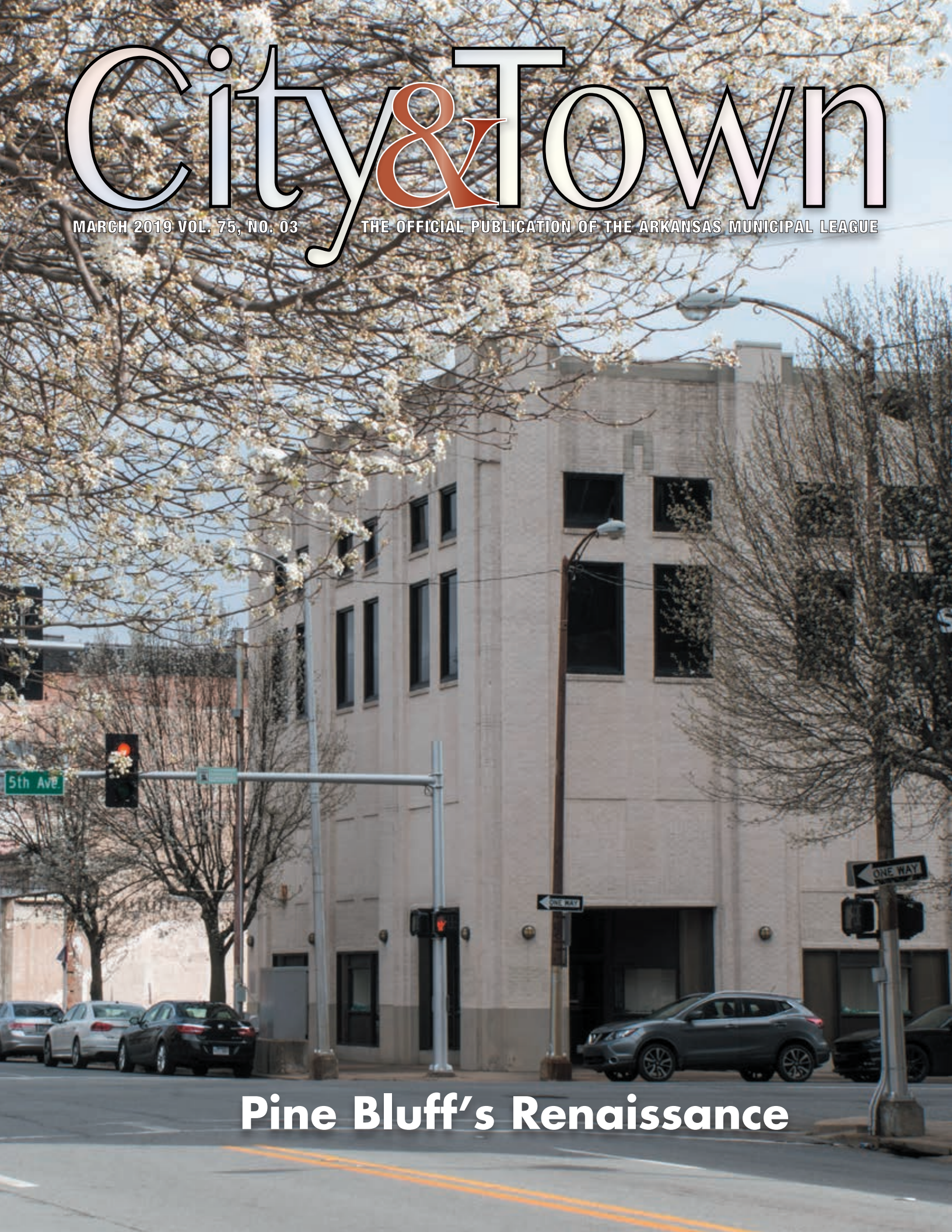


City & Town

MARCH 2019 VOL. 75, NO. 03

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



Pine Bluff's Renaissance

How do you think new money becomes old money?



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Cover photo by Andrew Morgan.



ON THE COVER—Through strong public-private partnerships and initiatives like Go Forward Pine Bluff and Pine Bluff Rising, this once shining Delta hub city is making moves to regain what has been lost, and a substantial federal Challenge Grant could help bolster their progress. Read about the city’s efforts starting on page 6. Read also about a group of African-American mayors who have made historic firsts, HR’s role in ADA compliance, and more. And the League’s 85th Convention is just around the corner. Registration opens March 15. Get the details inside on page 26.—atm

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On Feb. 21, both chambers of the 92nd General Assembly of the Arkansas Legislature took a moment to honor the legacy of the late Don Zimmerman, the League’s longtime leader.

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Dear Friends,
Meetings, travel, reports, more meetings.... It seems like March is one of the busiest times of the year for work. Spring is around the corner and our annual financial reports are due before the end of the month. I'm putting the finishing touches on my state-of-the-city report and will be handing it out to our city council on March 25, and I have a lot to report on.

We have four different multi-million-dollar construction projects going on in downtown Argenta with a couple more planned to start by the summer. We're exploring some much-needed improvements at our airport, and our citywide street overlay program grew 300 percent this year with new sales tax revenue. We've been busy and hope to remain that way for some time. As my staff always hears me say, "If you're standing still, you're falling behind."

League staff has been working hard, pulling double duty these past few months. They are maintaining all the usual day-to-day activities and assistance for our members in addition to keeping track of the Legislature and the thousands of bills that are moving through the Capitol. I am always amazed at how efficiently and expertly they take care of our organization.

Speaking of our state lawmakers, remember to stay in contact with your legislators and stay informed about the issues we are tracking as a League. There is some great information to be found on the League's website, arml.org. Check out the Legislative Action Center under Resources for all the latest updates.

I will be attending the National League of Cities Congressional City Conference March 10-13 in Washington, D.C., and I hope to see some of you there. Next up, the registration will open 8:00 a.m. March 15 for our 85th Convention in Little Rock. It's a can't-miss, so keep an eye out for your first chance to sign-up!

Sincerely,



Joe A. Smith
Mayor, North Little Rock
President, Arkansas Municipal League



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Pine Bluff gets boost in applying for economic development grant

The Delta city will receive technical assistance in applying for the U.S. Economic Development Administration's competitive Challenge Grant program.

By Andrew Morgan, League staff

Pine Bluff learned in February that it is one of nine cities in the nation selected to receive technical assistance in applying for up to \$750,000 in grant funding from the U.S. Economic Development Administration's i6 Challenge Grant program. The Administration has \$21 million in funding available for fiscal 2019 to assist smaller cities in developing centers for innovation and entrepreneurship.



Mildred Franco is executive director of The Generator, the innovation hub powered by Go Forward Pine Bluff. Challenge Grant funding would allow the hub to create a permanent home.

That's where Go Forward Pine Bluff comes in. The corporation, funded partially by a five-eighths-cent sales tax, is a major economic development partner with the city that has created a broad-based redevelopment plan. The Generator, an innovation hub that is one of the main pillars of Go Forward Pine Bluff, is now working to secure the Challenge Grant funding.

Mildred Franco, executive director of The Generator, said Pine Bluff plans to apply for \$500,000 through the Challenge Grant program. The money would fund the renovation of the three-story building at Fifth Avenue and Main Street that

once was the Merrill Civic Center. It's a very competitive grant program, and what the city and Go Forward Pine Bluff will be able to accomplish will depend on the amount granted, she said.

"We want to secure the funding first, and then based on the funding I have a plan A, plan B, and plan C," Franco said. "So that funding determines where we'll land as far as the plan. The last thing we want is to go into something and be in the red. It's important that we are very mindful and very good stewards of the money."

The amount of funding will determine how much renovating they will be able to accomplish at the outset and how many staff members they will be able to hire, she said. The plan is to have someone to run a maker's studio, a digital facilitator, and a programmer and coder, and for these personnel to teach and run workshops in their areas of expertise.

The building would also feature communal working spaces, meeting rooms, a coffee bar, and other amenities designed to bring the entrepreneurial community together to learn, collaborate, or just socialize.

"The idea is to help them figure out where their ideas are going and if they have any traction, and if they don't



The Merrill Civic Center at 5th Ave. and Main in downtown Pine Bluff could soon be the hub of entrepreneurship in the city.



Construction has begun on Pine Bluff's new main library, which city leaders believe will help continue downtown's rebirth.

have traction, why? What do they have to do to make sure they do have traction?"

The digital economy touches every type of business, Franco said, whether that business is a "tech" business or not.

"If you are not participating in the digital economy, then you are falling behind," she said.

For Franco, the potential Challenge Grant funding, coupled with the broad efforts of the Go Forward Pine Bluff campaign, are an exciting opportunity to help restore Pine Bluff as a hub, both for the Delta region and for black and minority entrepreneurship. She cited an 1899 study by sociologist and civil rights activist W.E.B. Du Bois that showed Pine Bluff as fourth in the nation in black-owned businesses and wealth creation.

Over the past two decades, Pine Bluff has lost more population than any other city in Arkansas, and with that has come a severe, prolonged economic downturn. Despite these struggles, Franco believes the spark of innovation is still there.

"There is a real fiber in the community of entrepreneurship that has not been put to good use, and the community has been very under-resourced, and kind of forgotten," she said.

The Go Forward Pine Bluff campaign has brought the city together in a way she hasn't seen since moving there in 1990, she said.

"With this strategy, the community has come together," she said. "They finally decided they wanted their city back. There's a lot of hope, and there's a lot of community engagement. Everybody wants to be a part of it."

The citizens want to know what the plan is, what progress is being made, and they want to know how they can help, Franco said.

"That has been very refreshing to see."

While the revitalization of downtown has a long way to go, progress is being made, one building at a time. Nonprofit group Pine Bluff Rising is at work restoring the historic Hotel Pines. Two blocks away, construction has started on the city's new main library. Across from city hall and the convention center, Pine Bluff's new aquatic center is nearing completion.

"It's exciting to see the small wins that we've had so far," Franco said.

Mayor Shirley Washington is also excited about the progress being made and the potential for more with funds

through the Challenge Grant.

"I believe that this is the moment for Pine Bluff's renaissance," Washington told *City & Town*. "Our city is working together with a spirit of unity to honor our proud past and build a future where no one is left behind. I'm honored to serve at this important moment in our history and look forward to the great things we will create together."

For the mayor, who is a former teacher, engaging the city's young people is an integral part of moving forward, and the new library, aquatic center, and The Generator innovation hub will each contribute to that goal.

"I believe that these projects will give our youth and every member of our community the opportunity to reach their full potential," Washington said. "The grant would give us the opportunity to support Pine Bluff entrepreneurs and community members in rebuilding our city." 🏛️



Renovation of the historic Hotel Pines is another piece of the revitalization efforts.

Legislators honor Don Zimmerman

Legislators in both chambers of the Arkansas Legislature took a moment on Feb. 21 to honor longtime Arkansas Municipal League Executive Director Don Zimmerman, who died in June 2018 after more than 50 years of service to the cities and towns of Arkansas. Don's wife, Jan; their seven grandchildren; and several members of the League staff attended the event in his honor.



Members of the House applaud as the Zimmerman family watches from the gallery.

In the Arkansas Senate, Sen. Keith Ingram called Don one of the greatest champions for cities in the history of the state. He presented a Senate Memorial Resolution to commemorate Zimmerman. It read, in part, "Now therefore, be it resolved by the Senate of the Ninety-Second General Assembly of the State of Arkansas: That the Senate remembers and honors Mr. Don Zimmerman for his longtime service to the cities and towns of Arkansas and for his contributions to the betterment of our great state."

In the House, Representatives Jack Ladyman and Lane Jean, each a former mayor, shared their memories of working with Don and the importance of the League in assisting them as mayors and the cities and towns of Arkansas. 🏛️



Sen. Keith Ingram, at podium, honors the late Don Zimmerman in the Arkansas Senate on Feb. 21.



Jan Zimmerman, left, with her grandchildren in the gallery of the Arkansas House of Representatives.



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Panel of African-American mayors share their experiences

By Andrew Morgan, League staff

Four of Arkansas's history-making black mayors shared their thoughts on leadership and the importance of representation at a Feb. 25 panel discussion at the Clinton Presidential Center in Little Rock. El Dorado Mayor Veronica Smith-Creer, Fort Smith Mayor George McGill, Little Rock Mayor Frank Scott Jr., and Pine Bluff Mayor Shirley Washington participated in the well-attended event, organized by the Clinton School of Public Service as part of its celebration of Black History Month. Former Little Rock Mayor Lottie Shackelford moderated the discussion.



Former Little Rock City Director/Mayor Lottie Shackelford, right, moderates a panel of African-American mayors Feb. 25 at the Clinton Presidential Center in Little Rock.

Three of the four mayors—Smith-Creer, McGill, and Scott—were elected in 2018 and each is the first popularly elected black mayor in their cities (Little Rock has had two black city directors to serve as mayor, Shackelford and Charles E. Bussey, who were appointed by their fellow directors). Pine Bluff's Washington, who was elected in 2016, is the first black woman to be elected mayor of her city.

Strides were made across the country in 2018 with the election of more women, African-Americans, and other minorities, and "Arkansas is on the map," Shackelford said. She noted that the new mayors shared a common thread in their campaigns of seeking to bridge divides, racial, economic, or otherwise. Each mayor on the panel shared the significance of achieving a "first" in their cities, and what inspired them to run for mayor.

A lack of unity in Pine Bluff was the driving force behind Washington's decision to run, she said.



Pine Bluff Mayor Shirley Washington.

"When I saw a need in my city to bridge that gap, I just stepped forward and said I have to do this," Washington said.

Her campaign mantra was "one Pine Bluff, stronger together."

"I still stand on that today," she said.

For McGill, a former state representative, he saw an opportunity for his leadership style to make a difference in Fort Smith, and he received broad support. His election night victory party was a surreal experience, he said.



Fort Smith Mayor George McGill.

"Looking at three or 400 people, it was the most beautiful mosaic I'd ever laid my eyes on," McGill said. "There were white people, the Latino community, the Asian community, the African-American community... they were all there. I could see the expressions on their faces, which told me that they were excited about the future of Fort Smith."

Where Pine Bluff's black population is about 78 percent, El Dorado's is about half, and Little Rock's is about



Little Rock Mayor Frank Scott Jr.

42 percent black, Fort Smith’s population is less than 10 percent black.

“It was a very humbling experience that they selected me to be the face and the voice of our city,” McGill said.

A passion for public service and a drive to serve all facets of Little Rock’s citizenry inspired Scott’s run for mayor, he said. He was also driven by the sense that his and others’ voices weren’t being heard, even when he was “connected” and had a seat at the table.

“After a number of years, I was being invited to the table and asked for my opinion and perspective,” Scott said, “and then I quickly realized that my opinion and perspective was just to check a box. After three or four pretty huge occasions of realizing that I wasn’t being listened to, it became frustration, and so then it was, why not?”



El Dorado Mayor Veronica Smith-Creer.

For Smith-Creer, one of her goals is to be a true public servant, and part of that is being accessible and visible in the community, she said.

“After the election was over, the next week was Education Week, and I was asked to go to many of the elementary schools. When I got to one of them, one of the young girls—I believe they were third graders—she walked into the room and said, ‘I know who she is. She’s the mayor!’ That was rewarding,” Smith-Creer said. 🏛️



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19th Delta Byways award winners included, from left, Kim Liston, Robert Murray, JoAnn Kines (hidden), Renee Robison, Munnie Jordan, Mary Melton, Jim Jackson, Terri McCullough, Pat Audirsch, Joe St. Columbia, Tyler Dunegan, Carol Bulloch, Tess Pruet, Marcel Hanzlik, Robert Zenanko, and Ann Moore.

19th Delta Awards celebrate tourism achievements

The 19th annual Delta Awards recognizing tourism achievement in Eastern Arkansas were presented during festivities Friday evening, Feb. 15 at the Grand Prairie Center in Stuttgart. The event was sponsored by Arkansas Delta Byways with support from the City of Stuttgart and the Grand Prairie Center.

Arkansas Delta Byways is the nonprofit association recognized by the Arkansas Department of Parks and Tourism as the official tourism promotion association for 15 counties in Eastern Arkansas, including Arkansas, Chicot, Clay, Craighead, Crittenden, Cross, Desha, Drew, Greene, Lee, Mississippi, Monroe, Phillips, Poinsett, and St. Francis counties.

Finalists for the awards were as follows, with the winner designated by an asterisk:

Media Support:

- Delta Crossroads Magazine*, All counties
- Mary Melton, ASU, All counties
- Osceola Times, Osceola, Mississippi County

Hospitality:

- Bull Pen Restaurant, DeWitt, Arkansas County
- * The Grand Prairie Center, Stuttgart, Arkansas County
- Madpie's Tea Room and Shoppes, Piggott, Clay County

Entrepreneur:

- The Delta Consortium for Arts and Innovation, Lake Village, Chicot County
- Didly's Marketplace, McGehee, Desha County
- * Larry and Beth Taylor, Brinkley, Monroe County

Tourism Support/Promotional:

- * Mississippi River Parkway Commission-Arkansas, All Counties
- Mississippi River State Park, "No Boundaries Day Camp," Marianna, Lee County
- Piggott Heritage Group, Piggott, Clay County

Festival/Event:

- Downtown Jonesboro BBQ Festival, Craighead County
- * King Biscuit Blues Festival, Helena, Phillips County
- World Champion Duck Calling Contest, Stuttgart, Arkansas County

Boot Strap:

- * Mississippi County Museum, Osceola
- Paragould Christmas Parade, Greene County
- Stars and Stripes Festival Committee, Tyrnza, Poinsett County

Cultural Heritage:

- * Hampson Archeological Museum and state Park, Wilson, Mississippi County
- Delta Cultural Center, "Over Here and There: The Sons and Daughters of Arkansas Delta at War," Helena, Phillips County
- Sultana Exhibit, Marion, Crittenden County

Outstanding Member:

- * Jim Jackson, West Memphis, Crittenden County

Tourism Person of the Year:

- * Munnie Jordan, Helena, Phillips County

Arkansas Delta Byways also presented longtime Director Dr. Ruth Hawkins with a Lifetime Achievement Award during the ceremony. Hawkins plans to retire later this year.



Dr. Ruth Hawkins, left, receives a Lifetime Achievement Award for her longtime support of Delta tourism.

Arkansas Delta Byways is located on the Arkansas State University campus in Jonesboro and receives administrative support through Arkansas State University's Arkansas Heritage Sites Office. For more information, contact Arkansas Delta Byways at (870) 972-2803. 🏛️

A graphic featuring a compass rose with the word "GROWTH" written in large, bold, red letters across it. The compass needle points towards the top right. The background is a dark, textured surface.

"The greatest thing in this world is not so much where we stand as in what direction we are moving."
— Goethe

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The logo for Hawkins Weir Engineers, Inc. features the letters "HW" in a stylized, bold font. The "H" is blue and the "W" is green. To the right of "HW" is the text "HAWKINS WEIR" in a serif font, with "ENGINEERS, INC." in a smaller sans-serif font below it.

Keep Arkansas Beautiful invites Arkansans to clean up their communities this spring

As part of the annual Keep America Beautiful Great American Cleanup, the Keep Arkansas Beautiful Commission (KAB) invites Arkansans to organize or volunteer in a local cleanup between March 1 and May 31.

The Keep America Beautiful Great American Cleanup in Arkansas, organized and promoted statewide by KAB, is an annual spring cleanup event when communities focus on local beautification efforts in advance of Arkansas's tourism season. Cleanup events enhance a community's roadsides, waterways, parks, and neighborhoods by picking up litter, planting flowers, removing bulky waste, recycling materials, and improving overall appearance.

"Littering is illegal in Arkansas, and it is ugly and unhealthy. We want Arkansans to no longer tolerate littered places," said Liz Philpott, volunteer program manager at KAB and statewide cleanup coordinator. "KAB is committed to fostering behavior change and new attitudes to make littering socially unacceptable. We advance that change through volunteer activities and educational outreach, such as statewide cleanup efforts."

During the 2018 Great American Cleanup in Arkansas, events were registered in 67 counties where 7,215 volunteers picked up nearly 134,000 pounds of litter and collected more than 5.5 million pounds of bulky waste from 949 miles of roadside and 174 miles of waterway. Volunteers also cleaned up more than 4,000 acres of parks and public areas and recycled nearly 250,000 pounds of electronics.

Communities and groups are invited to sign up to organize a local cleanup this year at bit.ly/KABSignUp. Cleanup organizers can use KAB's free, print-ready promotional items to help recruit volunteers and learn how to organize a cleanup. Resources are available at bit.ly/KABClean. Volunteers can find local cleanups on the calendar of events at bit.ly/KABevnt. The Great American Cleanup in Arkansas runs March through May. 🏠



Certain municipal officials in first class cities may opt out of APERS

The Arkansas Public Employees Retirement System (APERS) provides cities with the opportunity to cover its employees and officials (Ark. Code Ann. § 24-4-303). The law states generally that the mayor and clerk "shall become participating employees upon taking office." On the other hand, the statute permits mayors and clerks of first class cities to opt out of APERS in order to participate in the local retirement plans provided for in Ark. Code Ann. §§ 24-12-121 and 24-12-123.

In order to make this election, the mayor or clerk must provide written notice to APERS within 90 calendar days of the date the official assumed office. Once made, this choice is irrevocable. Any employer contributions previously made on behalf of an official who elects not to participate will be refunded to the city and the official will forfeit service credit in the system.

Newly elected city attorneys or city treasurers in cities of the first class who are otherwise covered by a local pension fund may also take advantage of these provisions.

To contact APERS, call (501) 682-7800 or visit www.apers.org. 🏠

Barbara Blackard

for IIMC Vice President

The Natural Choice from the Natural State!

- Serving for 24 years and counting as City Clerk/Treasurer for City of Clarksville, Arkansas, Barbara was elected in 1994.
- Has proudly served the Arkansas Municipal League on Advisory Council and Executive Committee for over 20 years.
- Served as Region IV District Director on the IIMC Board from 2008-2011.
- Served three terms as President for the Arkansas City Clerks, Records and Treasurers Association.
- Designated Master Municipal Clerk in 2008.
- Arkansas Clerk of the Year in 2003.
- Designated Certified Municipal Clerk in 1998.

#VoteBarbaraBlackard for Vice President of IIMC!

VoteBarbaraBlackard.com



#VoteBarbaraBlackard



To date, 429 of Arkansas's 500 cities and towns have received a State Aid Street grant. Are you one of the 71 cities and towns that haven't applied? If so, the time to apply is now.



The State Aid Street Committee will soon be awarding grants for street projects in 2020. Since inception, this program has awarded 507 projects for a total of \$116.4 million in project funding. Additionally, improvements have been made to 635.3 miles of streets in cities and towns across Arkansas.

Apply today to improve your hometown's streets at citystreet.arkansas.gov.

NLC's Institute for Youth, Education and Families helps improve local outcomes

By Mark Stodola

One of the many benefits of your city's membership in the Arkansas Municipal League is it also gives you full membership in the National League of Cities (NLC) and its wide array of educational tools, services, and program areas.



The long-running Sunset Tigers football team in Little Rock is a great example of successful youth engagement in underserved communities.

One of the major program areas of the NLC is the NLC's Institute for Youth, Education and Families (YEF). The Institute offers numerous resources and materials for local leaders who are committed to seeking new and improved outcomes for young people in cities and towns of all sizes.

With an excellent and committed staff led by Executive Director Clifford Johnson, the YEF Institute can provide you with expertise on a variety of initiatives—everything from developing improved early childhood and school-age programs, to expanded learning options, to recognizing the social determinants of health in your community that you as a municipal leader have control over. We all know the importance of effectively operating our parks and recreational activities and the importance of safely managing our water and sewer systems. Having safe and creative afterschool programs for our children is also critical to the ultimate safety of our cities. The YEF Institute has programs, research, webinars, and staff to assist you with virtually any project or program you want to develop or expand in your city.

The YEF Institute engages mayors and city leaders wishing to develop promising practices and innovative approaches to improve the health outcomes of your citizens where they live, learn, work, and play. This is critically important when you recognize the vast percentage of your school-age children who are eligible for free or reduced lunch programs at school.

The YEF Institute has also done extensive research on disconnected youth and adults ages 18-24, also known as “opportunity youth.” They have a host of information available on implementing programs that provide cities with tools and support to de-escalate and reduce the use of juvenile detention for our young people and suggest alternatives that provide meaningful lessons about respecting people and the community.

As we know, these opportunity youth, while not a large number of our population, can impact all the positives our cities have. By learning how to build collaborative systems with law enforcement and social service professionals, the YEF Institute can help you learn how to make better use of your limited community resources resulting in improved outcomes for the future leaders of your community.

These are just a few of the programs and resources the NLC provides to you through the YEF Institute. They can also provide you with research and resources on nutrition programs to address food insecurity issues, a very vexing problem for Arkansas communities, and they can help you connect with a range of federally funded initiatives.

Of course this column just touches on one of more than 21 NLC programs and initiatives that are important to our work as city officials, so I encourage you to make plans now to attend an upcoming NLC conference. If you missed the Congressional City Conference, March 10-13 in Washington, D.C., consider planning to attend the annual City Summit this fall. It will be held Nov. 20-23 in San Antonio.

In the meantime, check out the resources that are available to you on the NLC website, nlc.org. Whether you want to improve early childhood success or learn about innovative afterschool programs, or you simply want to discuss your challenges as a municipal leader with peers from across the country, the YEF Institute has all the necessary resources at your fingertips.



Mark Stodola was mayor of Little Rock from 2007-2018 and president of the National League of Cities in 2017-2018.



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

Manage your municipal property coverage needs online at www.arml.org/mpp. Members can make changes to their municipal policy, add/delete properties and file and view claims. Create an MPP interactive account by emailing mpp@arml.org your:

- City Name and/or Account Number
- First and Last Name
- Phone Number



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



Visit the Municipal Vehicle Program's New Interactive Full Service Web Portal:

www.arml.org/mvp



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

- City Name and/or Account Number
- First and Last Name
- Phone Number

Human Resources' role in ADA accommodations

By Tracey Pew, League staff

Title I of the Americans with Disabilities Act (ADA) requires an employer with 15 or more employees to provide reasonable accommodation to qualified applicants and employees with a disability unless an employer can demonstrate that doing so creates an undue hardship on the employer. But what is the role of Human Resources (HR) regarding accommodations for employees with disabilities?

An organization's HR professional must become familiar all laws that apply to an accommodation situation with a keen understanding that the ADA, the Family and Medical Leave Act (FMLA), and workers' compensation laws may intersect. This may make coordinating leave challenging. When possible, it is always advisable to consult your city attorney for guidance.

HR is responsible for posting required disability anti-discrimination notices. If you purchase a multi-faceted federal law poster, this notice is usually included. If you do not have the multi-faceted poster, it can be found online at www1.eeoc.gov/employers/poster.cfm.

One of the most important parts of HR's role in ADA compliance is developing comprehensive job descriptions that establish the essential functions of a job through a thorough job analysis. This lays the foundation of the physical and mental attributes that are required to perform a given position in addition to the knowledge, skills, and abilities needed. A detailed job description will lend guidance to the accommodations that can be made to accomplish the essential functions of a job.

HR is also instrumental in developing ADA accommodation policies and procedures. These policies and procedures should include how to:

- **Ascertain the need for an accommodation.**

Employers should determine when accommodations are necessary, either by the employee personally making an accommodation request, an employee's representative making the request, or when the need for an accommodation becomes obvious to the employer.

- **Ascertain the employee and employer's legal rights and responsibilities.** An employer must determine whether an employee's condition qualifies as a protected disability under the ADA or comparable state law. If uncertain, it is wise to err on the side of deeming the condition as a protected disability rather than risk legal repercussions.

- **Engage in an interactive process with the employee regarding a reasonable accommodation.** Open communication between all parties is a must.
- **Determine what accommodations are required.** Accommodations are as varied as the individuals themselves and may include leave, work schedule adjustments, structural workspace modifications, and more. It is important to understand that the burden is on the employer to comply with the law. In some situations, the need for an accommodation is not apparent and the employer may require medical documentation about the disability or limitation. An employer's request for medical documentation should be specific and restricted to documentation related to an employee's disability only.
- **Determine whether an accommodation is reasonable.** This determination is based not only on the financial burden to an organization, but also on how extensive or disruptive an accommodation might be. In addition, an employer must consider the health and safety of other employees, customers, or the public. This assessment should be done on a case-by-case basis.
- **Monitor the process.** The entire process outlined above should be continually checked and documented.

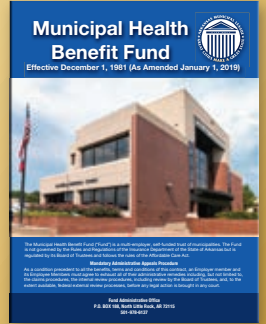
ADA compliance is essential to an organization. HR's role includes being responsible for participating in the entire ADA process pursuant to an organization's policies and protocols, including maintaining detailed documentation. HR should be prepared to act as a facilitator between all parties, and to be objective while gathering factual data on which decisions will be based. Because there are legal ramifications, it is always a good practice to include an organization's legal counsel in the ADA process. More information and technical assistance on the Americans with Disabilities Act can be found at www.ada.gov.



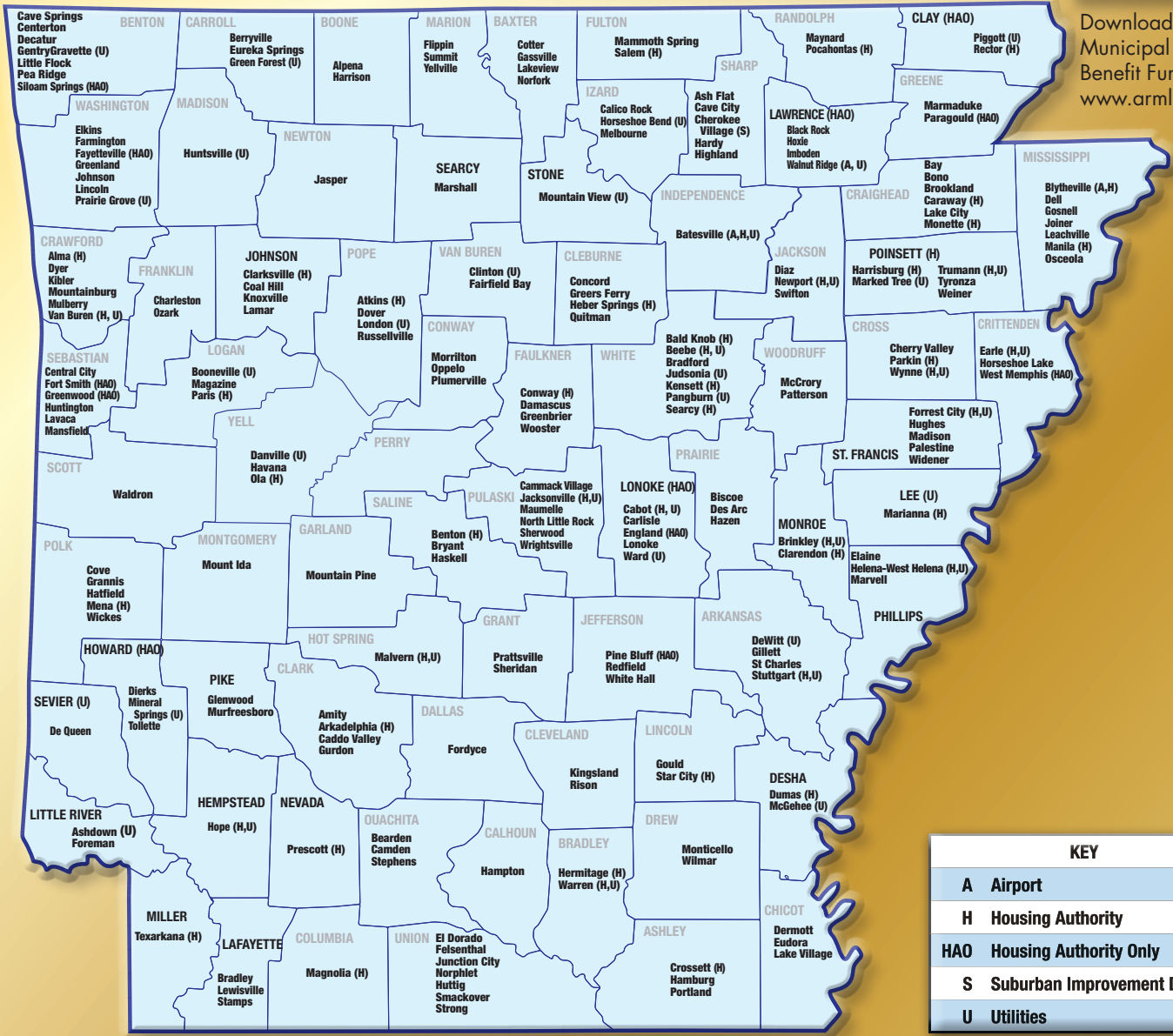
Tracey Pew is director of human resources of the Arkansas Municipal League. Contact Tracey at (501) 374-3484 Ext. 111, or email tpew@arml.org.

Check out the Municipal Health Benefit Fund. MHBF provides coverage to 406 entities. And that number is growing!

For further information, call **(501) 978-6137**.



Download the Municipal Health Benefit Fund booklet at: www.arml.org/mhbf



Barton-Lexa Water Association	Phillips County	Ladd Water Users Association	Pine Bluff	Northwest AR Conservation Authority	Rogers
Beebe Housing	Boston Mountain Solid Waste	Lakeview Midway Public Water	Lakeview	Ozark Regional Transit	Ozark
Crossett Economic Dev. Foundation	Crossett	Lee County Water Association	Marianna	SE AR Economic Development District	Pine Bluff
Central Arkansas Planning & Development District	Lonoke	Local Police & Fire Retirement System	Little Rock	Sevier County Water Association	De Queen
Eighth Judicial Drug Task Force	De Queen	Magnolia Regional Medical Center	Magnolia	Southwest White County Water	White County
Fifth Judicial District Prosecuting Attorney	Russellville	Mena Regional Health System	Mena	Thirteenth Judicial District Drug Task Force	Camden
Fifth Judicial District	Russellville	Monticello Economic Development Commission	Monticello	Upper SW Regional Solid Waste Management District	Nashville
Gillham Lake Regional Water Association	Gillham	Montgomery County Nursing Home	Mount Ida	Waldron Housing Authority	Waldron
Grand Prairie/Bayou Two Water	Lonoke and Prairie Counties	NE AR Region Solid Waste Management District	Paragould	Walnut Ridge Airport	Walnut Ridge
Holiday Island Suburban Improvement District	Carroll County	North Little Rock - Sewer/Waste Water	North Little Rock	White River Regional Housing	Melbourne
Horseshoe Bend MRID	Horseshoe Bend	Northeast Public Water	Mountain Home	Yorktown Water Association	Star City

Annual Statements

The suggested **FORM A** is for use by cities of the first class, second class, and incorporated towns to comply with 14-59-116.

Form A

City or Town of _____
 (Cities of the first class, second class, and incorporated towns)
 Financial Statement January 1, 2018—Dec. 31, 2018

GENERAL FUND

Balance January 1, 2018	\$ _____
Cash Receipts	
State Revenues	\$ _____
Property Taxes	\$ _____
Sales Taxes	\$ _____
Fines, Forfeitures, and Costs	\$ _____
Franchise Fees	\$ _____
Transfers In	\$ _____
Other	\$ _____
Total Receipts	\$ _____
Total General Fund Available	\$ _____
Expenditures	
*Administrative Department:	
Personal Services	\$ _____
Supplies	\$ _____
Other services and charges	\$ _____
Capital Outlay	\$ _____
Debt Service	\$ _____
Transfers Out	\$ _____
Total Expenditures	\$ _____
Balance General Fund Dec. 31, 2018	\$ _____

STREET FUND

Balance January 1, 2018	\$ _____
Cash Receipts	
State Revenues	\$ _____
Property Taxes	\$ _____
Sales Taxes	\$ _____
Franchise Fees	\$ _____
Transfers In	\$ _____
Other	\$ _____
Total Street Receipts	\$ _____
Total Street Fund Available	\$ _____
Expenditures	
Personal Services	\$ _____
Supplies	\$ _____
Other services and charges	\$ _____
Capital Outlay	\$ _____
Debt service	\$ _____
Transfers out	\$ _____
Total Expenditures	\$ _____
Balance Street Fund Dec. 31, 2018	\$ _____

The classification of expenditures shall be by department, i.e., administrative, police department, fire department, parks department, etc.

INDEBTEDNESS

Type of Debt	Amount	Date Last Payment Due
Property Tax Bonds	\$ _____	_____
Short term financing obligations	\$ _____	
Sales & Use Tax Bonds	\$ _____	
Revenue Bonds	\$ _____	
Lease Purchase Agreements	\$ _____	
		Date Free of Debt

Total	\$ _____	

All financial records for the City of _____ are public records and are open for public inspection during regular business hours of ___ A.M. to ___ P.M., Monday through Friday, at City Hall in _____, Arkansas.

If the record is in active use or in storage and, therefore, not available at the time a citizen asks to examine it, the custodian shall certify this fact in writing to the applicant and set a date and hour within three (3) days at which time the record will be available for inspection and copying.

Municipalities must publish annual financial statement


The time is rapidly arriving for the annual reporting of each city and town's financial statement. Refer to the *Handbook for Arkansas Municipal Officials*, 2017-18 ed., section 14-59-116 and section 14-237-113.

Ark. Code Ann. § 14-59-116 provides that the governing body of each municipality shall publish annually in a newspaper published in the municipality a FINANCIAL STATEMENT OF THE MUNICIPALITY by April 1 covering the previous calendar year (January through the end of December).

The financial statement should include the receipts and expenditures for the year. In addition, it should contain "a statement of the indebtedness and financial condition of the municipality."

Section 14-237-113 provides similar publication requirements for the operating authority of the WATER and SEWER DEPARTMENTS. Water and sewer departments administered by one or two commissions must comply with the law. If the water and sewer departments are administered by the city council, then it is the responsibility of the city council to comply with the statute.

What if no newspaper is published in the city or town? In that case, the statements may be posted in two public places in the municipality.

Suggested Forms A and B appear on these facing pages. For additional information, call the League at (501) 374-3484. You can buy a copy of the *Handbook for Arkansas Municipal Officials* at www.arml.org/store. 

The suggested FORM B is for use by water and sewer departments to comply with 14-237-113.

Form B		
City or Town of _____		
Financial Statement January 1, 2018—Dec. 31, 2018		
WATER AND SEWER DEPARTMENTS		
Balance January 1, 2018	\$ _____	
Cash Receipts		
Water Payments	\$ _____	
Sewer Payments	\$ _____	
Sanitation Funds	\$ _____	
Other	\$ _____	
Total Receipts	\$ _____	
Total Funds Available	\$ _____	
Expenditures		
Personal Services	\$ _____	
Supplies	\$ _____	
Other services and charges	\$ _____	
Capital Outlay	\$ _____	
Debt Service	\$ _____	
Transfers Out	\$ _____	
Total Expenditures	\$ _____	
Balance Water and Sewer Fund Dec. 31, 2018	\$ _____	
INDEBTEDNESS		
Type of Debt	Amount	Date Last Payment Due
Short term financing obligations	\$ _____	_____
Water Revenue Bonds	\$ _____	
Sewer Revenue Bonds	\$ _____	
		Date Free of Debt

Total	\$ _____	
All financial records of the Water and Sewer Department of (City or Town) of _____ are public records and are open for public inspection during regular business hours of ____ A.M. to ____ P.M., Monday through Friday, at the Water Department in _____, Arkansas.		
If the record is in active use or in storage and, therefore, not available at the time a citizen asks to examine it, the custodian shall certify this fact in writing to the applicant and set a date and hour within three (3) days at which time the record will be available for inspection and copying.		

Good stewardship is critical

By Chad Gallagher

The biblical parable of the talent teaches us that when you steward something well you can and will be trusted with additional resources. This is true in every sector of life, and it is especially true for managing grants.

Too often all the focus in the grant world is on securing the grant funds, yet good stewardship of grants received is the best and most assured path toward securing future funds. Conversely, poor stewardship of grant funds can cause a city to lose the funds, be forced to pay back funds already received, and even result in criminal prosecution and negative audits for city officials.

To help ensure your city is stewarding the grants properly there are some things you can do.

1. Conduct a full grant audit.

By either using a third party or by doing so internally, cities should conduct a full review of the grants that have been received in the last five years (or at least all open grants). In doing this review, take each grant and review the requirements of the grant. Did it require a resolution be passed by the city council? What type of reporting is required? Did the grant have conditions regarding certain hearings that must be conducted? Did it require certain public notices be made or require evaluations at certain points after the funding was received. Make a list of all these requirements and document how they were met.

2. Create a grant application requirements protocol.

Too often when a grant writer, department head, or another city employee is applying for a grant they may not make others in accounting, legal, or other departments aware of future requirements that the city will be obligated to meet upon acceptance. In addition, personnel changes and the arrival of new administrations can

cause those responsible for such terms to be unaware of their obligations.

Adopting a process by which the city reviews all grant requirements listed in an application is critical. This becomes a great tool for future compliance efforts. Cities should evaluate each grant and create a master spreadsheet of the obligations it requires so they can be easily tracked thereafter.

The City of Bentonville is a great example of a city we have worked with on this effort. Before applying for a grant, Bentonville engages in a full overview, creates a master list of the obligations it will create for the city, and shares this list of obligations with all relevant municipal employees. Further, upon securing the grant, they continue this diligence to ensure compliance.

3. Self-audit regularly after securing grants.

In order to always be prepared for a granting agency to review the city's compliance with grant terms, it is important for the city to regularly review its own grant programs to determine if the city is meeting all of its obligations as outlined by the terms of the grant received.

Here again, Bentonville is a shining example of taking steps to track and ensure grant obligations and compliance. This will help protect cities, cause cities to improve in grant stewardship, and win the respect and trust of funding entities. If your city is interested in developing such a process, please call on us today and we will gladly help you do so.



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

Foster Heavy Duty Services
 316 Thomas Road
 White Hall AR 71602
 870-247-2670
 1530@ exit 36



Joel or Noel Foster
 870-540-7918
 Commercial Truck
 Sales and Service

Pierce Tanker Pumper
\$49,500



2007 CCC Refuse Sideload, \$69,000



E-one ARFF Crash Truck, nice
\$98,500



2002 Fire Engine \$85,000, pump tested, nice



International Jetter Truck
\$19,500



International KME Pumper 750 Tank
\$29,500



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 and Payroll Software



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To get your FREE guide visit: www.redwingsoftware.com/home/fundguide

ACCRTA scholarships available

The executive board of the Arkansas City Clerks, Recorders and Treasurers Association (ACCRTA) awards scholarships for tuition to attend the Municipal Clerks' Training Institute, the Academy for Advanced Education and the International Institute of Municipal Clerks' annual conference, all of which will enable Arkansas clerks to further educational training.

A scholarship honoring the memory of Bill S. Bonner will be awarded to a first-year attendee in the certification program at the Municipal Clerks' Institute in September 2019. This scholarship covers the registration fee.

Additional scholarships include: four local \$400 scholarships to attend the Municipal Clerks' Institute, Sept. 15-19, 2019, in Fayetteville; one \$400 scholarship for the Academy for Advanced Education,

Sept. 16-17, 2019, in Fayetteville; and one \$400 scholarship to attend the International Institute of Municipal Clerks (IIMC) annual conference, May 19-22, 2019, in Birmingham, Ala.

These scholarships are in addition to the 11 regional scholarships awarded by the IIMC.

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

Andrea Williams, CMC, CAMC
City Clerk, City of Paragould
301 West Court Street
P.O. Box 1175
Paragould, AR 72450

Questions: Andrea.Williams@Paragouldcity.org
 or (870)239-7500.

2019 APPLICATION FOR SCHOLARSHIP ASSISTANCE

I, _____ am a member of the Arkansas City Clerks, Recorders and Treasurers Association and the International Institute of Municipal Clerks, and do hereby apply for assistance from ACCRTA. (Applicant must be a City Clerk, Deputy City Clerk, Recorder, Treasurer or related title at the time of application.)

Name _____ Title _____

Street Address or P.O. Box _____

City, State, Zip _____

Telephone _____ Date assumed present position _____

Other related experience: Title _____ Municipality _____ Years _____

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

Check one: This application is for a ___ First ___ Second ___ Third year Institute

What are the approximate costs of the institute you plan to attend? _____

Travel/Transportation _____ Registration Fee/Tuition _____

Lodging and Meal _____ Total Amount _____

How much does your municipality budget your department yearly for education? _____

What is your reason(s) for applying for this scholarship _____

I understand that if a scholarship is awarded to me, it must be used between Jan. 1, 2019, and Dec. 31, 2019, and that I must attend all sessions.

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

Signature: _____ Date: _____

CHECK THE SCHOLARSHIP FOR WHICH YOU ARE APPLYING:

<input type="checkbox"/>	Municipal Clerks' Institute, Fayetteville	September 15-19, 2019	Deadline: May 31, 2019
<input type="checkbox"/>	Academy for Advanced Education, Fayetteville	September 16-17, 2019	Deadline: May 31, 2019
<input type="checkbox"/>	IIMC Conference, Birmingham, Ala.	May 19-22, 2019	Deadline: April 15, 2019

Disclaimer: ACCRTA will not be responsible for applications that do not reach the chairman by the deadline. Please feel free to call after a few days to be sure your application was received.

ACCRTA seeks nominations for Clerk of the Year

The Municipal Clerk of the Year Award recognizes a member of the Arkansas City Clerks, Recorders, Treasurers Association (ACCRTA) who has made significant contributions to the objectives of the municipal clerks profession and to the improvement of municipal government in Arkansas and the clerks own community.

Qualities are length of service, good relationship with other clerks, interest in education, attendance at national and regional conferences, community volunteer, advancing and supporting the municipal clerks association.

Any municipal official or ACCRTA member may nominate a candidate for Municipal Clerk of the Year for 2019. The finalist will be honored at the 85th Annual Arkansas Municipal League Convention, June 12-14, 2019, in Little Rock.

The deadline for nominations is April 15, 2019.

Requirements for nominees:

- Has been an active ACCRTA member for at least five years
- Holds a city clerk/recorder/treasurer or deputy position
- Is a Certified Municipal Clerk or Certified Arkansas Municipal Clerk
- Provides service to other municipal clerks in the state as the opportunity exists
- Exhibits leadership

Complete the nomination information below and send to:

**Denise Johnston, ACCRTA Vice President
Clerk/Treasurer, City of Batesville
500 East Main
Batesville, AR 72501
cityclerk@cityofbatesville.com.**

Municipal Clerk of the Year 2019 Please Submit the Following Information

NOMINEE'S FULL NAME AND TITLE _____

ADDRESS, CITY, ZIP _____

BUSINESS PHONE _____

NAME OF THE CITY THE MUNICIPAL CLERK REPRESENTS _____

YEARS SERVED AS CLERK, RECORDER, TREASURER OR DEPUTY CLERK AND YEAR APPOINTED OR ELECTED _____

ARKANSAS CITY CLERKS, RECORDERS, TREASURERS ASSOCIATION (ACCRTA) MEMBER YEARS SERVED AND DATE OF MEMBERSHIP _____

ACCRTA OFFICES HELD _____

ACCRTA MEETINGS ATTENDED _____

ACCRTA, IIMC, OR ARKANSAS MUNICIPAL LEAGUE COMMITTEE SERVICE, COMMITTEES SERVED ON AND NUMBER OF YEARS SERVED _____

INTERNATIONAL INSTITUTE MUNICIPAL CLERK (IIMC) PARTICIPATION AT ANNUAL AND REGIONAL MEETINGS _____

IIMC WORKSHOPS (DISTRICT MEETINGS) ATTENDED _____

MUNICIPAL CLERKS INSTITUTE ATTENDANCE (NUMBER OF YEARS AND CLASSES ATTENDED) _____

CERTIFICATION RECEIVED:

IIMC CERTIFIED MUNICIPAL CLERK, IIMC MASTER MUNICIPAL CLERK OR CERTIFIED ARKANSAS MUNICIPAL CLERK

DATE OF CERTIFICATION _____

ARKANSAS MUNICIPAL LEAGUE CONFERENCES ATTENDED _____

EDUCATION PROGRAM PARTICIPATION (INSTRUCTOR, PANEL MEMBER, MODERATOR) _____

COMMUNITY INVOLVEMENT _____

LEADERSHIP ACTIVITIES _____

OTHER ACTIVITIES _____

NAME OF INDIVIDUAL SUBMITTING NOMINATION _____

ADDRESS _____

PHONE NUMBER _____

SIGNATURE _____

DATE _____

NOMINATOR: PLEASE BRIEFLY SUMMARIZE THE REASONS WHY YOU BELIEVE YOUR NOMINEE SHOULD BE SELECTED AS THE 2019 MUNICIPAL CLERK OF THE YEAR.



85th Annual Convention

Marriott Hotel/Statehouse Convention Center, June 12-14, 2019

MONTHS

03

DAYS

00

HOURS

00

Countdown to Convention.

June 12–14 in Little Rock, AR.

See next page for more information.

Register online at www.arml.org.

Contact Whitnee Bullerwell
at (501) 978-6105.

Cost for 10' x 10' exhibit space is \$550.
Cost for Large Equipment Space is \$1,100.

TENTATIVE PROGRAM IN BRIEF

**WEDNESDAY
JUNE 12**

1:00 p.m.-7:00 p.m.
1:30 p.m.-2:30 p.m.
3:00 p.m.-5:30 p.m.
5:30 p.m.
7:00 p.m.

Registration and Exhibit Hall Open
Clerks Meeting
Training Sessions
Resolutions Committee Meeting
Opening Night Reception

**THURSDAY
JUNE 13**

7:00 a.m.-8:45 a.m.
7:00 a.m.-4:00 p.m.
7:30 a.m.-4:30 p.m.
9:00 a.m.-12:00 p.m.
12:00 p.m.-1:30 p.m.
1:30 p.m.-5:30 p.m.
5:30 p.m.-9:00 p.m.

Host City Breakfast
Registration Open
Exhibits Open
General Sessions
Luncheon
Concurrent Workshops
Dinner on Your Own

**FRIDAY
JUNE 14**

7:00 a.m.-8:45 a.m.
7:00 a.m.-Noon
9:00 a.m.-10:00 a.m.
10:15 a.m.-11:45 a.m.
Noon -1:30 p.m.

Breakfast
Registration Open
Annual Business Meetings
General Sessions
Awards and New Officers' Luncheon

RESOLUTIONS

Suggested Convention Resolutions for consideration at the 85th Annual Convention should be mailed to:
85th Convention Resolutions
Arkansas Municipal League
P.O. Box 38
North Little Rock, AR 72115-0038

The deadline for Resolution submission is Wednesday, May 15.

Resolutions may be drafted by an official of any member city or town and can relate to any matter of municipal concern. See your **2018-2019 Policies and Goals** for resolutions adopted at the 84th Convention.

WANTED: Elected City officials with 25 years of service

Were you elected and began serving your city or town in 1994? The League would like to know.

The League will give special recognition to **elected city and town officials** who are in their 25th year of municipal service at the 85th League Convention, June 12-14, in Little Rock.

Names must be submitted to the League by May 15.

Call Whitnee Bullerwell at (501) 978-6105; Sheila Boyd, (501) 537-3785; or write to P.O. Box 38, North Little Rock, AR 72115-0038.

NOTICE TO EXHIBITORS

At the 85th Convention, a special Exhibit Hall is available for businesses, companies and manufacturers to display their products and services that are available to Arkansas municipalities.

To guarantee your firm's exhibit area, contact the League immediately to reserve space for your display. Your name will be added to the list of exhibitors, and we will reserve a space for your exhibit when you arrive.

The cost this year is \$550 for a regular exhibit space or \$1,100 for a large exhibit space. We cannot guarantee space for companies that do not register before May 31.

Call Whitnee Bullerwell at (501) 978-6105, or write to Arkansas Municipal League, P.O. Box 38, North Little Rock, AR 72115-0038.



85th Annual Convention

Marriott Hotel / Statehouse Convention Center, June 12-14, 2019

REGISTRATION

Registration and payment must be received in League office by Friday, May 31, 2019, to qualify for Pre-registration rates.

Pre-registration for municipal officials	\$150
Registration fee after May 31, 2019 , and on-site registration for municipal officials	\$175
Pre-registration for guests	\$75
Registration fee after May 31, 2019 , and on-site registration for guests	\$100
Other registrants	\$200

- Registration will be processed **ONLY** with accompanying payment in full. Make checks payable to the Arkansas Municipal League.
- Registration includes meals, activities and a copy of **2019 General Acts Affecting Arkansas Municipalites**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after May 31, 2019.**
- Cancellation letters must be postmarked by **May 31, 2019**.
- **Marriott guests:** In order to avoid a cancellation penalty of one night's room and tax, reservations must be cancelled at least seven (7) days prior to arrival.

HOTEL RESERVATION

Hotel Room Rates

Marriott Hotel (headquarters hotel)		
Single/Double	\$140	Check-in 3 p.m.
Capital Hotel		
Single/Double	\$189	Check-in 3 p.m.
Doubletree Hotel		
Single/Double	\$146	Check-in 3 p.m.
Wyndham Hotel		
Single/Double	\$109	Check-in 3 p.m.

- Cut-off date for hotel reservations is **May 31, 2019**.
- Rooms in Central Arkansas are subject to a 13.5 or 15 percent tax.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- Contact the hotel directly to make changes or cancellations in hotel accommodations.
- Hotel confirmation number will come directly from the hotel.
- Please check on cancellation policy for your hotel.

Two ways to register

1

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

OR

2

Complete the steps and **mail with payment** to:
 ARKANSAS MUNICIPAL LEAGUE
 Attn: 85th Annual Convention
 P.O. Box 38
 North Little Rock, AR 72115-0038

Step 1: Delegate Information

I am a newly elected official.

Name: _____

Title: _____ City of: _____

Attendee only email (required): _____ CC Email: _____

Address: _____ City: _____

State: _____ Zip: _____ Phone Number: _____

Non-city Official guests will attend: Yes No

Name: _____ Name: _____

Step 2: Payment Information

• WHAT IS YOUR TOTAL?

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

• How are you paying?

Check

Mail payment and form to:
 Arkansas Municipal League
 85th Annual Convention
 P.O. Box 38
 North Little Rock, AR 72115

Credit Card Complete information below and send to address above.

Credit Card: Visa MasterCard Discover

Card Number: _____ Exp. Date: __ __ /20__ __

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

Billing address (as it appears on statement): _____

City: _____ State: __ Zip: _____ Telephone: _____

E-mail address (**required for credit card payment**) _____

Step 3: Hotel Reservations

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

Marriott HotelReservations (877) 759-6290

Capital HotelReservations (877) 637-0037 or (501) 374-7474

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

Wyndham HotelReservations (866) 657-4458 or (501) 371-9000

Special dietary needs:

- Gluten free
- Vegetarian
- Pescatarian
- Vegan



Fish facts for heart health

Fish is an important part of a healthy diet. Fish and other seafood are great sources of protein and are low in saturated fat. They are also a major source of healthy omega-3 fatty acids and rich in other nutrients such as vitamin D and selenium. Research has shown omega-3 fatty acids can positively affect your heart health in several ways:

- Decrease arrhythmia (abnormal heartbeats).
- Decrease triglyceride levels.
- Slow the growth of atherosclerotic plaque.
- Lower blood pressure and heart rate slightly.
- Improve blood vessel function.

According to the latest 2015-2020 Dietary Guidelines for Americans, research has shown that diets that include seafood are associated with a reduced risk of cardiovascular disease and could also be associated with a lowered risk of obesity.

Fish recommendations

The U.S. Food and Drug Administration (FDA) recommends having at least two servings of fish a week, or about eight to 12 ounces. The American Heart Association (AHA) encourages fish intake be mostly fatty fish because they contain the highest amounts of omega-3 fatty acids. Examples of fatty fish include salmon, tuna, sardines, herring, and lake trout. Incorporating at least two servings per week of these types of fish lowers your risk of heart disease and is related to a 50 percent reduced risk of heart attack.

Eicosapentaenoic acid (EPA) and docosahexaenoic acid (DHA) are the omega-3s found in fish and seafood.

AHA recommends approximately 1 g of EPA + DHA daily for people with heart disease.

Amount of omega-3 in fish (6 oz. cooked unless otherwise noted):

- Salmon, Atlantic, farmed—3.7 g
- Herring—3.5 g
- Salmon, Atlantic, wild—3.1 g
- Rainbow trout, farmed—2.0 g
- Anchovies, canned, boneless (3 oz.)—1.8 g
- Oysters, Pacific (6 oysters)—1.8 g
- Sardines packed in oil (3 oz.)—1.2 g
- Halibut—0.8 g
- Snapper—0.6 g
- Pollock/Sole/Flounder—0.4 g
- Light tuna canned in water (3 oz.)—0.2 g

Pregnancy and children

According to the FDA, pregnant women are encouraged to eat eight to 12 ounces (two to three servings) per week of a variety of fish and shellfish low in mercury, such as canned light tuna, salmon, pollock, or catfish.

It is recommended that children eat one to two two-ounce servings per week of fish or shellfish. Children and pregnant women should avoid eating fish with the potential for the highest level of mercury contamination (e.g., shark, swordfish, king mackerel, or tilefish). It is always encouraged to check local advisories about the safety of fish caught in local lakes, rivers, and coastal areas.

Is there a catch?

Consuming fish has a variety of benefits yet so many people are not taking advantage of them. According to a study by the U.S. Agricultural Research Services, approximately 80 to 90 percent of Americans do not eat the recommended amounts of fish.

If you are hesitant to incorporate fish into your diet due to safety, budgetary, or culinary concerns, here are some things to keep in mind.

Various pollutants can make their way into our lakes, oceans, and rivers and inevitably into the fish we eat. The contaminants that are of most concern are mercury, polychlorinated biphenyls (PCBs), dioxins, and pesticide residues. Fish absorb and store these substances. Typically, the levels of these substances are highest in older, larger, predatory fish and marine mammals. Eating a variety of fish will help minimize any potentially adverse effects due to environmental pollutants.

The FDA and U.S. Environmental Protection Agency created an easy-to-reference chart that puts fish into three categories:

1. Best choices (recommended eating two to three servings weekly)—nearly 90 percent of the fish eaten in the U.S. fall into this category;
2. Good choices (recommended eating one serving weekly); and
3. Fish to avoid.

Fish can be incorporated into any budget. There are several economical options like buying canned, frozen, or seasonal and local seafood. You don't have to be an amazing chef to prepare a delicious fish dish. Some of the easiest ways to prepare it are baking, broiling, or grilling. Fish pairs nicely with freshly squeezed lemon and lots of spices and herbs such as basil, dill, and rosemary.

Supplements

It is preferable to consume the recommended amounts of omega-3 fatty acids through foods. However, if you don't eat fish, or have an increased need for omega-3, you may not be getting enough omega-3 through diet alone. You may want to talk to your doctor about omega-3 supplementation.

This article was published originally by the Cooper Institute at www.cooperaerobics.com and is reprinted with permission.



David Baxter is the League's General Manager of Health/Safety & Operations. Email David at dbaxter@arml.org, or call (501) 374-3484 Ext. 110.



Support a family on \$20 a week?

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

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

What they get: Weekly temporary total disability benefits payable up to a MAXIMUM of \$695 for 2019 allowed under Arkansas Workers' Compensation Law; weekly benefits go for 52 weeks; \$10,000 death benefit.

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

Call: 501-978-6127
Glenda Robinson can be reached at ext. 243
The fax number is 501-537-7253
Online: www.arml.org/mlwct

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

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



Three reasons to apologize even if you've done nothing wrong

By Randy Conley

I'm not going to apologize because I didn't do anything wrong!"

I remember my kids uttering that phrase a number of times when they were young, and I've also heard it from adults in the workplace more times than I care to remember. No one likes to be wrongly accused and most people certainly don't want to apologize for something they didn't do. The thought of apologizing when we've done nothing wrong, or even worse, when we're actually in the right, causes our blood to boil. We become indignant, defensive, or lash out at others, none of which does anything to improve the situation.

However, there is a time and place for apologizing even if you're not guilty. It's important to remember that apologizing is not an admission of guilt; it's an admission of responsibility. You are taking responsibility for improving and moving past the situation at hand. Here are three good reasons to apologize even if you've done nothing wrong:

1. Choosing relationship over being right—When difficulties arise in a relationship, it's a natural human instinct to want to assign blame. If the other person is in the wrong, then we can gloat in the satisfaction of being right. It's easy to dive into the deep end of the pool of self-righteousness. It takes emotional maturity to prioritize the health of the relationship over the ego-feeding need to be right. Apologizing for the pain and difficulty of the current situation, even if you didn't cause it, shows you place a higher value on the other person than you do on the need to be right.

2. Lose the battle to win the war—You need to have a long-range perspective when it comes to relationships. There are going to be lots of battles (e.g., differences of opinion, conflict, etc.) in our relationships at home and work, and we'd die of exhaustion if we fought tooth and nail to prove ourselves right in every instance. Sometimes it's better to lose the battle and apologize even when you're right, for the sake of winning the bigger war (e.g., maintaining peace, completing the project, etc.).
3. Take one for the team—As the leader, there are times you need to take one for the team. You may not personally have been at fault, but if your team has dropped the ball, you should take the blame on their behalf. Weak leaders will often throw their team under the bus when they've made a mistake. They will absolve themselves of any responsibility and blame it on the team acting carelessly. The best leaders, however, apologize for the mistakes their team make and accept whatever blame comes their way.

It's no fun to apologize when you've done nothing wrong. Every fiber of our being compels us to scream that we didn't do it, and to blame someone or something else. Responding with righteous indignation often escalates the tension and does little to resolve the situation. If you value the relationship more than being right, are willing to lose a small battle for the sake of winning the larger war, or need to take one for your team, it's OK to apologize—even if you've done nothing wrong.

Randy Conley is the vice president of client services and Trust Practice Leader at The Ken Blanchard Companies. This article appeared originally on his Leading with Trust blog (leadingwithtrust.com) and is reprinted with permission.



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ARKANSAS MUNICIPAL LEAGUE GREAT CITIES MAKE A GREAT STATE

Welcome

Within the Arkansas Municipal League website, you will find resources that will assist you in providing leadership to your city. The dedicated staff of the League continues to work for cities and towns across our great state. "Great Cities Make A Great State" is more than just a motto; it is the spirit of this organization.

News Feed

- [Semburg, Burks and Knowlton face off in Ward 2 City Council forum](#)
- [Park City Treasure hunt: Old Town & rest of city? Schools & open spaces?](#)
- [Startup Crowd - Crawling through the Startup City of the South](#)
- [Easter files for reelection](#)
- [Park City Treasure hunt denounced as secretive, Old Town claims?](#)

[More News](#)

Calendar

Municipal Finance and Budgeting (Certification course)
Wednesday, September 12, 2018 - Wednesday September 12, 2018
9:00 a.m.
League Headquarters

Incorporated Towns and Cities of the Second Class Advisory Council Meeting
Tuesday, September 25, 2018 - Tuesday September 25, 2018
Noon
League Headquarters

Cities of the First Class Advisory Council Meeting
Wednesday, September 26, 2018 - Wednesday September 26, 2018
Noon
League Headquarters

[Full Calendar](#)

Meeting Registrations

2018 Finance and Budgeting Workshop
9:00 a.m. until 3:30 p.m.
September 12, 2018
League Headquarters

2018 Finance and Budgeting Workshop is full and registration is now closed.

[All Registrations](#)

www.arml.org



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[greatcitiesgreatstate.com \(microsite\)](http://greatcitiesgreatstate.com)

Great Cities Make a Great State!

ARKANSAS MUNICIPAL LEAGUE

The 2019-2020 Directory of Arkansas Municipal Officials

**THE NEW AML
DIRECTORY IS NOW
AVAILABLE!**

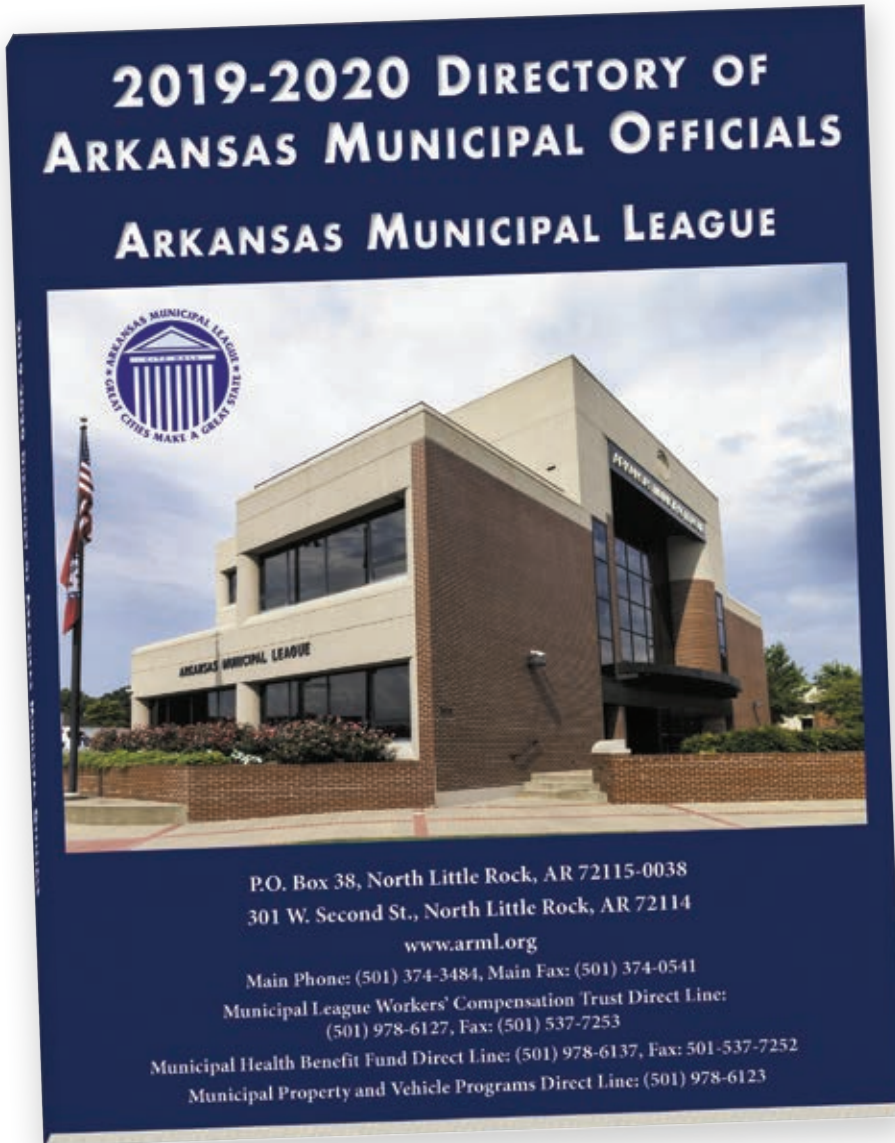
Don't be without the best resource for information on Arkansas cities. The Directory of Arkansas Municipal Officials is published biennially by the Arkansas Municipal League.

Directory information on each incorporated Arkansas cities or town includes:

- Municipal officials' names
- City population as updated by the city
- County in which the city is located
- City hall mailing addresses
- Phone and fax numbers for city hall
- Day of city council meetings
- City's Web address

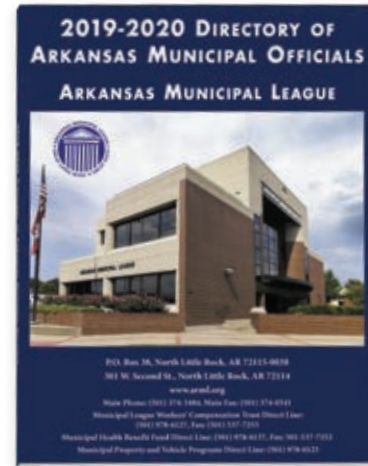
To order copies of the directory, visit the AML Web site at www.arml.org/store or call 501-374-3484.

Great Cities Make a Great State



Changes to the Directory of Arkansas Municipal Officials

Submit changes to Tricia Zello, tzello@arml.org.



Alpena

Delete PC Mark Bailey
Add PC Nathan Hamrick

Bodcaw

Delete M Larry Hicks
Add M (Vacant)

Cotton Plant

Delete M Willard Ryland
Add M Clara Harston-Brown
Delete CM Clara Harston-Brown
Add CM (Vacant)

Delaplaine

Add E-Mail dustymurray15jr@gmail.com
Add TEL 870-810-8318

Edmondson

Delete M Robert Lee Johnson, Sr.
Add M Ira Ewing
Delete CM Ira Ewing
Add CM Coletha Jones
Delete CM Larry Moore
Add CM Audrey Embery
Delete R/T (Vacant)
Add R/T Hayward Shaw, Jr.

Garfield

Delete CM Kathy Shook
Add CM Scott Wassman

Goshen

Delete MTG Second Tuesday
Add MTG First Tuesday
Delete M Max Poye
Add M Cathy Oliver
Delete CM Cathy Oliver
Add CM John Vaillancourt
Delete CM Dick Seddon
Add CM Angela Driver
Delete CM Lanny Samuels
Add CM William Hewat
Delete CM Brian Buell
Add CM Colton Martin
Delete CM Andy Bethell
Add CM Birch Wright

Huntsville

Delete E-Mail cityclerk@huntsvillear.org
Add E-Mail janicesmith@huntsvillearkansas.org
Delete WEB www.huntsvillear.org
Add WEB www.huntsvillearkansas.org

Kingsland

Delete M Charles Cain
Add M Ron Workman

Lake Village

Delete AM Amanda Brown
Add AM Kayla Pitts
Add CEO Tashanda Freeman

Mansfield

Add DPW Charles Little

Piggott

Add DPW Ted Bellers

Ward

Delete FC (Vacant)
Add FC Tony Reaves

Wabbaseka

Delete CM Geary Don Robinson
Add CM (Vacant)
Delete FC John Thomas
Add FC (Vacant)
Delete PC LaMarcus Nowden
Add PC (Vacant)
Delete WW Calvin Carter
Add WW (Vacant)

Warren

Delete CA David Chambers
Add CA Murray Claycomb
Add PC (Vacant)
Delete PRD Renious Harton
Add PRD (Vacant)

Wheatley

Delete SS Randy Linderman
Add SS Tony Pierce

Wynne

Delete C Tameria Brewster
Add C Kevin Watts

ADFA awards \$1 million for Jonesboro Veterans Village

Jonesboro is the recipient of a grant of more than \$1 million from the Arkansas Development Finance Authority to create a Veterans' Village, the city has announced. Key partners in the project, which will be used to build nine transitional homes for qualifying area veterans, made possible Mayor Harold Perrin and Jonesboro's goal of providing basic necessities for those who have sacrificed for their country.

"This has been a dream of mine for a long time," Perrin said. "It's an important part of our goal of eliminating homelessness, but it's personal to me because I served in the military and was the son of a soldier. We should never let them down."

The grant, totaling \$1,058,925, covers the total cost of construction for the nine homes. The city will soon recommend a site for the Veterans Village, which will be operated by the Beck Pride Center for Wounded Veterans at Arkansas State University.

The media event announcing the grant included Arkansas Adjutant General Maj. Gen. Mark Berry, ADFA President Cheryl Schluterman, Arkansas State University Chancellor Kelly Dampousse, College of Nursing Dean Susan Hanrahan, and Lynda Nash, director of the Beck Pride Center For America's Wounded Veterans, and a number of veterans and their loved ones in the City's Municipal Center.

All of Jonesboro can be proud of this grant, Grants and Community Development Director Tiffny Calloway said.

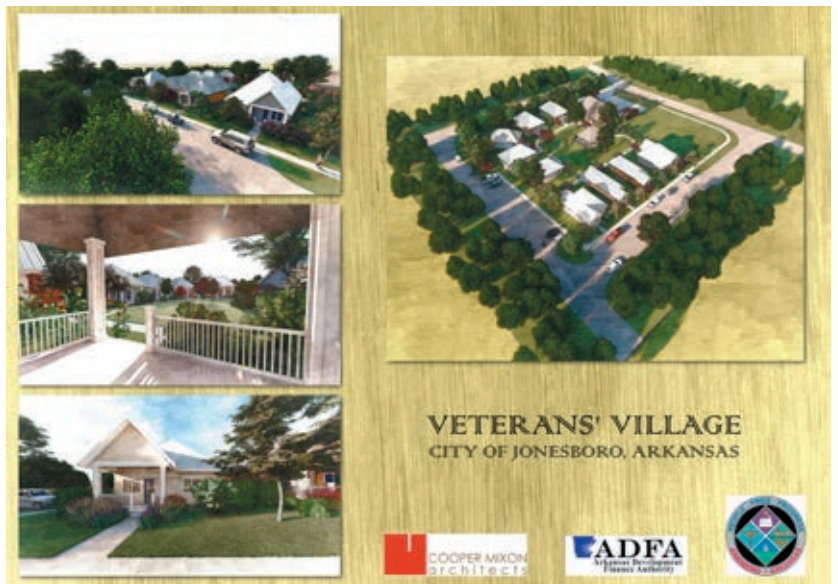
"It was an honor to have so many veterans' service providers from throughout the community support this project," she said. "A lot of elected officials, including Congressman Rick Crawford, wrote letters of support, and we are undyingly grateful to ADFA."

ADFA President Cheryl Schluterman said the group hopes to do similar projects in other Arkansas cities.

"ADFA is pleased to award the first National Housing Trust Fund grant to the Veterans Village," Schluterman said. "We are very excited about this project, as it will benefit veterans, the city of Jonesboro and the state of Arkansas. It's the first out of the National Trust Fund that we've been able to award, and we hope to award several more around the state."



From left, veteran and retired Arkansas State University professor Dr. Richard Carvell, Jonesboro Mayor Harold Perrin, and Maj. Gen. Mark Berry.



Architectural renderings of the planned Veterans' Village.

Gen. Berry said that "it's programs like this that are really paying back veterans who have given much of their lives, and still continue to give and suffer with some traumatic issues."

"Jonesboro is just a great community for our military with our ROTC detachment, our Armed Forces Reserve Center and the [National] Guard," he said. "They've had a footprint here for many years, and we hope it will continue to grow and have a great impact on Jonesboro in the future." 🏛️



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Events and festivals like Little Rock’s Main Street Food Truck Festival, which the Arkansas Festivals & Events Association named the 2018 Festival of the Year, help bring communities together, attract visitors, and drive the economy.

Local festivals and events build community

By Shelby Fiegel

You would be hard pressed to find a weekend in Arkansas without a festival or an event scheduled, whether it be the Arkansas Goat Festival in Perryville, the World Cheese Dip Championship in Little Rock, the Tontitown Grape Festival, Toad Suck Daze in Conway, or the Gillett Coon Supper.

Tourism is a \$7 billion industry in Arkansas, with nearly 30 million visitors entering the state each year. Much of what makes Arkansas a popular tourist destination—besides our natural amenities and unique places—is our distinctive festivals and events.

Nearly every city and town in our state, large or small, hosts a festival or event aimed at engaging and entertaining locals and attracting visitors. To ensure all of our communities’ festivals and events are successful, the Arkansas Festival and Events Association (AFEA) offers a wide variety of support services.

The association hosts an annual conference and trade show, and it provides networking opportunities, publicity assistance, award recognition, cultivates relationships between vendors and event coordinators, maintains a website of all events in the state, hosts educational workshops and seminars, coordinates a mentor program, and Executive Director Jenna Friday maintains a monthly statewide segment on KARK Channel 4 in

Little Rock, where she promotes upcoming festivals and events coordinated by AFEA members.

“The Arkansas Festivals and Events Association and its members believe that festivals and community events are at the foundation of characteristics that distinguish human communities and interaction,” Friday said. “Civic events promote civic pride, culture, heritage, economy, and community. The many unique and quality events that take place in Arkansas each year contribute to attracting tourists from surrounding areas and even internationally that want to experience the food, music, recreation, history, and natural beauty of this state.”

Recently AFEA hosted its annual conference and trade show in Hot Springs. Sessions covered topics such as: after-event marketing, recycling and sustainability, volunteer management, event photography, outdoor recreation, the impact of arts and culture on small towns, and a food and beverage panel. AFEA also hosted a keynote presentation by Kevin Grothe, vice president of sponsorships at Memphis in May, entitled “Cooking Up Innovative Sponsorship Activations.”

Attendees heard from experts like Media Brands of Arkansas Times Limited Partnership Publisher Katherine Daniels and Diamond Agency President Don Hale. Daniels and Hale presided over the after-event marketing session, presenting tips on how to continue your event’s success after the event is over. The pair

shared eight “rules of engagement” for event organizers to consider for their next event:

- Send thank you notes and consider giving gifts of thanks to sponsors and volunteers to show your appreciation.
- Prepare and implement a post-event survey to gauge success and identify opportunities for growth.
- Host a post-event focal regroup to bring key stakeholders together for a candid conversation about what did and didn’t work during the event.
- Develop offers and opportunities to engage festival and event goers.
- Share contest winners, key moments happening during the festival, and the impact sponsors have on the event.
- Follow up and follow through by creating a list of the unhappy, undone, and unsuccessful. Call the unhappy, complete the undone, and walk away from the unsuccessful.
- Grow your team by reaching out to new faces and embracing new ideas.
- Finally, create a final checklist, a final report of loss and gains, a must-have list and a wish list, and deliver an annual report to key players and investors.

Sessions like the after-event marketing presentation and networking opportunities at the AFEA annual conference and trade show provide immense value to organizers who are always searching for information to improve their events and keep them sustainable and successful.

“Festivals tend to instill community pride and bring people together, but festivals also serve as a unique opportunity to promote the host community,” said Walnut Ridge Mayor Charles E. Snapp. “In the case of Walnut Ridge, the Beatles at the Ridge Music Festival and Symposium has generated an overwhelming amount of publicity that has proven to be the catalyst that kicked off the revitalization of our downtown area.”

To learn more about the Arkansas Festival and Events Association please go to www.arfea.org or email Jenna Friday at jenna@arfea.org.



Shelby Fiegel is the managing director of the Center for Community and Economic Development at the University of Central Arkansas. Contact her at sfiegel@uca.edu or (501) 450-5269.



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Summaries of Attorney General Opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Leslie Rutledge

Statutes guide police authority to take individuals into custody

Opinion: 2018-077

Requestor: Dwight Tosh, State Representative

Do police officers have authority to take someone into custody and transport them for a mental health screening pursuant to Ark. Code Ann. 20-47-801 et. seq., if there is no mental health crisis unit in place to provide assessment? Q2) If so, and only the mental health facilities require a screening before acceptance, may they be held at a jail or detention center until such screening occurs by the mental health facility? Q3) If not, what authority does a police officer have to take a citizen, who has committed no crime but is disorderly, expressing thoughts of suicide, doing self-harm or refusing to leave a business, into custody for a mental health evaluation? **RESPONSE:** The statute cited in your first question is part of the Behavioral Health Crisis Intervention Protocol Act of 2017 (enacted by Act 423 of 2017), and I gather the term “mental health crisis unit” refers to a “crisis stabilization unit” as defined by that Act. If there is no such unit in place, this 2017 law would not provide authority for a police officer to take someone into custody. However, there is other statutory authority for the transportation of persons in crisis by law enforcement. And this authority does not depend upon

a crisis stabilization unit being in place. Your second and third questions cannot be satisfactorily addressed in the hypothetical. Whether an individual has been lawfully taken into custody depends on all the surrounding facts and circumstances in a given instance.

Bidding required for municipal land exchange

Opinion: 2018-003


Requestor: David Whitaker, State Representative

Can a city agree to a land exchange valued in excess of \$20,000 with a state agency, such as the University of Arkansas, without the competitive bidding referred to in Ark. Code Ann. 14-54-302(d) and Act 470 of 2017? Q2) Can such land exchange include a monetary component to offset the greater value of the city’s proposed land to represent the conveyance’s value to the city? **RESPONSE:** Q1) The statutory changes made to Ark. Code Ann. sec. 14-54-302 by Act 470 of 2017 appear to prohibit a city wishing to dispose of real property valued at \$20,000 or more from selling or exchanging it without “competitive bidding.” In my opinion, legislative clarification would be necessary to permit the transaction contemplated by your question. Q2) To the extent that this question is posed in light of Act 470, I refer you to my previous response.

To find and read full Attorney General opinions online, go to www.arkansasag.gov/arkansas-lawyer/opinions-department/opinions-search.

2019 Act 833 Deadline for Arkansas Fire Departments

The 2019 Act 833 application period will open **Jan. 1, 2019**, and will close **June 30, 2019**.

Act 833 of 1992, “Funding for Fire Departments,” is administered by the Arkansas Fire Protection Services Board (AFPSB) and requires all Arkansas fire departments to become certified in order to be eligible for funding. Certification requirements include possession of a NFPA 1901 compliant fire suppression apparatus, a minimum of six active members with 16 hours of certified training, and personal protective equipment (PPE) for all active members. New for 2019—Online application at the Arkansas Fire Portal arfire.arkansas.gov. To request log-in credentials contact your county LEMC/Fire Coordinator or State Fire Coordinator Kendell Snyder at (501) 683-6781 or email fire/emsservices@adem.arkansas.gov. 

Big news about small cell

By C. Jason Carter

Our world is very connected. Through the Internet, we connect with others for business, social interaction, and entertainment. That connectivity even extends to the objects and devices we use every day, from coffee makers to the lights in our homes, in a new category of technology dubbed the “Internet of things.” It touches every facet of our lives, or soon will.

To engage in these activities, we need to move lots of data quickly and reliably. Sometimes we do that across a wired connection, but more and more we access information wirelessly across cellular networks.

The small computers that we carry in our pockets are placing heavy demands on the existing cellular system that was designed more for voice communication than high-speed data. We need significant improvements in cellular infrastructure to meet the data demands that are forecasted for the next several years. One solution that has gained national momentum is called small cell.

Traditional cell towers that are located throughout the state carry voice and data for lots of users across a large footprint with a limited data transfer rate. Small cells have a shorter range and support fewer users, but at a significantly higher speed. Small cells are proposed to work in conjunction with traditional cell towers to provide users both data reliability and speed.

Unfortunately, range limitations require many small cells to cover the same area as one traditional cell tower. Deploying so many small cells is not easy.

Wireless service providers want to deploy small cells on existing poles in the right-of-way. It’s fast, predictable, and avoids costs related to property acquisition, construction, and maintenance. In many ways, cities may favor installing small cells on existing poles in the right-of-way. It reduces visual clutter and hurries the process of gaining high-speed data communication for cities. But some public concerns like safety, appearance, fairness, efficiency, and cost recovery need to be considered as well.

Last year, the Federal Communications Commission adopted two rules that limited the regulatory authority



Placing small cells on existing structures in the right-of-way may make sense economically, but cities may have safety and aesthetic concerns.

of cities. The rules are being challenged in court but are currently effective.

A few key limitations:

- Moratoriums of any kind are prohibited.
- Aesthetic requirements must be consistent with requirements for other infrastructure and work with small cell technology.
- Rates and fees imposed on wireless providers must be nondiscriminatory and based on costs. There is a “safe harbor” provision that causes some rates and fees to be presumed valid.
- Small cell applications must be processed quickly—60 days for attachments to existing poles and 90 days for new poles.

The Arkansas Legislature may soon consider laws that further define the authority of the local government related to small cells. The Arkansas Municipal League has actively communicated local interests to the telecommunication industry to shape any proposed law in a way that works best for our communities. Our goal is a legal landscape that allows small cell technology to be deployed quickly and efficiently in a way that is consistent with local standards.

C. Jason Carter is an attorney with the Carter Law Firm who serves as general counsel for the Arkansas Municipal Power Association. He is the former city attorney for North Little Rock.



PHOTO BY JIM VON TUNGELN

A successful subdivision requires forethought, diligent review, inspection, and follow-up on the city's part.

Developing the city: Where problems lurk

By Jim von Tungeln

Those in the construction business say that the hardest parts of a project can be getting started and getting finished. They maintain that these periods can absorb an inordinate amount of time and resources. Those in municipal government who are involved in planning and regulating the development of our cities agree. Difficulties lurk on both ends of the process.

The following discussion deals with what we typically call “subdivision regulations.” Our state planning statutes refer to them as “development regulations.” Those statutes permit a municipality, once it has prepared and adopted a master street plan, to enact and enforce development regulations designed to carry out the plan. Mostly, they deal with the subdivision of land and how proposed projects will be reviewed, carried out, and inspected for compliance. Some also involve the development of large-scale projects on a single lot.

In an instance of historical irony, subdivision regulations, as much as the developers claim to struggle with them now, originally resulted from requests by that same group. History tells us that developers once asked for regulations that would allow them more easily to plat and record multiple parcels of property within the same development. Today’s regulations, of course, go far beyond establishing how lots are recorded. They touch on most aspects land development.

The enforcement of such regulations involves one fact that is largely unknown—or at least ignored—in the “getting started” phase of subdivision regulation. It deals with the level of review in approving projects.

Attorneys point out a major difference between a planning commission’s enforcing zoning regulations as opposed to subdivision regulations. As regards zoning, the commission is acting in what attorneys call a “quasi-legislative” capacity. This balances private conduct against the public health, safety, and welfare of the community. It can involve broad discretion. That description suffices for the purposes herein. A city attorney can explain the concept in more detail.

Unlike the enforcement of zoning, the enforcement of subdivision regulations involves only an administrative review. Simply put, this means that the planning commission has only one job in reviewing a development proposal via the subdivision code. That job is to make sure that the affected proposal meets the minimum standards involved in the code. In other words, if the city wishes to enforce an aspect of development, that matter must be addressed in the adopted regulations.

This places a great deal pressure on a city at the beginning of the development process. Its development regulations (hereinafter called “the subdivision code”) must prescribe exactly how development may occur. As stated in an Arkansas Supreme Court case, cited below:

“Following adoption and filing of a master street plan, the commission may prepare and shall administer, after approval of the legislative body, regulations controlling the development of land.... The regulations controlling the development of land may establish or provide for the minimum requirements as to information to be included on the plat filed for record; the design and layout of the subdivision, including standards for lots and blocks, street rights of way, street and utility grades, and other similar items; the standards for improvements to be installed by the developer at his own expense, such as street grading and paving, curbs, gutters and sidewalks, water, storm and sewer mains, street lighting and other amenities.”

The point deserves emphasis that, if a city wishes to regulate any of the above in its subdivision code, the code must spell out the requirements clearly. The planning commission lacks authority to insert “ad hoc” development requirements during the review process. If the proposed development meets the minimum standards of the subdivision code, the planning commission should approve it. City attorneys may refer to *Richardson v. City of Little Rock Planning Commission*: 747 S.W.2d 116 (1988). 295 Ark. 189. As one young planner told a commission, “If [the plans] are in the groove, you must approve.”

Once a preliminary plat for a subdivision is approved by the city, the developer may proceed immediately with development. The terminology causes some confusion with those new to municipal government. The “preliminary plat” is preliminary only to the extent that it contains plans, but is not a suitable document for a filing of record. The final plat serves that purpose. It is a document prepared by a professional surveyor and establishes a detailed legal description of the as-built subdivision. Its approval by the planning commission normally allows the developer to start selling lots within the subdivision. This makes him or her very happy after what may have been a substantial and lengthy expenditure of money and resources.

Therein lies the final danger area for planning commission. A developer will often wish to obtain final plat approval before all development is completed. Most subdivision codes permit the planning commission to approve this, provided that the developer posts a performance bond or letter of credit guaranteeing completion of the remaining improvements. A planning commission should consider such approval carefully.

Typically, improvements to be completed in such an arrangement involve relatively minor work such as completion of street signs or final landscaping. As noted, the request must include a guarantee of funds available to complete any unfinished work. This may run

smoothly unless the developer “skips town.” Approval of major work through such performance bonding can then cause problems in a couple of ways.

First, some insurance companies resist, dispute, and delay the payment of bond amounts. Legal maneuvering may take months before payment of the agreed-upon amount occurs. One city in our state spent nearly a year of wrangling while a partially built subdivision, in which homes had been constructed, stood without finished streets or natural gas service. Homeowners provided makeshift remedies while the legal maneuvering dragged on.

Another pitfall with performance bonds involves who makes the cost estimates for completion of the unfinished improvements. If the developer’s engineer makes the estimate, the bond amount may represent only a portion of the cost to the city if it must complete the work. Such estimates typically ignore the administrative and legal costs, the direct cost of hiring engineers to correct any design flaws, and the costs of other professionals hired to complete the work. To prevent this type of problem, the bond amount must be prepared by the city’s engineer and include contingencies for unexpected problems.

Letters of credit promising completion of improvements must involve more than a paragraph stating that the developer has funds deposited in a bank. Institutions have detailed processes by which letters of credit may be acquired. Bankers report that this process is generally complicated and restricted enough to discourage their use. Regardless, the same caution on the amount needed to hold the city harmless from default will apply.

Problems during the construction, or “interim,” phase can be headed off to some degree by a careful inspection process. This should be outlined in the regulations, based on the completion of various phases. The city and its taxpayers must be protected from the costs of unforeseen happenings, inadequate planning on the developer’s part, or catastrophes caused by the Law of Unintended Consequences. Municipalities should accept subdivisions, not build them, except as participants in a certified public-private partnership project that will provide major benefits to the entire populace.

In summary, development should be left to the experts. It’s good business.



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

IMPORTANT REMINDER: Highway Revenues and Severance Turnback Reporting Due

Act 193 of the 2018 Fiscal Session of the Arkansas Legislature requires municipalities receiving \$2 million or more in total highway revenues and highway severance turnback to submit reporting for 2018 projects to the Bureau of Legislative Research. **The reporting deadline is March 15, 2019.** You can access Act 193 and the required reporting document online at: www.arkleg.state.ar.us/assembly/2017/2018F/Acts/Act193.pdf.

SECTION 13. SPECIAL LANGUAGE. NOT TO BE INCORPORATED INTO THE ARKANSAS CODE NOR PUBLISHED SEPARATELY AS SPECIAL, LOCAL AND TEMPORARY LAW. TURNBACK REPORTING.

Each calendar year each county and municipality receiving total highway revenues and highway severance turnback per A.C.A § 27-70-207 and A.C.A § 26-58-124 of \$2,000,000 or more shall report to the House Public Transportation Committee and the Senate Transportation, Technology and Legislative Affairs Committee indicating how highway revenues and highway severance turnback funds were utilized. The report shall include a general ledger accounting of the city or county street/road fund. The county report shall be made utilizing the County Financial Management System of tracking county revenues and expenditures. The report shall also include the percentage of the street/road fund that is comprised of state funds. Further, the report shall include details of each contracted project including type and description of project and total amount of money spent on the project. The report shall be submitted annually no later than March 15 for the previous year's projects. The provisions of this section shall be in effect only from July 1, 2018, through June 30, 2019.

Finally, you have been requested, to the extent possible, to identify the type of projects using the following categories below:

- Bicycle Paths
- Bridges
- Drainage Maintenance
- Highways
- Hot Mix, Asphalt, Gravel, Concrete, Paint, Steel
- Intelligent Transportation Systems
- Intermodal Facilities
- Other Surface/Water Transportation
- Parking Facilities
- Pedestrian Ways
- Port Authorities
- Public Transit Systems
- Railroads
- Roads/Streets
- Safety Improvements
- Sidewalks
- Lighting/Right of Way Maintenance
- Toll Facilities
- Traffic Management Systems
- Traffic Signal Systems
- Trails
- Traveler Information Systems
- Tunnels
- Waterways
- Other

The report shall be submitted annually no later than March 15 for the previous year's projects. Please ensure this message is forwarded to the appropriate personnel. Direct all questions regarding this reporting requirement to:

Estella Smith, Administrator
Committee Staff Services
Bureau of Legislative Research
One Capitol Mall, 5th Floor
Little Rock, AR 72201
(501) 537-9192 or smithe@blr.arkansas.gov



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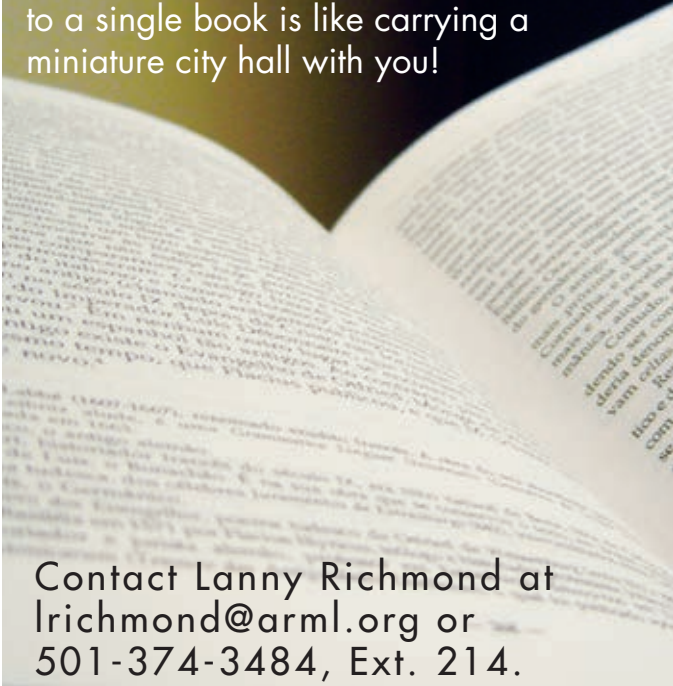
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Checkups can stop sneaky vision threats like glaucoma

By Christopher Lee, M.D.

Glaucoma is the second leading cause of blindness worldwide. The best way to preserve your vision from glaucoma is prevention and early detection, which is why an annual eye exam is so important.

Risks of glaucoma

Glaucoma is a disease of the optic nerve, which is a bundle of nerve fibers that transmits the visual signal from the eye to the brain. I compare the optic nerve to the cable on your television—its job is to transmit a healthy signal so that we can process the world we see.

Glaucoma is when damage occurs to the optic nerve. In severe cases, blind spots develop in a person's field of vision. These typically start in the peripheral vision but can develop on the central vision in more advanced stages. Unfortunately, once these blind spots develop, they are permanent and do not go away.

While a small number of glaucoma patients will have headaches, blurry vision, and significant eye discomfort, most people do not notice any changes in their vision and don't have any pain or eye discomfort at first. Therefore, the disease often goes undetected for years.

The only way to diagnose glaucoma is through testing with an eye care provider. You will need an examination of your entire eye (with a focus on the optic nerve), a measurement of your eye pressure, and an assessment of your field of vision. The earlier we detect glaucoma, the greater the chance we can preserve your vision.

First steps

The good news is that most people with glaucoma will not go blind when caught early and properly treated. Eye drops can reduce eye pressure and lower the risk of having vision loss and continued optic nerve damage.

Laser treatment that lowers the eye pressure can be offered for certain types of glaucoma. Some lasers can create an opening in the colored part of the eye to deepen the space in the eye while other types of lasers create micro-openings in the drainage canal. Your ophthalmologist can determine if a laser procedure might work for you.

Advanced options

If lasers don't work, or if there is immediate risk of vision loss, then surgery may be necessary. Traditional glaucoma surgery involves either making a small drain for the pressure to escape out of the eye's natural tissue or implanting a tube/drainage device into the eye. Both of these surgeries can be effective for reducing eye pressure.

In recent years, another method has been developed called Minimally Invasive Glaucoma Surgery (MIGS). This allows ophthalmologists to treat glaucoma earlier and to target the specific diseased part of the eye contributing to glaucoma, typically the drainage pathway. This may involve placing a micro-stent into the outflow pathway of the eye or dilating the drainage canal of the eye, similar to how an interventional cardiologist may perform angioplasty of the heart vessels to improve flow.

These are just examples of two types of MIGS procedures. In general, MIGS may be a safer option compared to traditional glaucoma surgery, but they may also not be as effective. You should visit with a glaucoma specialist to discuss these options if they are deemed necessary.

Many people diagnosed with glaucoma think it means that they are losing their vision, but most patients with glaucoma can be successfully managed with eye drops, lasers, or surgery. Although the vision that has been lost cannot be recovered, these treatments can significantly reduce the risk of continuing to lose vision.

The best defense is a good offense. Take steps to prevent glaucoma by getting an annual eye exam.



Christopher I. Lee, M.D., is the director of Glaucoma Services at the Harvey & Bernice Jones Eye Institute and an assistant professor of ophthalmology in the College of Medicine at the University of Arkansas for Medical Sciences.

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PHOTOS BY KRISTA QUINN.

A group of several youth and adult Tree Streets volunteers recently met on a chilly January morning to plant trees in Little Rock's MacArthur Park neighborhood.

Tree Streets enhances the urban tree canopy of Little Rock

By Krista Quinn

The Little Rock nonprofit organization Tree Streets has been greening up neighborhoods in downtown Little Rock for over 20 years, and their efforts are having a positive and meaningful impact on the lives of those who live, work, and enjoy these areas. The all-volunteer group has planted over 1,700 trees in Little Rock since 1997 and developed a productive and efficient grassroots tree-planting model that could be used in other Arkansas communities to increase tree canopy and improve the quality of life.

“It is a wonderful feeling that just a few hours of work can produce such a wonderful change to a

neighborhood’s street scape, which will only improve with time,” said Laura Sergeant, the current president of Tree Streets’ board of directors. “[And it is] a great lesson for young people in community service. You are never too young to make a difference.”

Laura and her husband, Ed, have been volunteering with Tree Streets since 2002 and both have served as officers in the organization. In addition to improving the appearance of neighborhoods, they say one of the biggest rewards of the program is helping foster community pride and connectivity. When they are working in a neighborhood, the residents often come out and help,

which helps neighbors develop good relationships with each other. The residents are then more likely to care for the newly planted trees as well.

Planning for Tree Streets' yearly tree planting begins in May, when the board meets to discuss how many trees to plant, where to plant them, and what types of trees to plant. They usually try to plant a variety of native tree species to prevent widespread losses if a pest or disease becomes a problem. They also choose large hardwood trees that will provide good shade as they grow, are acclimated to the urban environment, and support local wildlife. The group plants in the city right of way between the sidewalk and road and they never plant under power lines. The board chooses streets or neighborhoods that need more shade and where there is enough space for the trees to mature.

At the May planning meeting, the board also reviews their successes from the past year. They may discuss ways to improve their efforts and how to reach more volunteers and donors. They also vote to determine who will serve as officers for the next year. In September, the board meets again to finalize their planting plans.

Tree Streets is funded entirely by private donations, memberships, and the occasional grant. They conduct an annual fall appeal for donations and have a donation page on their website. Donations are tax deductible since they are an official 501(c)3 organization.

Since one of the best times to plant trees in Arkansas is during the dormant season, Tree Streets holds their volunteer planting days in December and January. They generally send an email to their mailing list the week before a Saturday planting with the details about where and when to meet. They may also put an announcement on their Facebook page. They encourage all ages to help and generally have 10 or 15 volunteers for a planting.

Board members place a flag along the street where each tree is to be planted a week or two before the planting day and they distribute printed information and talk to residents about the planting plans in the area. Occasionally, a resident will let the group know that they do not want a tree and Tree Streets will respect their wishes. However, they do sometimes try to persuade residents by telling them about how trees can reduce their electric bills, reduce street flooding, and may even improve their health.

Tree Streets provides tools and gloves for the volunteer planting days and arranges for the trees to be delivered to the site. A board member will usually give a quick lesson on how to plant a tree to the volunteers and then they are all encouraged to "dig in" and help.

While it would be easier and cheaper to plant small trees, Tree Streets has found that small trees are often damaged in these urban settings. They usually plant large trees because they have noticed that large trees are much



This willow oak at Bernice Garden on Main Street was the 1,000th tree planted by Tree Streets in Little Rock.

more likely to survive along streets. They also install a loose trunk guard to prevent trunk damage from lawnmowers or string trimmers and they lightly mulch the trees after they are planted. Improper mulching is very common in Little Rock, but they make sure to follow proper mulching guidelines by only applying a thin layer of mulch in each tree's root zone without having it touch the tree's trunk.

Tree Streets has also found that the trees are much more likely to survive if they are watered for the first two years after planting. Tree Streets contracts with a local company to water during the summer months.

In recent years, Tree Streets has also added pruning to their tree-care cycle. In February, they hold several volunteer days to prune older trees that were planted in previous years. An experienced board member will give volunteers a hands-on pruning lesson at the beginning of the day to make sure everyone understands the basics. Children often cannot do the actual pruning, but they can help gather the twigs that are removed.

"I am so proud to be a part of Tree Streets," Laura Sergeant said. "It is such a good feeling to revisit an area we've planted and notice the positive effect healthy trees make in a community. I would invite anyone to check out our website or Facebook page, check out our tree map, and visit those locations to experience what can be done by great volunteer help and contributions."

For more information about Tree Streets, visit their website at www.treestreeets.com.



Krista Quinn is the Urban Forestry Program Coordinator with the Arkansas Forestry Commission. Contact Krista at (479) 228-7929 or Krista.Quinn@arkansas.gov.

Alkalinity: the forgotten parameter

By Chid Kwelle, Ph.D., P.E.; and Zane Lewis, P.E., LEED® AP BD+C

The National Pollutant Discharge Elimination System (NPDES), administered by the Arkansas Department of Environmental Quality, regulates and issues discharge permits that place limitations on pollutants in the effluent from wastewater treatment plants. In the past, the NPDES discharge permits only required removal of organic matter. However, in the past three decades, a greater emphasis has been placed on limiting nonconventional pollutants like nitrogen and phosphorus, also referred to as nutrients, in the treated wastewater.

In order to meet these discharge permit requirements, municipalities must choose to either completely replace their existing wastewater treatment plants (WWTPs) or retrofit them to increase capacity and pollutant removal efficiency. A common approach to treatment is to employ microorganisms to reduce the nutrient limits. The design of these WWTPs is typically based on nutrient loading trends from past influent monitoring data and often does not include the incoming alkalinity of the raw wastewater.

Alkalinity

Alkalinity can be described as a measure of the ability to neutralize acid. The higher the amount of alkalinity, the higher the ability to resist pH changes. Why is this important? Because the microorganisms used for nutrient removal typically prefer a narrow pH window. If the raw wastewater lacks sufficient alkalinity, a supplemental source is required, which can significantly increase the labor and chemical costs required to operate and maintain the WWTP.

As a general rule of thumb, it takes approximately seven parts of alkalinity to remove one part of ammonium-nitrogen. Therefore, during the nitrification process, a substantial amount of alkalinity is consumed. If the incoming alkalinity is too low, the effluent pH will likely be low, resulting in potential discharge permit violations and operations/maintenance headaches for the municipality. There are two common approaches to addressing alkalinity: denitrification and supplemental alkalinity, or a combination of the two.

Denitrification

Denitrification is a process that requires the addition of an anoxic zone to the WWTP. In this process, nitrate-nitrogen is converted to nitrogen gas, which is released to the atmosphere. The chemical reactions during this process actually produce alkalinity, to the tune of approximately 3.5 parts for every one part of nitrogen gas

produced. This helps to offset the alkalinity lost during the subsequent nitrification process. In addition, it has been found that the addition of an anoxic zone can result in energy savings of approximately 30 to 50 percent.

Supplemental alkalinity

Supplemental alkalinity is the addition of chemical substances that will increase the alkalinity of the wastewater to buffer pH changes during the nitrification process. Common chemical supplements include:

- Caustic soda
- Lime
- Soda ash
- Caustic potash
- Potassium bicarbonate
- Magnesium hydroxide

Influent alkalinity should be considered when designing for nutrient removal, regardless of whether the WWTP has a previous characteristic history of alkalinity. For new plants, municipalities and their designers can begin looking at the pH of the municipal drinking water supply. Surface water typically has low alkalinity, while groundwater frequently has high alkalinity; however, there are always exceptions and nothing should be assumed.

All wastewater treatment plants are unique. The need for a denitrification process, chemical addition, or a combination of the two for each situation, and selection should include consideration of safety issues, costs, storage and maintenance, and effects to the treatment process and the environment after discharge to the receiving stream. This is especially important if the receiving stream is an impaired water body. The key is to account for the incoming alkalinity during the planning and design phase, which will aid in optimizing the capital, operational, and maintenance costs of the WWTP.



Dr. Chid Kwelle is a professional engineer with MCE's Water/Wastewater Department and works out of our Little Rock office. Contact Chid by phone at (501) 371-0272 or email him at ckwelle@mce.us.com.



Zane Lewis is a professional engineer with MCE's Water/Wastewater Department and works out of our Fayetteville office. Contact Zane by phone at (479) 443-2377 or email him at zlewis@mce.us.com.

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Voluntary Certified Continuing Education Program

The League's Voluntary Certified Continuing Education Program continues in 2019 with workshops covering topics helpful to municipal leaders. The voluntary certification plan is approved by the Executive Committee and consists of 21 credit hours of topics.

For those city officials who have completed the 21 hours of core curriculum, you must annually obtain 6 hours of continuing education to maintain your certification status. The required 6 hours must be gained by attending the hours of continuing education offered at the 2019 Planning and Zoning Workshop, or the 85th Annual Convention.

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

The next workshop at League Headquarters is:

- Planning & Zoning Workshop (5 continuing hours), 9:00 a.m. to 3:30 p.m. April 17, 2019, at League headquarters.

For more information contact Whitnee V. Bullerwell at (501) 374-3484 Ext. 206, or email wvb@arml.org.

2019 State Turnback Funds

Actual Totals Per Capita

MONTH	STREET		SEVERANCE TAX		GENERAL	
	2018	2019	2018	2019	2018	2019
January	\$5.3807	\$5.662	\$0.2314	\$0.246	\$2.1460	\$2.145
February	\$5.7121	\$5.675	\$0.2181	\$0.096	\$1.0867	\$1.087
March	\$4.9583		\$0.2452		\$1.0870	
April	\$5.3609		\$0.2342		\$1.0854	
May	\$5.6871		\$0.2369		\$1.0859	
June	\$5.6422		\$0.1786		\$1.0872	
July	\$5.9048		\$0.1625		\$2.9589	
August	\$5.5464		\$0.1504		\$0.9368	
September	\$5.5992		\$0.1999		\$1.0873	
October	\$5.7310		\$0.1746		\$1.0871	
November	\$5.2853		\$0.2317		\$1.0869	
December	\$5.4642		\$0.2511		\$1.0871	
Total Year	\$66.2722	\$11.337	\$2.5145	\$0.342	\$15.8224	\$3.232

Actual Totals Per Month

MONTH	STREET		SEVERANCE TAX		GENERAL	
	2018	2019	2018	2019	2018	2019
January	\$10,171,403.10	\$10,702,464.91	\$437,461.72	\$464,101.95	*\$4,056,771.18	*\$4,054,867.57
February	\$10,797,904.69	\$10,728,532.32	\$412,277.48	\$181,468.75	\$2,054,332.65	\$2,055,501.82
March	\$9,372,912.56		\$463,496.06		\$2,054,888.05	
April	\$10,133,933.55		\$442,746.74		\$2,051,743.46	
May	\$10,750,634.53		\$447,755.63		\$2,052,679.36	
June	\$10,665,832.80		\$337,582.28		\$2,055,168.34	
July	\$11,162,170.00		\$307,247.09		** \$5,593,456.00	
August	\$10,484,657.00		\$284,348.41		\$1,770,842.80	
September	\$10,584,484.30		\$377,800.40		\$2,055,387.11	
October	\$10,833,617.52		\$330,015.80		\$2,054,971.77	
November	\$9,991,022.76		\$438,040.74		\$2,054,702.54	
December	\$10,329,322.67		\$474,599.17		\$2,054,975.16	
Total Year	\$125,277,895.48	\$21,430,997.23	\$4,753,371.52	\$645,570.70	\$29,909,918.42	\$6,110,369.39

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

**Includes \$3,514,066.32 supplemental for July 2018

Local Option Sales and Use Tax in Arkansas



KEY: Counties not collecting sales tax

Source: Rachel Garrett, Office of State Treasurer

See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2019 with 2018 Comparison (shaded gray)								
Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$59,187,540	\$59,272,899	\$49,660,885	\$50,925,990	\$108,848,426	\$110,198,889	\$188,294	\$68,417
February	\$66,363,635	\$63,961,892	\$55,082,773	\$56,034,012	\$121,446,409	\$119,995,904	\$265,350	\$76,180
March		\$51,260,662		\$44,932,987	\$-	\$96,193,649		\$79,235
April		\$51,354,831		\$45,689,403	\$-	\$97,044,234		\$79,564
May		\$60,844,519		\$53,613,192	\$-	\$114,457,712		\$75,253
June		\$56,373,987		\$48,955,855	\$-	\$105,329,842		\$71,501
July		\$59,973,977		\$52,379,093	\$-	\$112,353,069		\$84,551
August		\$60,174,400		\$52,922,077	\$-	\$113,096,478		\$79,558
September		\$58,128,177		\$51,260,076	\$-	\$109,388,253		\$111,033
October		\$60,197,608		\$52,310,178	\$-	\$112,507,786		\$174,353
November		\$57,456,746		\$50,423,804	\$-	\$107,880,551		\$202,659
December		\$59,269,564		\$50,277,652	\$-	\$109,547,217		\$208,901
Total	\$125,551,176	\$698,269,264	\$104,743,659	\$609,724,320	\$230,294,834	\$1,307,993,584	\$453,644	\$1,311,205
Averages	\$62,775,588	\$58,189,105	\$52,371,829	\$50,810,360	\$115,147,417	\$108,999,465	\$226,822	\$109,267

Searcy wins Small Business Revolution competition

Searcy has won the *Small Business Revolution: Main Street* competition and will be featured on the Hulu television series, *Arkansas Business & Politics* has reported. Searcy beat out Camas, Wash.; Cañon City, Colo.; Corsicana, Texas; Durant, Okla.; and Washington, N.C., in its bid to be featured on the show and will also receive \$500,000 for six different businesses in the city.

Searcy spread the word about the contest through its website, Searcy.com, and by using the hashtag #MySearcy on social media. Voting which closed Feb. 18, was open to anyone in the nation.

This is the second year running that an Arkansas city has made it this far in the competition. In 2018, Siloam Springs made it into the top five. Watch for coverage of the show when it comes to town later this year in *City & Town*.

Fort Smith bicentennial wins Natural State Award

The Fort Smith Bicentennial was honored in February with a Henry Award at the 45th annual Arkansas Governor's Conference on Tourism, the *Fort Smith Times Record* reported Feb. 28. The city's bicentennial began Dec. 25, 2017, with a recreation of the 1817 landing of Army troops at Belle Point on the Arkansas River.

"It's prestigious, significant and highly coveted even to be nominated," former Mayor Sandy Sanders said upon accepting the award. "It's a competitive thing for cities and communities all across the state."

Because of the significance of the bicentennial, Fort Smith planned for the celebration several years in advance with the help of hundreds of volunteers and supporters, Sanders said. The city supported and documented its celebration on a website, www.gofortsmithar.com, along with Twitter, Facebook and Instagram social media accounts. 🏛️

Obituaries

LARRY E. HICKS, 72, who was mayor of Bodcaw for 38 years, died Feb. 15.

STEVE WAYNE STERLING, 64, who was in his sixth term on the Searcy City Council, died Feb. 17. 🏛️

MEETING CALENDAR

March 10-13, 2019 2019 National League of Cities Congressional City Conference

Washington, D.C.

June 12-14, 2019 Arkansas Municipal League 85th Annual Convention

Statehouse Convention Center
Little Rock, AR

Nov. 20 - 23, 2019 National League of Cities 2019 City Summit

San Antonio, Texas

FAIRS & FESTIVALS

March 17

The First Ever 16th Annual World's
Shortest St. Patrick's Day Parade

Hot Springs

(800) 543-2284; www.shorteststpats.com

March 23

Munchin' on Main Street
Morriton

munchinonmainstreet@gmail.com

“Be Mighty Little Rock” launches to connect kids to meal programs

The City of Little Rock, Central Arkansas Library System (CALs), Arkansas Hunger Relief Alliance, and Little Rock School District, in conjunction with the National League of Cities and the Food Research and Action Center announced on Feb. 13 the launch of Be Mighty Little Rock, a campaign aimed at connecting kids to meals through after school and summer programs.

“We know that far too often, the only meals some children will get are those provided by the school system,” said Kathy Webb, executive director of the Hunger Relief Alliance. “Be Mighty Little Rock focuses on connecting children to meals year-round because no child should be hungry.”

Leaders of the Be Mighty Little Rock campaign shared information on how organizations can become a meal site and urged parents to access the resources for

their children using BeMightyLittleRock.org. Various activities are offered at meal sites to help children stay active and learn. Such activities may include reading or exercise programs, cooking classes and games, among others.

The BeMightyLittleRock.org website also includes additional information on the campaign, such as meal sites across the city and information on volunteering, becoming a sponsor or hosting a meal site.

“Fighting childhood hunger requires a team effort. That’s why our groups came together to work on this project, but we also need help from the community,” said Be Mighty Little Rock Project Coordinator Katharine DeRossette. “It’s our hope that community groups and churches will contact us to learn how they can Be Heroes by providing additional sites where children can have their nutritional needs met.” 🏛️

To date, 429 of Arkansas’s 500 cities and towns have received a State Aid Street grant. Are you one of the 71 cities and towns that haven’t applied? If so, the time to apply is now.



The State Aid Street Committee will soon be awarding grants for street projects in 2020. Since inception, this program has awarded 507 projects for a total of \$116.4 million in project funding. Additionally, improvements have been made to 635.3 miles of streets in cities and towns across Arkansas.

Apply today to improve your hometown’s streets at citystreet.arkansas.gov.

MUNICIPAL MART

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

ASSISTANT STREET DEPT. MANAGER—Pine Bluff seeks an assistant street department manager. The assistant street department manager is responsible for the day-to-day operations of the department and assists in assignment, supervision, and inspection of work for employees. The assistant manager also oversees the operation of the garage and sign shop, assist in interviewing, hiring training and performance appraisals. The assistant manager inspects work in progress to ensure that workmanship conforms to specifications and the adherence to construction schedules, helps oversee the operations of the floodgates and the maintenance and upkeep to bridges in the city, act in the capacity of the street manager in his absence and all other duties assigned. HS diploma or GED plus specialized training and/or additional college courses and five years of related experience and/or training; or equivalent combination of education and experience plus two years of management experience preferred. For more information and an application, contact Vickie Conaway, director of Human Resources, 200 E. 8th, Room 104, Pine Bluff, AR 71601; or call (870) 730-2038.

FIRE CHIEF—The City of Lowell is now accepting applications for fire chief. The Lowell Fire Department operates two 24/7 fire stations with staff of 27 firefighters and paramedics. Resumes may be sent to Mayor Chris Moore, City of Lowell, 216 N. Lincoln Street, Lowell, AR 72745; or email to mhouston@lowellarkansas.gov.

CHIEF FINANCIAL OFFICER—Benton Utilities is currently seeking qualified candidates for the position of chief financial officer. The chief financial officer directs the financial planning and accounting practices of Benton Utilities, as well as the relationships with lending institutions, the financial community, and ratepayers (to include billing/customer services), by performing the following duties personally or through subordinate managers, under the direction of the general manager. The incumbent serves in a managerial capacity to ensure compliance with all regulatory financial statutes/guidelines and may serve as the financial liaison to the Benton Public Utility Commission and Benton City Council. Salary based on education & experience. Submit resume and application via mail to Mollie Wright, Benton Utilities, 1827 Dale Ave., Benton, AR 72015; or via email to cbmollie@bentonar.org. Applications and resumes will be accepted until position is filled. For complete job description and qualifications visit www.bentonutilities.com/personnel. EOE.

CITY ENGINEER (STREET)—The City of Benton is accepting applications for the position of city engineer (street). Qualifications: Bachelor's degree in Civil Engineering or a related area; a minimum of eight years of experience in Civil Engineering plus years municipal engineering experience; registered as a Professional Engineer in the State of Arkansas preferred; completion and certification as a Flood Plain Manager preferred; must possess a valid Arkansas DL. For a complete job description and application, visit www.bentonar.org, or contact the Human Resources Department, 114 S. East St., P.O. Box 607, Benton, AR 72018-0607; or call (501) 776-5900; fax (501) 776-5912. EOE.

FIRE MARSHAL—The City of Lowell seeks applicants for the position of fire marshal. Responsible for the administration and enforcement of state and local fire codes, oversight of public education and fire prevention programs, and investigation of fire related emergencies. The employee of this class makes administrative and operational decisions pertaining to fire prevention standards, training and enforcement of fire prevention laws, regulations, and established policies. Resumes may be sent to Mayor Chris Moore, City of Lowell, 216 N. Lincoln Street, Lowell, AR 72745; or email mhouston@lowellarkansas.gov. Phone (479) 770-2185 for more information. Resumes accepted until May 1.

OFFICE CLERK—The City of Tontitown is accepting applications for the position of office clerk. The duties of this position include: greeting customers in reception area, provide information and answers, answer incoming phone calls and take messages. Perform clerical and recordkeeping work that involves record maintenance, digital files, filing and data entry. Perform administrative support to other city departments. Utility billing and receivable clerk, receiving payments, prepare utility billing reports each

billing cycle. Process accounts receivable and maintain records for the City Water and Sewer Office. Applicant must have HS diploma or GED and must possess a valid Arkansas DL. Must be able to pass a pre-employment drug screen and background check. Applications are available online at www.tontitown.com. You can email the application and resume to pwdirector@tontitownar.gov or you can mail it to: City of Tontitown ATTN: Public Works Director, P.O. Box 305, Tontitown, AR 72770. No phone calls please.

POLICE CHIEF—The City of Bradley is now accepting applications for a full-time police chief. Must be certified and meet all requirements of law enforcement standards and training. Must be willing to relocate within 5 miles of Bradley city limits. Send Resume to, or applications are available at: City of Bradley City Hall, P.O. Box 729, 410 Pullman Street, Bradley, AR 71826. Office hours are 8-4 Mon-Fri. (870) 894-3464. EOE.


POLICE CHIEF—The City of DeWitt is accepting applications for the position of police chief. Resumes may be sent to the City of DeWitt, 115 N. Adams St., DeWitt, AR 72042; or email dewittmayor@centurytel.net; or fax (870) 946-1005. For more information please call (870) 946-1776.

POLICE CHIEF—The City of Lowell is now accepting applications for the position of police chief. Applicants must be certified and meet all requirements of law enforcement standards and training. Send resumes to Mayor Chris Moore, City of Lowell, 216 N. Lincoln Street, Lowell, AR 72745; or email to mhouston@lowellarkansas.gov.

POLICE CHIEF—The City of Mansfield is now accepting applications for a full-time police chief. Must be certified and meet all requirements of law enforcement standards and training. Resumes may be sent to: City of Mansfield, Attn: Mayor Buddy Black, P.O. Box 307, Mansfield, AR 72944. Applications may be picked up at the Mansfield City Hall, 200 N. Sebascott. Office hours are 8-4 Mon-Fri. (479) 928-5552. EOE.

POLICE CHIEF—The City of Pea Ridge is seeking qualified applicants for the position of full-time police chief. Applicants must be certified and meet all requirements for law enforcement standards and training. Send resume with cover letter to City of Pea Ridge, Attn: Mayor Crabtree, P.O. Box 10, Pea Ridge, AR 72751. EOE.

POLICE CHIEF—The City of Stuttgart (Arkansas County) is accepting applications for the position of police chief. Resumes may be sent to Carol Ables, Personnel Director, City of Stuttgart, 304 South Maple, Stuttgart, AR 72160; or faxed to (870) 673-8725. Full benefit package included and salary dependent on experience. For more information, please call (870) 673-8817.

WASTEWATER PRETREATMENT COORDINATOR—The City of Blytheville is accepting applications for the position of wastewater pretreatment coordinator. Duties include performing field sampling for pollutants, interpreting results, preparing reports based on sample results. Inspects facilities that generate commercial wastes for compliance to appropriate regulations including the review of records and field sampling. Works with industries to help resolve non-compliance issues. Prepares reports including DMRs and maintains records. Requirements include: Some college and three years experience in the wastewater treatment industry or a combination of training and experience, Class 3 Wastewater Treatment Plant Operator License, and possession of a valid Arkansas DL. Salary range is \$43,000-\$48,000 with full benefits depending on experience. Interested applicants can send a resume to City of Blytheville, Personnel Office, 124 W. Walnut St., Blytheville, AR 72315. A full job description and an online job application can be found at www.cityofblytheville.com/156/Human-Resources. Open until filled. EOE. 

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Standing from left: Jack Truemper, Michael McBryde, Leigh Ann Biernat, Kevin Faught, Lindsey Ollar, Jason Holsclaw
Seated from left: Michele Casavechia, Melissa Walsh, Dennis Hunt
(Executive Vice President and Manager of Public Finance)

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