.76	660,763.90	Demars	16,392.98	17,172.32	Louann	1,493.82	1,594.94	Horseshoe Bend	66.08	41.63
Damascus	812.83	923.04	Imboden	3,992.10	4,169.64	Stephens	8,115.81	9,422.41	Sidney	1,494.99	2,289.64
Enola	2,081.34	1,470.61	Lynn	1,698.27	1,920.23	Perry County	101,289.67	103,913.21	Williford	619.47	524.55
Holland	3,429.90	4,513.51	Minturn	642.75	694.94	Adona	902.66	851.99	St. Francis County	148,964.10	167,965.38
Mount Vernon	892.88	1,126.42	Portia	2,576.88	2,944.35	Bigelow	1,360.46	1,498.96	Caldwell	9,801.44	8,291.28
Wooster	5,295.71	4,036.35	Powhatan	424.57	304.80	Casa	738.54	952.22	Colt	6,675.56	6,561.70
Franklin County	167,600.55	142,009.56	Ravenden	2,771.48	3,115.04	Fourche	267.77	268.81	Forrest City	271,455.51	263,431.05
Altus	6,556.80	6,257.41	Sedgwick	896.31	682.75	Houston	747.17	724.42	Hughes	25,448.40	33,289.96
Branch	3,174.60	2,734.27	Smithville	459.95	445.01	Perry	1,166.11	1,430.61	Madison	13,580.72	17,598.92
Charleston	21,573.42	22,708.97	Strawberry	1,780.82	1,725.16	Perryville	6,305.64	6,642.80	Palestine	12,026.62	13,212.56
Denning	4,074.21	3,101.90	Walnut Ridge	28,835.14	30,022.59	Phillips County	108,376.70	124,913.68	Wheatley	6,269.38	6,633.02
Ozark	31,867.07	26,998.01	Lee County	33,970.66	32,839.97	Elaine	12,131.89	15,824.58	Widener	4,821.26	5,973.30
Wiederkehr Village	328.70	352.32	Aubrey	1,052.68	1,140.42	Helena-West Helena	192,241.85	225,629.19	Stone County	81,139.89	81,293.95
Fulton County	103,996.50	88,242.08	Haynes	928.84	1,104.30	Lake View	8,450.35	9,714.28	Fifty Six	1,481.81	1,566.30
Ash Flat	515.26	91.13	LaGrange	551.11	629.55	Lexa	5,455.53	6,055.41	Mountain View	23,537.68	27,326.10
Cherokee Village	4,005.89	3,695.02	Marianna	25,481.09	26,735.37	Marvell	22,623.29	25,520.59	Union County	572,587.23	415,485.53
Hardy	212.17	123.32	Moro	1,337.52	1,243.63	Pike County	161,690.94	203,694.82	Calion	16,692.77	12,108.84
Horseshoe Bend	85.88	31.97	Rondo	1,226.06	1,222.98	Antoine	841.61	1,419.31	El Dorado	710,758.46	538,363.60
Mammoth Spring	4,935.38	5,238.80	Lincoln County	51,618.83	43,234.79	Daisy	827.22	1,073.58	Felsenthal	4,090.27	2,893.72
Salem	8,259.30	7,266.73	Gould	4,085.96	5,535.31	Delight	2,006.92	2,829.52	Glenwood	22,879.32	17,923.13
Viola	1,702.36	1,740.19	Grady	2,191.87	2,218.36	Glenwood	15,724.46	19,169.78	Junction City	20,408.50	16,175.81
Garland County	666,044.05	690,926.75	Star City	11,100.93	10,481.03	Murfreesboro	11,804.14	16,049.12	Norphlet	25,750.00	19,920.07
Fountain Lake	3,539.31	3,256.80	Little River County	197,955.67	294,167.75	Poinsett County	117,830.51	116,750.56	Smackover	67,745.17	49,904.65
Lonsdale	661.42	939.61	Ashtown	40,378.09	58,801.57	Fisher	1,754.47	1,936.04	Strong	19,275.12	14,800.33
Mountain Pine	5,418.02	6,147.31	Foreman	8,643.29	13,836.39	Harrisburg	18,000.98	16,014.35	Van Buren County	310,082.51	272,449.96
Grant County	171,229.97	165,270.86	Ogden	1,538.86	2,631.99	Lepanto	14,893.30	15,583.30	Clinton	27,544.54	22,815.76
Greene County	117,828.69	345,708.03	Wilton	3,197.42	5,399.27	Marked Tree	20,188.16	20,456.28	Damascus	2,646.48	1,878.83
Delaplaine	1,019.78	1,390.17	Winthrop	1,641.46	2,287.61	Trumann	56,984.75	50,329.76	Fairfield Bay	22,812.64	23,125.57
Lafe	4,026.38	4,214.28	Logan County	96,358.74	72,000.36	Tyrone	5,995.08	6,706.74	Shirley	3,080.50	3,367.90
Marmaduke	9,767.04	12,675.69	Blue Mountain	949.42	763.01	Waldenburg	479.92	584.47	Washington County	1,150,950.56	1,288,009.18
Oak Grove Heights	7,815.39	7,957.88	Booneville	30,549.97	23,797.81	Weiner	5,633.18	5,552.41	Elkins	34,279.35	21,027.07
Paragould	229,565.06	241,002.24	Caulksville	1,630.86	1,346.83	Polk County	232,964.47	232,573.74	Elm Springs	19,379.23	17,329.27
Hempstead County	570,928.83	578,606.53	Magazine	6,485.17	5,289.04	Cove	6,988.02	7,162.16	Farmington	77,335.66	60,593.61
Blevins	3,547.70	3,995.73	Morrison Bluff	490.02	427.75	Grannis	10,134.46	10,752.58	Fayetteville	952,520.63	975,666.35
Emmet	484.29	2,893.23	Paris	27,043.23	21,427.85	Hattfield	7,555.11	7,517.46	Goshen	13,864.50	12,639.78
Fulton	2,263.77	2,682.07	Ratcliff	1,546.64	1,104.05	Mena	104,948.34	105,412.74	Greenland	16,298.23	15,245.05
Hope	113,695.28	116,215.57	Scranton	1,715.09	1,283.24	Vandervoort	1,591.52	2,244.02	Johnson	43,418.78	38,978.25
McCaskill	1,081.20	919.57	Subiaco	4,379.60	2,537.58	Wickes	13,793.09	12,622.59	Lincoln	29,114.15	30,322.02
McNab	765.85	821.04	Lonoke County	237,331.14	278,136.57	Pope County	313,921.45	344,701.12	Prairie Grove	56,700.74	42,692.86
Oakhaven	709.54	591.15	Allport	959.67	1,470.76	Atkins	37,701.08	41,546.60	Springdale	825,176.98	735,981.23
Ozan	957.32	886.72	Austin	17,007.06	7,006.40	Dover	17,225.49	19,185.35	Tontitown	31,845.62	34,120.67
Patmos	720.80	667.78	Cabot	198,410.17	176,734.91	Hector	5,625.16	7,304.58	West Fork	29,994.43	34,322.37
Perrytown	3,063.41	2,791.54	Carlisle	18,475.78	26,682.21	London	12,987.87	13,353.23	Winslow	5,061.63	6,706.48
Washington	2,027.25	1,618.18	Coy	801.12	1,343.38	Pottsville	35,476.01	18,348.07	White County	984,307.51	907,480.67
Hot Spring County	262,115.12	276,318.69	England	23,574.56	34,927.76	Russellville	349,009.96	341,871.69	Bald Knob	38,305.00	44,354.64
Donaldson	2,120.91	2,628.19	Humnoke	2,369.97	3,242.63	Prairie County	40,497.11	37,054.77	Beebe	96,721.11	68,120.98
Friendship	1,240.13	1,660.76	Keo	2,136.31	2,721.49	Biscoe	3,357.80	3,915.22	Bradford	10,035.72	11,054.12
Magnet Cove	35.23	3,652.06	Lonoke	35,424.43	49,646.98	Des Arc	15,882.49	15,899.42	Garner	3,755.13	3,924.21
Malvern	72,702.69	72,702.69	Ward	33,939.02	29,878.51	DeValls Bluff	5,725.84	6,440.37	Georgetown	1,639.56	1,741.02
Midway	2,740.97	2,757.18	Madison County	166,352.56	168,023.75	Hazen	13,579.20	13,464.74	Griffithville	2,975.02	3,620.22
Perfa	1,698.13	927.12	Hindsville	350.95	480.95	Ulm	1,572.52	1,686.18	Higginson	8,211.05	5,223.07
Rockport	5,319.89	6,385.04	Huntsville	13,497.38	13,120.24	Pulaski County	786,811.60	956,957.51	Judsonia	26,695.82	27,386.57
Howard County	316,809.43	292,019.36	St. Paul	650.13	1,045.26	Alexander	3,808.82	3,073.53	Kensett	21,790.35	24,740.40
Dierks	15,520.07	15,114.61	Marion County	75,667.90	82,028.53	Cammack Village	12,394.80	14,849.43	Letona	3,371.69	2,777.35
Mineral Springs	16,547.44	15,532.42	Bull Shoals	13,035.82	15,430.50	Jacksonville	457,768.38	534,579.59	McRae	9,017.61	9,133.46
Nashville	63,381.61	59,942.36	Flippin	9,058.22	10,469.59	Little Rock	3,123,296.02	3,272,468.38	Pangburn	7,946.60	9,036.74
Tollette	3,287.57	3,981.42	Pyatt	1,477.39	1,951.96	Maumelle	276,994.74	188,646.77	Rose Bud	6,373.15	5,927.77
Independence County	498,494.54	506,971.25	Summit	4,037.76	4,521.14	North Little Rock	1,005,528.18	1,079,898.66	Russell	2,856.02	3,150.42
Batesville	123,013.64	123,076.26	Yellville	8,048.78	10,122.40	Sherwood	476,473.56	384,387.67	Searcy	302,235.29	261,540.36
Cave City	1,944.60	807.91	Miller County	665,288.67	412,539.09	Wrightsville	34,117				

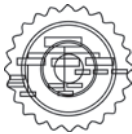
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ASSISTANT FINANCE DIRECTOR—The City of Jacksonville is accepting applications for the position of Assistant Finance Director. Duties include but are not limited to assisting in the preparation of financial statements, the city's annual budget, and payroll/unemployment taxes; oversees year-end closing and AP/AR; directly manages a department of six employees. Successful candidates will have a BA/BS or at least 10 years of accounting experience in lieu of degree. Governmental accounting experience is preferred. Salary up to \$50,000 DOE. Applications may be obtained from City Hall, #1 Municipal Drive or online at www.cityofjacksonville.net. Position open until filled. EOE.

FINANCE DIRECTOR—The City of Siloam Springs is accepting applications for a Finance Director. Under the direction of the City Administrator, this position is responsible for managing and directing the financial affairs of the city including the functions of Accounting, Payroll, Accounts Payable, Utility Billing and Collection, and Treasury Management. This position is further responsible for the preparation and administration of the municipal budget and annual audit process. This position requires a minimum of a Bachelor's Degree in Financial Management. Certification as a CPA or CGFO are preferred but not required. The successful candidate's background should include five years or more of financial management experience in a municipal entity with significant supervisory or management experience. Applicants must possess a valid driver's license and submit to a background check. The City of Siloam Springs respectfully requests that only qualified applicants meeting the above requirements apply for this position. The city requires a completed application be submitted for all positions. Applications are available at City Hall, 400 N. Broadway, Siloam Springs, AR, or can be accessed online at www.siloamsprings.com. Salary Range: \$65,289 - \$84,816. The city offers a generous benefit package including, but not limited to medical, dental, vision, LTD, 457 Deferred Compensation, vacation and sick leave. For further information, including a copy of the complete job description, please call 479-524-5136 or email humanresources@siloamsprings.com. We are an Equal Opportunity Employer. Closing Date: Open Until Filled.

FOR SALE—1990 E-One Ford Pumper with 3208 Cat Diesel Engine and Allison automatic transmission. Unit has a 1,000-gallon tank with a 1,250 GPM Hale pump. Truck has approximately 12,800 miles on it and is in superior condition. Equipped with insta-chains, a Hale 5,000 watt gas generator, a four-inch over-the-top fast fill and a booster line. Also includes three sections of six-inch flex lightweight suction hose, eight SCBA mounting brackets, axes, pike poles, ladders and fold-up wheel chocks. Asking \$60,000. For more information contact city of Lakeview, 870-431-8744.

FOR SALE—The town of Moro will accept bids beginning Oct. 15 on a 1959 Ford C-850 cab-over fire truck with 750 GPM pump, 750-gallon steel tank and PTO pump for redline. Item may be viewed at Moro Fire Department by appointment. Call 870-768-4600 for more information. Moro reserves the right to reject any or all bids.

MAUMELLE CIVIL SERVICE EXAMS—Civil Service exams for the position of entry level police officer and firefighter will be given on Saturday, Jan. 21, 2012. To qualify one must be a U.S. citizen; be between the ages of 21 and 35 on the date of exam; be able to pass a background check, drug test and physical exam; possess a HS diploma or equivalent; and possess a valid Arkansas DL. Beginning salary is \$30,334 plus excellent employee benefit package.

Applications will be accepted between Monday, Nov. 28, 2011, and Tuesday, Jan. 10, 2012. A completed City of Maumelle application is required. Applications may be obtained at the city's website, www.maumelle.org, or from the city's Human Resources Office. No applications will be accepted after 5 p.m. on Tuesday, Jan. 10, 2012, regardless of post mark date or any other form of verification that the application was sent prior to the deadline.

EOE. Minority, Women, and disabled individuals are encouraged to apply. This ad is available from the Title VI Coordinator in large print, audio, and in Braille at 501-851-2784 Ext. 233 or email vernon@maumelle.org.

Central Baptist College is offering tutorial classes to assist applicants preparing for taking the fire and police exams. The cost is less than \$60. For information contact Lisa Padgett, CBC Office of Admissions, at 501-329-6872 Ext. 168.

WATER - SEWER UTILITIES DIRECTOR—The city of Mountainburg is accepting applications for the position of City Utilities Manager. Position will oversee all operations of the city water distribution system and wastewater system. Requirements include Class 2 wastewater certification and Class 2 water distribution certification for the state of Arkansas. Benefits include salary, health insurance compensation, paid sick leave, paid holidays, and annual paid vacation. Please send complete resume including experience record to Mayor Ralph Bryant, P.O. Box 433, Mountainburg, Arkansas 72946

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