

# City & Town

MARCH 2011 VOL. 67, NO. 3

OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE





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Patricia Quinn, Jim Alexander, Charlie Roberts

## **Morgan Keegan**

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## FEATURES

**6 Bryant's Bishop Park gets city moving**  
 Bryant in January welcomed its newest amenity, a first-class megaplex of ball fields, pools, basketball courts and community activity and meeting space at Bishop Park.

**10 North Little Rock Police officer "wanted"**  
 Officer Tommy Norman of the North Little Rock Police is in the running for the 2011 America's Most Wanted All-Star award, sponsored by the popular TV show. Help us get out the vote for Officer Norman.

**15 Jonesboro leverages to get ahead**  
 Jonesboro forms local partnerships and leverages grant money to get more with less.

**22 GINA regulations released**  
 The Equal Employment Opportunity Commission has released its final regulations guiding the implementation of the Genetic Information Non-Discrimination Act of 2008.

**40-41 Redrawing the lines**  
 With the 2010 Census numbers in, many cities will soon begin the redistricting process. Find reapportionment tips here from both legal and planning perspectives.

### Correction

Sales tax receipts for 2010 were listed incorrectly for the cities of Bella Vista, Belleville, Benton and Bentonville on page 46 in the January 2010 issue of *City & Town*. Corrected amounts appear on page 63 in this issue.



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ON THE COVER—Bryant residents now have more ways to get active with the recent grand opening of Bishop Park. The 106-acre park features numerous ball fields and 100,000 square feet of indoor activity space that includes a senior center, community center, gymnasium and an aquatics center. Read about Bishop Park beginning on page 6. This issue is packed with useful information, including guidelines for ward redistricting following the 2010 Census and Census results, updated EEOC GINA regulations, and tips for being an effective leader, and more. The 77th Convention will be here before we know it. Find out how to register on page 12. Read also inside about North Little Rock Police Officer Tommy Norman, who is up for a fantastic award and needs your vote.—atm

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Cover Photos by Andrew Morgan

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Dear Friends:

And they're off and running! Well, maybe not really running. But they are moving. The Municipal League's legislative agenda that was adopted at our Annual Convention has been introduced by legislators from across the state. We appreciate their support. We believe the League's goals during the General Session are good for the communities we represent and therefore are good for the state of Arkansas.

As we track the progress of bills introduced by the League, we are down to only a few issues. Those will have been introduced by the time you receive this publication. Please be sure to act when the League sends you a request to contact your representative. This does make a huge difference in the view taken and the vote given by the representatives. If you need help with an explanation or have a question, please contact the League. Your Executive Committee has been meeting regularly during the session. We have established positions on legislation introduced from other sources that impact local government. You can follow this legislation on the League's website, [www.arml.org](http://www.arml.org).

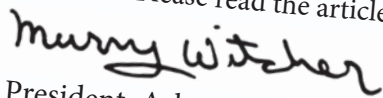
In this issue two articles address reapportionment. They discuss how communities should address changes in population. The potential challenges of redrawing ward and district boundaries are greater for the 2012 election than we have ever faced.

Along with everything else going on, a group of municipal officials are going to Washington, D.C., March 13 to the 16. We are following governors and mayors from across the nation who have been in Washington addressing Congressional actions and the affects on local operations. Our key federal policy issues include:

- Ensuring full economic recovery of cities and towns
- Partnering to rebuild the nation's infrastructure
- Advocating for comprehensive national immigration reform
- Coordinating federal and local energy efficiency and conservation efforts
- Promoting sustainable development in communities
- Protecting public safety resources

I also want to remind you of the League's 77th Convention to be held in Hot Springs in June. Registration is now open for the convention and the hotels will start taking reservations on March 15.

It is always great when you have an opportunity to brag on your local community. Beginning last month one of North Little Rock's police officers was nominated for the America's Most Wanted All-Star Award. Tommy Norman, who is a truly nice guy and a great police officer, is a wonderful representative for North Little Rock as well as for the state of Arkansas. Please read the article in this issue and vote for Tommy.



President, Arkansas Municipal League  
Alderman, North Little Rock



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# First-class park, community center opens in Bryant

The community center, which includes a gym, senior center, Boys and Girls Club, and aquatics center, boasts 100,000 square feet of activity space.



Photos by Andrew Morgan

**A**fter several years of planning and building, Bryant and Saline County residents have a first-class sports and activities megaplex all at the 106-acre Bishop Park. The park, which includes ball fields, a gymnasium, aquatics center, senior activities center, meeting space, Boys and Girls Club, walking track and more, held its grand opening Jan. 27.

The city purchased the land in early 2005, and a diverse group of citizens approached the city council with a plan for the space and a plan to pay for it through a temporary sales tax.

“It was a group of private citizens saying this is what we want for this property that we purchased, and this is how much it’s going to cost,” Mayor Jill Dabbs said. “We didn’t ask them to approve it. We just asked them to give it to the voters to approve it, and they did, so here we are.”

To fund the \$21 million megaplex, residents in 2006 passed a half-cent temporary tax to pay for the park, and a one-eighth cent ongoing tax to fund the operation and maintenance of the park.

Bishop Park includes sports and activity opportunities for just about everyone. Outside it includes nine baseball fields, six softball fields, two soccer fields, irrigation systems, lighting, press boxes, two ponds, and parking for up to 1,000 vehicles.

The community center, gym and aquatic center provide 100,000 square feet of space. The community center, called simply The Center, includes three basketball courts, a cushioned walking track, workout and aerobics rooms, concessions, administrative offices and meeting rooms. The Boys and Girls Club features games and activity areas, a computer lab, concessions and more.



A dedicated quilting room is just one of the amenities at Bishop Park's senior center.

The senior center draws several hundred active seniors a week for meals, games of pool, and crafts like quilting. There is even a stage where they gather to enjoy music by the Still Kickin' band.

The aquatic center features an eight-lane, competition pool and a heated therapeutic pool, all under a glass facility with a retractable roof. The center also includes party rooms, showers and a concessions area.

Even with all these amenities, Bryant isn't done with Bishop Park. They plan to add additional soccer fields, trails, pavilions and more. Construction on an outdoor pool and splash pad is scheduled to begin soon.

"What we said from the beginning was we wanted something out here for everyone, and that is exactly what we have now," Dabbs said.



Bryant's new aquatic center is the only one of its kind in Saline County.

# 11th Delta Awards honors tourism achievement

The 11th Delta Awards recognizing tourism achievements in Eastern Arkansas were presented during festivities Friday evening, Feb. 18 at the Forrest City Civic Center in Forrest City.

Arkansas Delta Byways, the nonprofit association recognized by the Arkansas Department of Parks and Tourism as the official tourism promotion association for 15 counties in Eastern Arkansas, sponsored the event with support from the St. Francis County Museum and the Forrest City Advertising & Promotion

Commission. Counties include Arkansas, Chicot, Clay, Craighead, Crittenden, Cross, Desha, Drew, Greene, Lee, Mississippi, Monroe, Phillips, Poinsett and St. Francis.

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.

Ten awards were given during the Delta Awards event. Finalists for the awards were as follows, with winners designated by an asterisk:



Delta Award winners, front row, from left: Lenore Shoults, Gina Jarrett, Josh Epperson, Nancy Kemp, Paul Oliver, Soozie Williams, State Rep. Sheilla Lampkin, Lake Village Mayor JoAnne Bush; back row, from left: Julie McDonald, Cindy Smith, Marti Allen, Ron Kemp, Kirkley Thomas, Paul Hindman, Linda Hinto and Larry Sims.

## Tourism Person of the Year Award

- \* Mayor JoAnne Bush—Lake Village
- Rosalind O'Neal—Marion
- Munnie Jordan—Helena-West Helena

## Festival/Event of the Year

- \* Tour duh Sunken Lands Harvest Ride—Dyess, Lepanto, Marked Tree and Tyrnza
- Blues on Broadway—West Memphis
- Loose Caboose XXI—Paragould

## Outstanding Member Award

- \* State Representative Sheilla Lampkin—Monticello
- Linda Hinton—Tyrnza
- Vicki Trimble, Lake Frierson State Park—Jonesboro

## Promotional Award

- \* City Branding Programs—Blytheville, Helena, Paragould and West Memphis
- Arkansas DeltaMade Artists—Betsy Brackin, Norwood Creech, Suzanne Churchill, Edward Wade and Nancy LaFarra Wilson, All Counties
- Bike Crowley's Ridge—Mississippi River Trail

## Media Support Award

- \* Delta Crossroads Magazine—Piggott, Rector, Manila and Trumann
- Cross County Historical Society Newsletter—Wynne
- Rob Johnson—Forrest City Broadcasting

## Hospitality Award

- \* Lake Poinsett State Park—Harrisburg
- Edwardian Inn—Helena
- Paragould Community Center—Paragould



## Entrepreneur Award

- \* Periwinkle Place—McGehee
- ASU Farmers' Market—Jonesboro
- E.J. Miller, Colton's Steak House—Marion

## Tourism Support Award

- \* Electric Cooperatives of Arkansas—Little Rock
- Brianne Connelly—Lake Village
- Scott Lane—Dermott

## Boot Strap Award

- \* Main Street Paragould's Holiday Traditions—Paragould
- Dyess Days—Dyess
- McGehee Historic Depot—McGehee

## Cultural Heritage Award

- \* Exploring the Arkansas Frontier, ASU Museum—Jonesboro
- Civil War Helena—Phillips County
- Parker Pioneer Homestead—Harrisburg



Photos by Whitnee Bullerwell

Arkansas Delta Byways Vice President and St. Charles Mayor Robert Patrick, right, with League Executive Director Don Zimmerman, center, and Lake Village Mayor JoAnne Bush, left.

# League welcomes new loss control specialist

**A** native of Houston, the League's new Loss Control Specialist Neil Foreman worked there for insurance giant AIG before transferring to Arkansas in 1997. When his engineering group was laid off in late 2008, he did contract loss control work for local carriers before joining the League staff. Neil was offered the chance to stay with AIG and transfer elsewhere, but he politely declined. Neil is married, has two daughters and a son, and four grandchildren, all in Arkansas. "We didn't want to leave Arkansas," he said. "We actually want to retire here."

As League loss control specialist, Neil is here to advise, assist and recommend to member cities ways to reduce liability exposure, improve workplace safety, prepare for emergencies and coordinate disaster response. Neil will be available to visit frequently with member cities to assist them in developing professional loss control and emergency preparedness programs. He will conduct on-site visits to conduct safety inspections on vehicles, equipment and municipal structural property. Follow-up inspection reports recommending improvement methods are also part of his service.

Contact Neil at 501-374-3484 Ext. 122, or email [nforeman@arml.org](mailto:nforeman@arml.org)

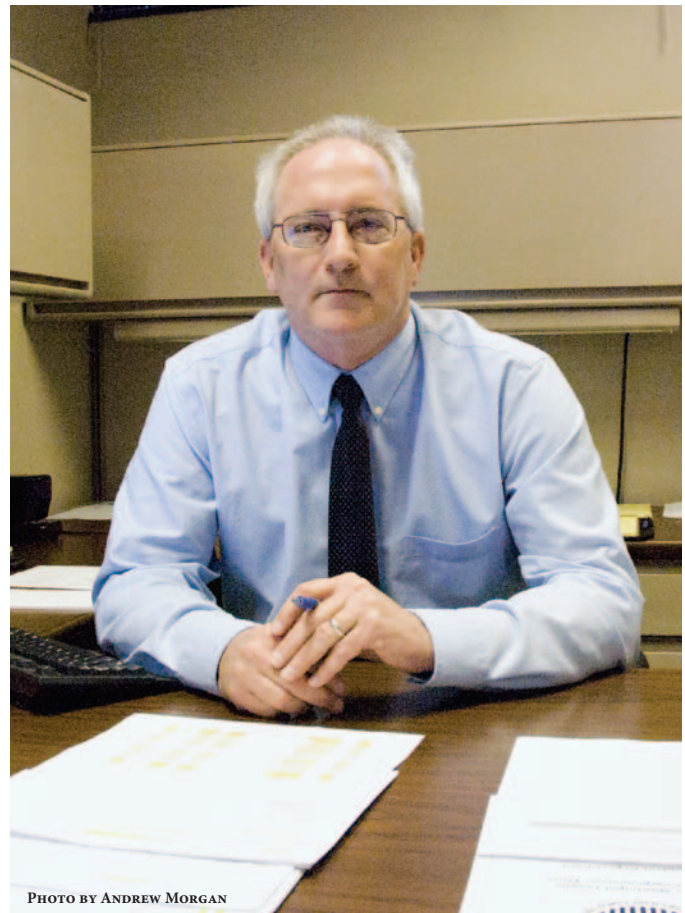


PHOTO BY ANDREW MORGAN

# North Little Rock officer up for America's Most Wanted prize

**N**orth Little Rock Police Officer Tommy Norman on Feb. 21 became the first of eight weekly finalists in the running for the title of 2011 America's Most Wanted All-Star. The award is presented each year by *America's Most Wanted*, the popular TV program hosted by John Walsh.

Each of the eight weekly winners will qualify to win the grand prize: \$10,000 and an All-Star weekend at the NASCAR SPRINT Cup Series All-Star Race, May 21 in Charlotte, N.C.

Voting for the grand prize winner begins April 21 and ends May 8. Voting is open to everyone.

Norman, who has been a patrol officer since 1998, has earned the nickname "Officer Friendly." He is well known in North Little Rock for his community service, and especially for his work with local children. At the start of each school year, he distributes backpacks and sneakers to children in need. Each month he visits area elementary schools to visit with the children and honor achievement as part of the Star Student Program. During the holidays he coordinates the "Shop With a Cop" program, which he established five years ago, and the "Season of Giving" program, which he initiated 12 years ago.

Norman was recently chosen for the Chief's Award for his community service efforts, mostly performed

while he is off-duty. He has also been nominated for the North Little Rock School District's Safety Project Award. Other recent awards include recognition in 2010 by the Lions of Golden Distinctions for Service to Law Enforcement and a 2009 Outstanding Service award from the North Little Rock School District. The Arkansas Association of Chiefs of Police gave Norman a 2008 Officer of the Year Award.



Photos by Andrew Morgan

Officer Norman gives one Boone Park Elementary Star Student an opportunity to give a "shout out" to her teachers and friends.



The League encourages all our members to visit [www.amw.com/allstar](http://www.amw.com/allstar) between April 21 and May 8 and vote for our very own Officer Norman.

Boone Park Elementary students crowd around North Little Rock Officer Tommy Norman, who each month visits Boone Park and other area schools to present Star Student awards. His commitment to community service has earned Norman a chance to be the 2011 America's Most Wanted All-Star. Vote for Officer Norman beginning on April 21 at [www.amw.com/allstar](http://www.amw.com/allstar).



## **It's Convention time again.**

June 15-17—Hot Springs, Ark.

See next page for more information.

Register online at [www.arml.org](http://www.arml.org).

Exhibitors, contact the League immediately  
to reserve space for your display.

Contact Whitnee Bullerwell

at 501-978-6105

Cost for the exhibit space is \$500.



# 77th CONVENTION

Hot Springs Convention Center  
June 15-17, 2011

REGISTRATION

**Registration and payment must be received in League office by Wednesday, June 1, 2011, to qualify for advance registration.**

Advance registration for municipal officials . . . . .	\$150
Registration fee after <b>June 1, 2011</b> , and on-site registration for municipal officials . . . . .	\$175
Spouse/guest registration . . . . .	\$75
Child registration . . . . .	\$75
Other registrants . . . . .	\$200

- Registration will be processed **ONLY** with accompanying payment in full. Make checks payable to the Arkansas Municipal League.
- Registration includes meals, activities and a copy of the **2009-'10 Handbook for Arkansas Municipal Officials** and the **2011 General Acts Affecting Arkansas Municipalities**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after June 1, 2011.**
- Cancellation letters must be postmarked by **June 1, 2011.**

HOTEL RESERVATION

## Hotel Room Rates

<b>EMBASSY SUITES HOTEL</b> (headquarters hotel)				
Single . . . . .	\$139	Double . . . . .	\$149	Check-in 3 p.m.
<b>AUSTIN HOTEL</b>				
Single/Double . . . . .	\$82			Check-in 3 p.m.
<b>ARLINGTON HOTEL</b>				
Single . . . . .	\$85	Double . . . . .	\$95	Check-in 3 p.m.

- Cut-off date for hotel reservations is **June 1, 2011.**
- Rooms in Hot Springs are subject to a 13 percent tax.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- Contact the hotel directly to make changes or cancellations in hotel accommodations.
- Hotel confirmation number will come directly from the hotel.
- Please check on cancellation policy for your hotel.

# TWO WAYS TO REGISTER

# 2

Complete the steps and **mail with payment** to:  
ARKANSAS MUNICIPAL LEAGUE  
Attn: 77th Convention  
P.O. Box 38  
North Little Rock, AR 72115-0038

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

# OR

## Step 1: Delegate Information

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

## Step 2: Payment Information

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

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

• **HOW ARE YOU PAYING?**

**Check** Mail payment and form to: Arkansas Municipal League  
77th Convention  
P.O. Box 38  
North Little Rock, AR 72115

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

Credit Card:  Visa  MasterCard  
Card Number: \_\_\_\_\_ Exp. Date: \_\_/20\_\_  
Card Holder Name (as it appears on card): .....  
Billing address (as it appears on statement): .....  
City: ..... State: ..... Zip: .....  
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:

**Arlington Hotel** Reservations \_\_\_\_\_ 800-643-1502 or 501-609-2533  
**Austin Hotel** Reservations \_\_\_\_\_ 877-623-6697  
**Embassy Suites Hotel** Reservations \_\_\_\_\_ 501-321-4430 Emily Parker, Lead Reservationist

## Step 4: Hotel Payment

Payment Options: Credit Card or Direct Bill Note: only two payment options.

To obtain direct billing as a payment option, registered delegates must directly contact hotel accounting offices listed below:

**Arlington Hotel** Accounting \_\_\_\_\_ 800-643-1502 or 501-609-2533  
**Austin Hotel** Accounting \_\_\_\_\_ 800-844-7275  
**Embassy Suites Hotel** Accounting \_\_\_\_\_ 501-321-4413 Melody Fruen

## TENTATIVE PROGRAM IN BRIEF

To see an expanded tentative schedule, visit [www.arml.org](http://www.arml.org).

### WEDNESDAY JUNE 15

2 p.m.-7 p.m.  
5:30 p.m.  
7 p.m.

REGISTRATION AND EXHIBIT HALL OPEN  
RESOLUTIONS COMMITTEE MEETING  
OPENING NIGHT BANQUET

### THURSDAY JUNE 16

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

REGISTRATION OPEN  
EXHIBITS OPEN  
HOST CITY BREAKFAST  
GENERAL SESSIONS  
LUNCHEON  
CONCURRENT WORKSHOPS  
EVENING OPEN—ENTERTAINMENT OPTIONS

### FRIDAY JUNE 17

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

REGISTRATION OPEN  
BREAKFAST  
OFFICIALS' EXCHANGE  
ANNUAL BUSINESS MEETINGS  
AWARDS AND NEW OFFICERS' LUNCHEON

## RESOLUTIONS

Suggested Convention Resolutions for consideration at the 77th Annual Convention should be mailed to:

77th Convention Resolutions  
Arkansas Municipal League  
P.O. Box 38  
North Little Rock, AR 72115-0038

**The deadline for Resolution submission is May 16.**

Resolutions may be drafted by an official of any member city or town and can relate to any matter of municipal concern. See your **2010-2011 Policies and Goals** for resolutions adopted at the 76th Convention.

## WANTED: City officials or employees with 25 years of service

Did you begin serving your city or town in 1986? The League would like to know!

The League will give special recognition to city and town officials who are in their 25th year of municipal service at the 77th League Convention, June 15-17, in Hot Springs.

**Names must be submitted to the League by May 16.**

Call Ken Wasson at 501-374-3484, ext. 211; Sheila Boyd, ext. 218; or write to P.O. Box 38, North Little Rock, AR 72115-0038.

## NOTICE TO EXHIBITORS

At the 77th 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 for exhibit space is \$500. We cannot guarantee space for companies that do not register before June 1.

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

# Jonesboro proves partnerships leverage funds better

Jonesboro Mayor Harold Perrin has proven one thing since he took office in January 2009: He's an out-of-the-box thinker who isn't afraid to look at new ways of tackling old problems. Perrin is particularly keen on the idea of creating community partnerships to help accomplish objectives that need to be met.

"Any time you can involve other partners, whether private or public, at the federal, state and local level, you can get more done," Perrin said. "The ideas, the expertise, and the resources are so much greater when you expand the circle. It's not about who gets the credit, it's about getting things done for the citizens we serve."

The following article was originally published in the Feb. 5, 2011, edition of *The Jonesboro Sun* and is reprinted here with permission.

## Portion of Jonesboro grant will train A-State students

By Karin Hill

JONESBORO—When the city of Jonesboro received a grant for workforce training last year, Mayor Harold Perrin promised to give part of it to Arkansas State University. He made good on that this week with a presentation of \$7,500 to Linda Sharp, vice chancellor for ASU-Newport Technical Center. The money will be used for training equipment, technical supplies and activities for workforce training, Sharp said. The total appropriation for the grant was \$75,000. The money came from the state's General Improvement Fund.

Perrin credited state Sen. Paul Bookout for advocating on behalf of the city to make the funds available.

"This is money that we helped get to put toward the city of Jonesboro and Northeast Arkansas for workforce training," Bookout said. "We can help out a lot of the smaller communities through rural services, but Jonesboro obviously falls under criteria that it's a larger city. So I asked the mayor, 'What can we do to help out the city?' As soon as we started talking, he said 'economic development.' I said 'good, let's try to figure something out, you know, job training, especially in conjunction with all these manufacturing companies and plants that are coming here, get ASU involved and use them as a great recruiting tool.'"

Perrin said the grant's biggest impact is using it in a way that will benefit the entire region.

"This was the whole intent," Perrin said. "When I met with Senator Bookout, I said, 'If you'll get this, we'll split this.' He's really helping the city, ASU and Northeast Arkansas—the whole deal."

He said ASU will be able to stretch their dollars by leveraging this money in conjunction with other grants.

"When I called the [ASU-Newport] chancellor, Larry

Williams, he said it couldn't come at a better time because they're having some grants now, and they can take those funds ... and use them for matching money," Perrin said.

Perrin said the city's Human Resources and Information Systems departments have spent the last year using their portion of the grant for online training development, a video training library, training manuals, workshops and other training resources.

A room in the basement

of City Hall has been converted into a small studio for video production to aid with such presentations.

He said the plan is to produce consistent training materials ranging from basic service skills to leadership development and safety training. The city has also developed additional program segments on related topics as well as information about area nonprofit organizations for its cable public access channel, 24.

Perrin said the value of this money is twofold: for future economic development and attracting new industries, and to train the current workforce for existing employers.



From left, state Sen. Paul Bookout, ASU-Newport Vice Chancellor Linda Sharp, and Jonesboro Mayor Harold Perrin are partnering to make grant dollars stretch further and create more economic opportunities through leveraging.

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# ACCRTA seeks nominations for Clerk of the Year

The Municipal Clerk of the Year Award each year 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 clerk's own community.

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

Any municipal official or ACCRTA member may nominate a candidate for Municipal Clerk of the Year for 2011. **The deadline for nominations is May 1, 2011.** The finalist will be honored at the 77th Arkansas Municipal League Convention, June 15-17, in Hot Springs.

## Requirements for nominees:

- Has been an active ACCRTA member 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 form below and mail to:

Clerk/Treasurer Barbie Curtis, CMC, CAMC  
1003 Broadway  
Van Buren, AR 72956

## Municipal Clerk of the Year 2011

Nominee's Full Name \_\_\_\_\_

Number of Years as Municipal Clerk \_\_\_\_\_

Date of Certification \_\_\_\_\_ Date of Recertification \_\_\_\_\_

Number of Years as ACCRTA Member \_\_\_\_\_ Date of Membership \_\_\_\_\_

Municipal Clerk of what city \_\_\_\_\_ Appointed/Elected Yr. \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Business Phone \_\_\_\_\_

ACCRTA Offices held \_\_\_\_\_

Committee service \_\_\_\_\_

Other activities IIMC participation \_\_\_\_\_

Education program participation (instructor, panel member, moderator): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Individual submitting nomination \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

Signature \_\_\_\_\_ Phone \_\_\_\_\_ Date \_\_\_\_\_

Nominator: Please briefly summarize the reasons why you believe your nominee should be selected as the 2011 Municipal Clerk of the Year. (Attach separate pages as needed.)

# Grant applications state your case

A well-written statement of need and vision gives granting agencies a clear picture of your community's needs and your plan to address them.

By Chad Gallagher

A well-written grant is an important part of receiving funding. The only thing more important than a well-written application is a well thought out and developed concept for which you are asking to be funded. The greatest strength of any request for funding is the backing of a great concept that is worthy of investment. It is for this reason that we strongly encourage applicants to go through thorough strategic planning before seeking funding. Doing so not only helps the overall community development effort, but it tremendously enhances your grant writing success.

Most grant applications have several key components. In a normal application you will have to provide information on your organization and its capacity to manage the project and the funding, demonstrate need, and outline your vision and program proposal. Of great importance are the project budget and the budget justification. Typically, it will be necessary to provide resumes of key personnel, information on strategic partners, future program expansion and how sustainable the project is without the funding provider's involvement, as well as how the program will be evaluated for success.

A key component of every grant is the statement of need and the program vision. It is here that you must demonstrate to the funding agency the validity of the need you are trying to address and why your proposed solution is worthy of funding. In your statement of need it is important to provide the funding agency with basic information about the geographical area and the population you are looking to serve. Most of the time a funding request is designed to target a specific geographical area, such as a town, county or region, or it is designed to serve a very specific population: senior citizens, a particular minority, single moms, etc. Instead of just saying that there are single moms in your area that desperately need help, it is better to provide statistics on how many single moms, average income and education levels. When developing your statement of need it is important to use statistics that provide context for the funding agency. Make them aware of overall demographics, alarming statistics and other periphery details that help clearly demonstrate the need you are trying to address.

When writing the statement of need it is preferable to use hard data over soft data. Hard data is concrete in nature. This includes statistics and demographics. In essence, hard data is provable, research based, verifiable and fixed. This is the type of data that clearly

demonstrates your knowledge of the challenge your community or organization is trying to overcome. Your statement of need is also an appropriate place to articulate the need for financial assistance to solve the problem. If you could solve the problem without outside funding assistance then you presumably would have done so. In your need statement it is appropriate to demonstrate financial need to address the stated problem.

Your vision statement is an appropriate place to use both hard and soft data. Soft data is anecdotal in nature. It is more artistic in many ways. It should put a face on the cold hard facts. It paints a picture and tells a story. Soft data may relay a specific example of a child's life devastated by a drunk driver in a funding application to address alcohol abuse. Soft data includes a glowing description of how things will look after your proposed solutions have been funded and implemented. It paints a picture of the envisioned future. Soft data is appropriate to use in your vision statement and your program narrative. Yet here you should also use hard data. Explain what statistics you think your efforts will change and by what amount. Your vision statement is not where you explain the detailed approach the proposed program will take—this is done in the program narrative—but it does create a clear picture of the end result. Funding agencies are then in a position to hold side by side the current need and status of the community and the specific problem being addressed against the description of a better future. This becomes a strong motivator for funding a request.

Next month we will look out how important the meat of your application is—the program narrative. This is where goals and objectives are set and an implementation model is unveiled. Every part of an application when combined with the others becomes important to creating a winning application. Sometimes looking at each section one by one can be helpful in creating an outline in your mind.

In conjunction with the Arkansas Grant Book Company, we will soon announce upcoming grant writing workshops to be held throughout the state. Thanks to those of you who have offered to host them. A final schedule will come out in late March.



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



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# Where can a city plan and why?

The five-mile planning jurisdiction was created not as a municipal “power grab,” but as a reasonable way for cities to provide public safety and orderly growth.

By Jim von Tungeln

One of the most difficult urban planning concepts to explain is the planning area boundary. As long as it remains unclear to elected officials and practitioners, it will be a source of distrust and controversy for citizens. This never bodes well for orderly growth. So let’s take a look at the origin and issues surrounding the idea.

The primary thing that puzzles someone when they first consider urban planning is that the planning area boundary can extend beyond the city limits. It is tempting to imagine this as simply a “power grab” by cities. Several underlying factors, however, support what might seem at first to be an intrusion of the city upon surrounding property owners.

First, there is a concept known as the Retail Trade Area. It is a graphic tool used to estimate the gravitational pull that a city’s economic base exerts on the surrounding areas. The retail trade area will usually be larger than the planning area but it provides support for thinking beyond the city limits. A number of methods may be used to determine it, but a rough rule-of-thumb is that the retail trade area of a city usually corresponds to the circulation area of a local newspaper. In some suburban areas, the retail trade area may resemble the school system boundaries.

At any rate, the retail trade area can provide us a sense of where people live who depend upon the city

for goods and services. Correspondingly, this indicates where traffic arteries will be needed to provide for the transportation of those goods and services.

This brings up the next important concept: Streets, roads and rail lines do not stop at the city limits. Think about it. If they did, then each city’s corporate limits would have to extend to those of the next city. Since that would be problematic in some cases, the visionaries who established standard (sample) planning statutes as guides for state governments included the concept of the planning area boundary.

Now one may wonder who these visionaries were—wild-eyed urban planners? Nope, these standard statutes came about in 1929 under the director of then Secretary of Commerce Herbert Hoover—hardly a liberal icon. He, no doubt, realized that some semblance of order must exist beyond the city limits in terms of both land use and transportation. This, in turn, would require a balancing of the power of property rights between the individual and the public at large.

With the planning area in mind, the commission recommended the concept of “territorial jurisdiction” which, under most circumstances, included all areas within five miles of the corporate limits of a city. The planning area exists within this area of jurisdiction, in which the city has exclusive planning authority.

PHOTO BY JIM VON TUNGELN



Traffic systems: Aren't you glad we have them?

The Retail Trade Area estimates the area dependent upon the city for goods and services.

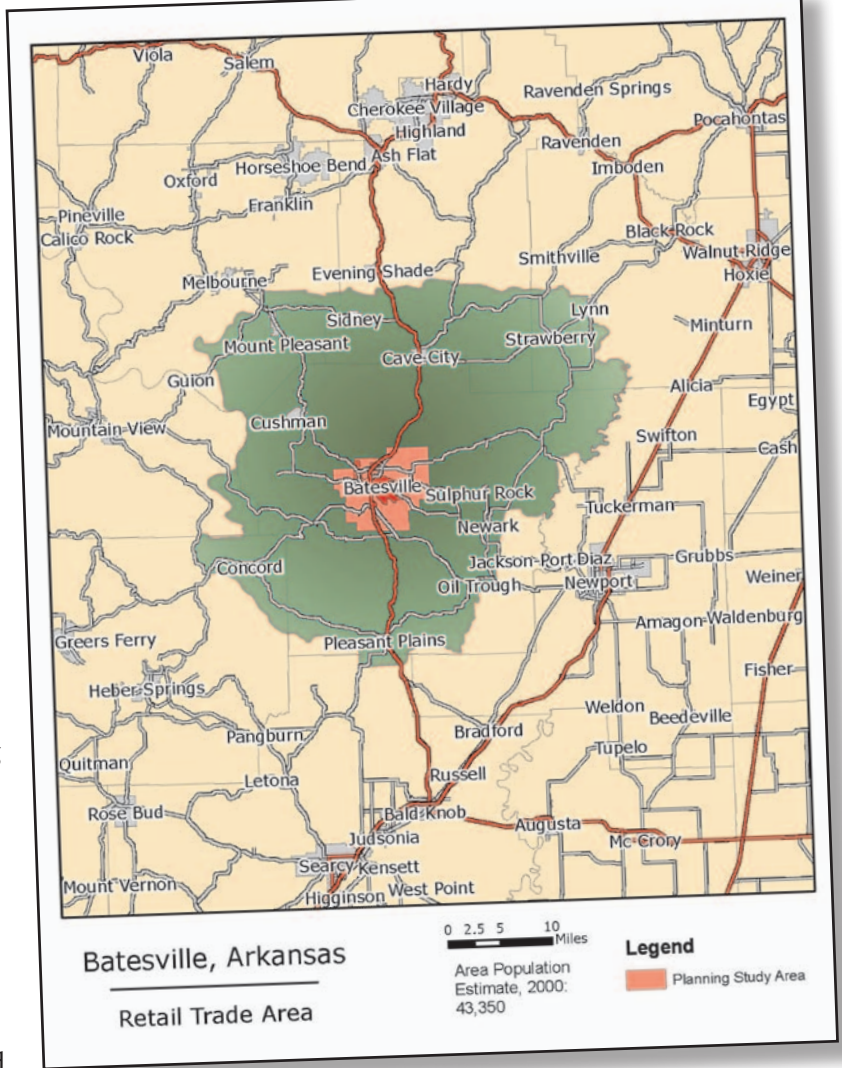
In summary, the general planning jurisdiction may extend up to five miles beyond the existing corporate limits. The planning area boundary is selected from within that boundary. The boundary could even encompass the entire territorial jurisdiction.

Our state statutes adhere closely to the Hoover Commission's recommendations. The statutes require that: "The commission shall prepare and maintain a map showing the general location of streets, public ways, and public property and the boundaries of the area within the territorial jurisdiction for which it will prepare plans, ordinances, and regulations. The map shall be known as the planning area map [ACA §14-56-412(c)]." This map must then be filed with both the city clerk and county recorder.

Here's where it gets a little tricky. The statutes originally limited the city's activities in the area outside the city limits but within the planning area boundary to planning and the enforcement of development regulations. The latter was allowed after the planning commission had adopted and filed a master street plan. Again, this makes sense if one understands that transportation systems do not stop at the city limits.

In the late 1980s, the Legislature added additional controls within this "extra-territorial" area for cities above 8,000 in population and located on a "navigable stream." That will be fodder for discussion on another day. For now, simply understand that only a couple of large cities in our state have applied it and then only in extreme and limited instances.

The provision to allow municipalities to administer development, or subdivision, regulations outside the corporate limits has prevented, in many cases, the development of substandard subdivisions in the planning area. It has also caused some grumbling among property rights advocates who seem to want a good transportation system serving their county everywhere except in subdivisions that they might develop. At any rate, such considerations encourage municipalities to exert extreme care in pursuing this option.



This should provide some explanation of why cities apply planning and development regulations outside the corporate limits. Our state's municipalities house almost all of the retail services, medical care, non-farm jobs, schools, colleges and business centers that serve our everyday needs. A zone of reliable transportation and rational land use around those cities is essential for housing those needs. It is just that simple.

Of course there will still be some who will come to city hall or to a hearing and yell that their property rights are totally absolute and cannot be altered at all. My advice? Ask them how they got there. Ten-to-one it was by way of a public road, street or highway.



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

# EEOC issues final GINA regulations

By Susan K. Lessack

On Nov. 9, 2010, the Equal Employment Opportunity Commission (EEOC) issued its highly anticipated final regulations implementing the employment-related provisions in Title II of the Genetic Information Non-Discrimination Act of 2008 (GINA). Those regulations answer many of the questions that employers have had about GINA, including the extent to which employers can implement wellness programs that use genetic information. Although the anti-discrimination and remedial provisions of GINA are similar to those in Title VII, GINA's provisions addressing the acquisition and use of genetic information are unique, and employers will need to become familiar with them.

Fundamentally, GINA prohibits employers from discriminating against or harassing current or former employees or applicants on the basis of genetic information, and from retaliating against an individual who has complained about genetic discrimination. GINA also limits strictly the ability of employers to obtain and disclose genetic information. GINA does not restrict the use of medical information that is not genetic information about a disease, disorder or pathological condition.

GINA prohibits employers from requesting, requiring or purchasing "genetic information" with certain critical exceptions: (1) an inadvertent request for genetic information, (2) a request in the context of a voluntary wellness program, (3) a request for family medical history to comply with the certification provisions of the Family and Medical Leave Act or state or local leave laws, or (4) when genetic information is acquired from publicly available documents, such as newspapers or electronic media.

## Inadvertent request for medical information

The regulations explain that genetic information received in response to a lawful request for medical information is not received inadvertently, unless the employer specifically directs the health care provider from whom it requests medical information not to provide genetic information (or can otherwise prove that the information was received inadvertently). The regulations contain model language that can be used to take advantage of this safe harbor:

The Genetic Information Nondiscrimination Act of 2008 (GINA) prohibits employers and other entities covered by GINA Title II from requesting or requiring genetic information of an individual or family member of the individual, except as specifically allowed by this law. To comply with this law, we are asking that you not provide any genetic information when responding to this request for medical information. "Genetic information" as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic tests, the fact that an individual or an individual's family member sought or received genetic services, and genetic

information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services.

29 CFR § 1635.8(b)(1)(i)(B)

That language should be used in situations in which an employer requests medical documentation to support a request for reasonable accommodation or to support an employee's request for leave for his or her own serious health condition under the Family and Medical Leave Act, among other situations.

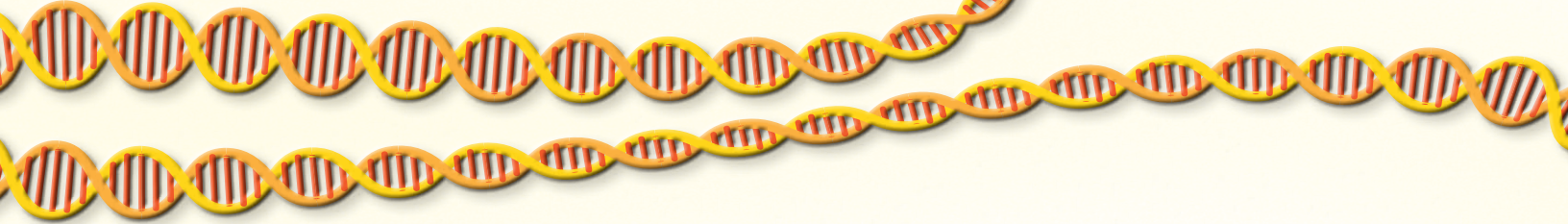
When an employer requires a medical examination related to employment, the employer must affirmatively advise the health care provider not to collect genetic information, including family medical history.

## Other inadvertent acquisition of genetic information

The regulations provide examples of situations that can be inadvertent acquisitions of genetic information, which include when a manager learns genetic information during a casual conversation, such as in response to an ordinary expression of concern about how an employee or family member is feeling; when a manager overhears a conversation in which an employee's genetic information is discussed (the so-called "water cooler exception"); or when a manager inadvertently learns genetic information through e-mail or social media. Of course, an inadvertent acquisition of genetic information can become advertent if a manager asks follow-up questions.

## Obtaining genetic information through a voluntary wellness program

Another exception to the prohibition against requesting genetic information applies if the employer offers health or genetic services including as part of a voluntary wellness program. Employers have been anticipating that the final regulations would clarify what constitutes a voluntary wellness program and, in particular, whether a program could be voluntary when an employer offered a financial reward for participation. The final regulations explain that to be considered voluntary, an employer may not require an individual to provide genetic information or penalize those who choose not to provide genetic information, and the employee must provide knowing, voluntary and written authorization (using a form that is understandable, describes the types of genetic information that will be obtained and how it will be used, and describes the restrictions on the disclosure of genetic information). Further, individually identifiable genetic information cannot be provided to the employer, but only to the individual and the health care professionals or genetic counselors involved in providing the services.



The EEOC reportedly tried to strike a balance between the exceptions to the prohibition on acquiring genetic information. The final regulations permit employers to offer financial incentives to encourage participation in wellness programs under certain circumstances, but prohibit employers from offering an inducement to provide genetic information. As part of a health risk assessment, an employer may offer a financial inducement to employees who complete the assessment, provided that the inducement is available to all employees who respond regardless of whether they answer questions seeking genetic information. The health risk assessment form, therefore, must identify which questions request genetic information and advise the individual that he or she need not answer those questions to receive the financial inducement. A potential downside of this approach is that health risk assessments for employees who choose not to provide genetic information may not be as accurate or helpful to the extent that they are not based on a complete picture of an employee's health.

If genetic information voluntarily provided indicates that an individual is at an increased risk of acquiring a health condition in the future, an employer may offer a financial inducement to encourage the individual to participate in a program that will assist the individual in meeting certain health goals. However, those programs must also be offered to individuals who currently have the particular health conditions or have an increased risk of developing such conditions. For example, if an employee voluntarily discloses a family medical history of high blood pressure on the health risk assessment, an employer may offer the employee money to participate in a wellness program designed to encourage weight loss and a healthy lifestyle provided that the same incentive is offered to employees who have a current diagnosis of high blood pressure. Further, an employer may offer an additional incentive to individuals who are able to lower their blood pressure in a particular year.<sup>1</sup>

## Requesting family medical history to comply with the FMLA or similar laws

If an employee requests leave to care for a sick family member and provides information about family medical history to his or her employer in connection with that request, the employer's request for information does not violate GINA.

## Acquisition of genetic information from commercially/publicly available documents

An employer does not violate GINA by receiving genetic information inadvertently in the course of reading material that is commercially or publicly available, such as in a newspaper or magazine, on the Internet, and the like. GINA may be violated, however, if the employer searches for genetic

information from those sources, or obtains genetic information from court records or medical databases.

## Other provisions

GINA requires that records containing genetic information be maintained in separate, confidential medical files, although genetic information that was put in personnel files before Nov. 21, 2009, can remain there. GINA information is required to be posted conspicuously where other notices for employees and applicants are posted. The EEOC issued a revised poster when GINA was enacted that can be used for this purpose.

GINA does not preempt state or local laws that provide equal or greater protections than GINA, nor does it affect an employer's obligations under the Americans with Disabilities Act or HIPAA.

## What should employers do?

Employers should already have added genetic information as a protected class to all of its Equal Employment Opportunity (EEO) statements and should make sure that EEO and anti-harassment policies include prohibitions against discrimination, harassment and retaliation based on genetic information.

To be able to take advantage of the safe harbor against the disclosure of family history information in response to a request for medical documentation, employers should incorporate the model language into all requests for employee medical information, such as fitness for duty certifications and requests made in conjunction with an employee's request for a reasonable accommodation.

Employers that ask employees to complete health risk assessments as part of a wellness program should identify those questions that seek genetic information and should make clear that employees need not respond to those questions in order to receive any offered financial incentive.

Employers should train managers and human resources employees about GINA's requirements, particularly regarding the prohibition against acquiring genetic information.

## Endnotes

- <sup>1</sup> *Wellness programs that constitute group health plans may also have to comply with Title I of GINA, as well as with the Health Information Portability and Accountability Act (HIPAA). The HIPAA non-discrimination rules require that wellness programs that condition rewards on the satisfaction of a health standard provide a reasonable alternative if it is unreasonably difficult due to a medical condition for an individual to satisfy the applicable standard.*

*This article was first published Nov. 17, 2010, by Pepper Hamilton LLP Attorneys at Law ([www.pepperlaw.com](http://www.pepperlaw.com)) and is reprinted with permission.*

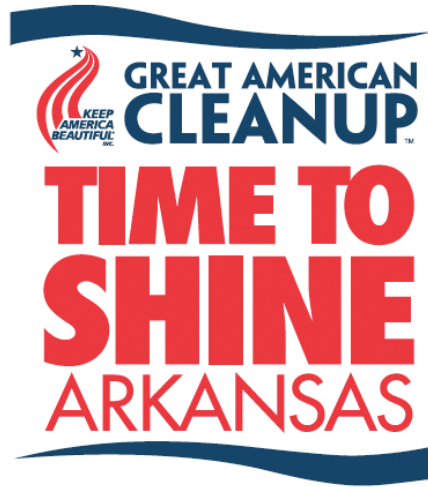
# Great American Cleanup in Arkansas under way

Each year, thousands of Arkansans improve the appearance of their communities by volunteering in the national Keep America Beautiful Great American Cleanup in Arkansas. This year's spring cleanup campaign is once again being coordinated and promoted by Keep Arkansas Beautiful (KAB), a Keep America Beautiful certified state affiliate, and will begin March 1 and run through May 31.

All communities across the state are encouraged to become involved in this annual community cleanup effort. Those interested in learning more about organizing a Great American Cleanup event in your community or volunteering with a local event can visit [KeepArkansasBeautiful.com](http://KeepArkansasBeautiful.com), e-mail [sarah.wruck@arkansas.gov](mailto:sarah.wruck@arkansas.gov) or call 888-742-8701 toll-free.

Once a community signs on to host a Great American Cleanup in Arkansas event, KAB will work with that community to organize and publicize the effort. KAB will provide volunteers with trash bags, bottled water, gloves, safety vests and T-shirts. Great American Cleanup volunteers will also be registered to win prizes. Promotional materials available to communities include banners, posters, volunteer stickers and brochures. KAB will also post local events on its Facebook page and website.

During last year's Great American Cleanup in Arkansas, more than 16,000 individuals volunteered more than 50,000 hours in communities across the state. The spring community improvement effort involved 159 events, with volunteers picking up 650,000 pounds



of litter from 1,159 miles of roadway, trails and shorelines, and 1,395 acres of parks and public areas; cleaning 81 playgrounds; closing five illegal dumping sites; and removing 17 junk cars. In addition to picking up litter, volunteers recycled 113,380 pounds of newspapers, as well as 103 car batteries, 3,576 tires and 1.2 million pounds of electronics. Also, 25,740 pounds of clothing were collected for reuse.

The total economic value of the 2010 Great American Cleanup to Arkansas communities was more than \$750,000.

Established in 1953, Keep America Beautiful Inc. is the nation's largest volunteer-based community action and education organization. Nationally, this year's Great American Cleanup is expected to involve an estimated 3 million people volunteering more than 5.7 million hours to clean, beautify and improve 33,000 communities during 30,000 events from coast to coast.

Keep Arkansas Beautiful is a certified state affiliate of Keep America Beautiful Inc., and works to inspire and educate individuals to reduce litter, recycle and keep Arkansas beautiful. It operates as a division of the Arkansas Department of Parks and Tourism and is advised by a nine-member commission appointed by the governor. KAB is funded by one percent of the eighth-cent conservation tax and, by utilizing volunteers, returns to the state a cost benefit of \$15.34 in community service for each program dollar spent.





# ECONomy



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

# Proper tree care techniques rewarded

Trees properly cared for will reward us for a lifetime, and the Arkansas Forestry Commission is here to help our communities make the most of our urban forests.

By John Slater

**O**ur services are free and available to all communities and volunteers around the state. In addition to Patti Erwin and me, the Arkansas Forestry Commission has urban forestry representatives and arborists in all nine districts across the state available to help you manage your urban forest.

## Training for your city staff

Many tree deaths occur from lack of knowledge. A guy once asked me why his dogwood died. When I asked if he had watered it, he gave me a look of surprise and answered no. I saw him a year later, and he thanked me and told me with a smile that he had planted another dogwood that was doing just fine.

Every community has hardworking and conscientious employees who, if trained, will become an advocate for your community's trees. Let us train your folks on how to manage your urban forest. Your urban forest is like a garden—it's easier to do a little every day than to try to tackle it all at one time.

Preventive maintenance saves money and trees. The key to having a successful tree program is to have someone responsible for tree care with the knowledge to do the job correctly. It is frustrating to be involved in a tree-planting event and discover later that those trees did not perform well or they died. Every community needs to have a working knowledge on how to take care of those valuable assets, starting from before they go into the ground until they need to be removed 20, 50, or 100-plus years later. Though it takes time to build your urban forest, you can enjoy it as you watch it grow and mature.

## Right tree, right place

You start with the right tree in the right place. What trees do well in the very harsh environments of downtown? What size is your planting space? What trees make good shade trees? What trees can you plant under or close to utility lines? What trees should you not plant and why?

## How to properly plant trees

If you plant a tree that has the potential to live for decades or a century, it's important that you learn how to do it correctly and how to maintain it for those many years. If you know how to plant and maintain trees, it makes it easier to prevent untrained landscapers and

maintenance people from sub-standard work. This happens more than you might think. Have contracts that spell out exactly how the planting is to be done. Observe the planting being done and/or follow up with an inspection before paying for the job. Also learn how to do tree plantings that cost very little but have a huge pay off in the end.

## How to properly prune trees using structural pruning techniques

If the problem had been identified a few years earlier, structural pruning could have saved the tree in photo 1 and increased its life by many years. With a little training, potential structural problems can be identified and pruning can be scheduled on days when your workload will allow. Structural pruning may require only a couple of well-placed cuts to reduce the hazard and save the tree.



PHOTOS BY JOHN SLATER

Photo 1—This tree is now a hazard tree, but it didn't have to end up this way.

## How to conduct a tree inventory and assess hazard trees

Inventories are a tool communities can use to develop a management plan. The use of a tree inventory and hazard tree assessment would identify hazards like the tree in photo 1. This tree is going to fail, so what do you do now? The tree is a hazard and should be removed. As with pruning, you can schedule the removal of a known hazard tree when you have time instead of after a storm event when you have more work than you can handle.

## How to protect trees during construction

Learn the techniques on how to save a tree and protect it from heavy equipment during construction activities. Photo 2 illustrates an example of what not to do. Before making the same mistake, contact us for proper techniques. Also learn when it's not practical to save trees, so you can put more energy into the ones you can save.

We can provide training inside or outside, assess your greatest needs and work from there. For more information go to the Arkansas Forestry Commission website, [www.forestry.state.ar.us](http://www.forestry.state.ar.us), or the Arkansas Urban Forestry Council website [www.arkansastrees.org](http://www.arkansastrees.org).

### Make a memory...Plant a Tree



*John Slater is urban forestry partnership coordinator with the Arkansas Forestry Commission. Contact him at 501-984-5867, or at [john.slater@arkansas.gov](mailto:john.slater@arkansas.gov).*



Photo 2—Q: Is this the proper way to protect trees from construction damage? A: No.

# AUFC Conference comes to Hot Springs

The Arkansas Urban Forestry Council will hold their 20th Annual Conference, “Forests for All: Managing Modern Urban Forests,” April 18-20 at the Clarion Resort on the Lake in Hot Springs. I encourage you to come early for the weekend and stay over after the conference to enjoy the natural beauty of the city I have called home for over 44 years.

For more information about the conference, contact Cathy at 1-800-958-5865, email [info@arkansastrees.org](mailto:info@arkansastrees.org), or visit the website [www.arkansastrees.org](http://www.arkansastrees.org).

—John Slater

# Shake off winter and get moving this spring

By David Baxter, League staff

Spring is right around the corner, and being shut up in the house during the long winter makes everyone yearn for warm weather and to get outside again. This year, why not make a commitment for an active, outdoor lifestyle for the whole family. Springtime in The Natural State is a wonderful time of year, and the weather provides opportunities to engage in the many outdoor activities throughout the state. The benefits from becoming active outdoors this spring are plentiful.

Taking your children or grandchildren outside to be active teaches them that they need to get off the couch and get moving. Childhood obesity is at an all-time high in the United States and in Arkansas, so this quality time spent being active with your children will do wonders for their attitude toward fitness and health.

Additionally, studies show that being physically active outside reduces stress, increases mental well-being, decreases anger and depression, and participants enjoy the activity more (The Peninsula College of Medicine and Dentistry, 2011). Lastly, the invaluable health benefits of daily outdoor activity are numerous. Some of these benefits include burning off extra calories, lowering blood pressure, and adding overall quality of life to you and your family. Although specific exercises like walking, jogging, cycling and swimming are great ways to get active outside, there are many other ways to enjoy springtime in Arkansas. Here are 10 great ways to become more active outside this spring:

- Take the family dog out for a walk.
- Go berry picking.
- Hike and take a picnic lunch in an Arkansas state park.
- Wash your car by hand.
- Throw horseshoes or a Frisbee.
- Go horseback riding.
- Play kickball or volleyball.
- Play flag football or badminton.
- Do some yard work the old fashion way.
- Climb Pinnacle Mountain (the easy side for the less adventurous).

These are just a few ideas, but any activity done outdoors can benefit you, your family and everyone's health and well-being. The key is to get moving and stay active several times a week and at least 30 minutes at a time.

It is also important to be safe while being active outdoors. Remember to stay hydrated with non-caffeinated liquids, wear sunscreen, avoid the hottest part of the day, carry a cell phone, and let others know where you are planning to spend your day.

Remember, as Ralph Waldo Emerson said, "The first wealth is health."



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

## CALENDAR

**NLC Congressional City Conference**  
**Saturday-Wednesday**  
**March 12-16, 2011**  
**Washington, D.C.**

**Arkansas Municipal League**  
**77th Annual Convention**  
**Wednesday-Friday**  
**June 15-17, 2011**  
**Hot Springs, Arkansas**



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# Alleviate allergies this spring

Don't let allergies stop you from enjoying springtime in The Natural State.

By Samuel B. Welch, M.D., Ph.D.

Springtime in Arkansas signals an end to cold, dreary days and entices more people into the outdoors to do the things they love. Unfortunately for many Arkansans, that means as many as four months of upper respiratory suffering.

Whether you're working outdoors tending your garden or mowing your lawn, or playing by taking a hike or camping, allergens in Arkansas will find you. And in The Natural State, allergens tend to be among the worst in the country. The last few years, the Asthma and Allergy Foundation of America has compiled a list of the most allergy-prone cities in America, and Little Rock has made the cut.

But while spring allergies will undoubtedly slow many sufferers down again this year, there are ways to relieve symptoms. Strategies for coping with spring allergies run the gamut, and choosing a remedy depends on the severity of a person's allergic reaction and their overall exposure.

## First thing's first: Limit exposure

Even for those who are allergic, the body can tolerate some allergens that would cause them problems in heavier doses.

Some general tips for avoiding outdoor allergens include:

- Stay indoors as much as possible;
- Remove and wash clothes immediately after being outdoors;
- Shower and wash your hair after being outside;
- Wear a high-efficiency filtration mask, widely available at stores;
- Wear a hat to keep pollen out of your hair; and
- Avoid being outdoors early in the morning or late in the evening when pollen becomes more concentrated.

When those precautions aren't enough, prescription and over-the-counter medicines usually get most people through the allergy season.

## Use a combination punch against allergies

Combining steroid nasal sprays (prescription only) and antihistamines works well. The class of steroids used in these sprays is safe (even for some children), as very little is absorbed by the body.

I also recommend cromolyn sodium, an over-the-counter nasal spray that goes by the trade name Nasalcrom. When used 30 minutes to an hour before exposure, it is effective for prevention of hay fever and can be an alternative to antihistamines with fewer side effects.

For some patients, I may recommend a combination of all three: steroid nasal spray, antihistamine and cromolyn sodium. For those who do not respond or cannot take the medications, allergy tests may be performed so that patients can begin taking shots to build immunity to the allergens causing the most problems.

I warn against the use of decongestants, both oral and topical. While they may be effective for a few days, that's their limit, and they can be dangerous.

## What ails varies

It's the typical sneezing, watery and itchy eyes that send people to a general allergist, especially this time of year. As an ENT allergist and surgeon, I see patients with allergic throat, ear, nasal and sinus problems. Sometimes it surprises patients who think they have a more serious infection or virus to learn that allergies are the cause.

One more thing to keep in mind is that it's not just in the outdoors, as allergens find their way inside your home. As much as you'd like to crack a window for some fresh, spring air, I'd leave them shut. Indoor allergens can also be reduced significantly by making an effort to keep home and office spaces clean. Changing air conditioner filters frequently, and use of high-quality filters help, as does deep cleaning carpets, upholstered furniture and draperies.

Spring doesn't have to equate to misery. Take these precautions and try to enjoy everything springtime in Arkansas offers.



*Samuel B. Welch, M.D., Ph.D., is Associate Professor, Department of Otolaryngology—Head and Neck Surgery, University of Arkansas for Medical Sciences, and Assistant Chief, Surgical Service, Central Arkansas Veterans Healthcare System.*

# 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 2011.

Scholarships include: four local \$400 scholarships to attend the Municipal Clerks' Institute, Sept. 18-23, 2011, in Fayetteville; one \$400 scholarship for the Academy for Advanced Education, Sept. 21-22, 2011, in Fayetteville; and

one \$400 scholarship to attend the International Institute of Municipal Clerks (IIMC) annual conference, May 8-12, 2011, in Nashville.

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

Fill out the scholarship application below and return it to:

Linda Simpson, CAMC, CMC  
City Clerk / Treasurer  
City of Lake City  
P.O. Box 660  
Lake City, AR 72437

For more information, contact Scholarship Chairman Linda Smpson at 870-237-4431, or e-mail lakecitysimpson@yahoo.com

## 2011 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, 2011, and Dec. 31, 2011, and that I must attend all sessions. Yes. \_\_\_\_\_

Have you attached written evidence that your Chief Executive or legislative body supports your attendance at the institute and that in the event that a scholarship is awarded, you will be given the time to attend the institute? Yes \_\_\_ No \_\_\_

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:

\_\_\_ Municipal Clerks' Institute, Fayetteville—Sept. 18-23, 2011  
\_\_\_ Academy for Advanced Education, Fayetteville—Sept. 21-22, 2011  
\_\_\_ IIMC Conference, Nashville, Tenn.—May 8-12, 2011

**DEADLINE: April 2, 2011**  
**DEADLINE: April 2, 2011**  
**DEADLINE: March 2, 2011**

**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.

# Fairs & Festivals

March 12, **CAMDEN**, 18th Camden Daffodil Festival, 870-836-0023, [www.camdenfestival.com](http://www.camdenfestival.com);  
**EUREKA SPRINGS**, 18th St. Paddy Parade, 479-981-9551, [StPaddy.Ureeka.org](http://StPaddy.Ureeka.org)

March 17, **HOT SPRINGS**, 8th World's Shortest St. Patrick's Day Parade, 501-321-2835, [www.shortestpats.com](http://www.shortestpats.com)

April 7-10, **LITTLE ROCK**, 8th Arkansas Literary Festival, 501-918-3098, [www.arkansasliteraryfestival.org](http://www.arkansasliteraryfestival.org)

April 8-9, **HAMPTON**, 20th Hogskin Holidays Festival & Cook Off, 870-798-2100, [www.hogskin-holidays.com](http://www.hogskin-holidays.com)

April 11-16, **VILONIA**, 24th Bluegrass and Gospel Jamming Jammer Jamboree, 501-835-2451

April 15-16, **STAR CITY**, 8th StarDaze Festival, 870-370-1903, [stardazefestival.com](http://stardazefestival.com)

April 15-17, **MOUNTAIN VIEW**, 49th Arkansas Folk Festival, 870-269-8068, [www.YourPlaceintheMountains.com](http://www.YourPlaceintheMountains.com)

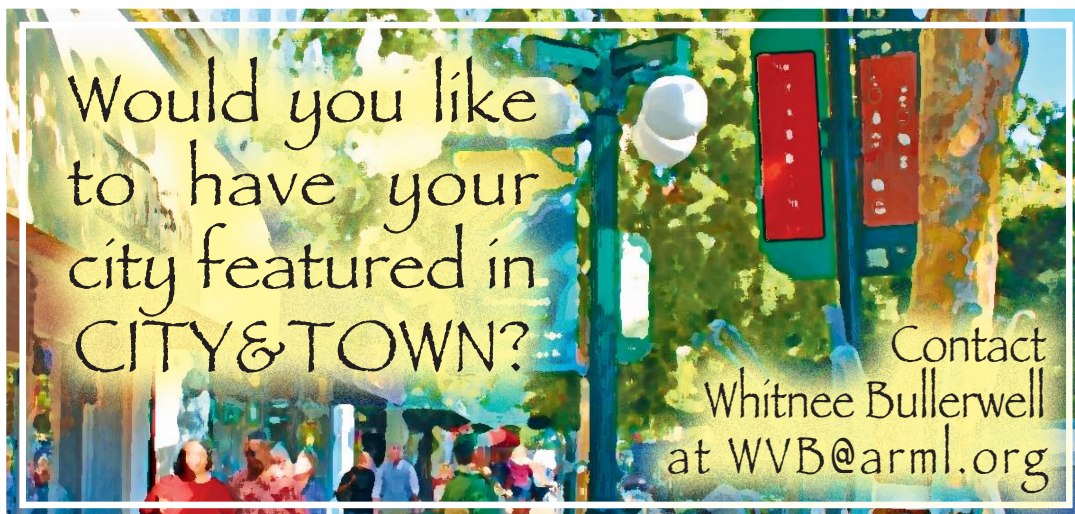
April 16, **ALMA**, 25th Spinach Festival, 479-632-4127, [www.almaspinachfestival.com](http://www.almaspinachfestival.com); **ENGLAND**, 8th England Celebration, 501-231-5919

April 18-23, **FORDYCE**, 31st Fordyce on the Cotton Belt Festival, 870-352-2055

April 22-23, **CABOT**, 9th Strawberry Festival, 501-628-4044;  
**PERRYVILLE**, 7th Fourche River Days Festival, 501-889-1571, [perrycountychamber.org](http://perrycountychamber.org)

April 22-24, **HEBER SPRINGS**, Springfest, 501-362-2444, [www.heber-springs.com](http://www.heber-springs.com)

April 23, **RUSSELLVILLE**, Party in the Park, 479-968-2452, [www.arvartscenter.org](http://www.arvartscenter.org)





# Lighting the 21st Century: Part 2

By Sherman Banks

In January of this year, I wrote an article on the unfortunate lack of electrical lighting in many rural areas. Since the advent of electrical lighting, electrical wiring has been available throughout cities, towns and highways on large poles, but in many rural areas electrical wiring has been and remains virtually non-existent.

Mayor Gene Yarbrough of Star City has long had a dream of bringing lighting to rural areas, and he eagerly followed up on my suggestion that we explore the possibilities of "Wind Solar Power" as a viable solution to the rural lighting problem. Could Wind Solar Power be the answer to improving the quality of life of those who live along rural roads and highways and provide a way for farmers to illuminate acres of farmland to aid in planting, working and harvesting crops?

To begin to bring his dream to reality, Mayor Yarbrough asked if I would contact my counterpart in Italy to arrange meetings with the company representatives of Archimede, Inc., Qohelet, and Montaggio Solar Electric companies that manufacture solar energy lighting in Italy. I contacted Aldo Campo of World Wide Import/Export for assistance in arranging appointments with the companies and in scheduling meetings for the week of Feb. 22-25 in Trapani, Caltanissetta and Ragusa, Italy, respectively.

Mayor Yarbrough and I travelled to Italy to keep those appointments, and after many hours of discussion with each company, concluded that Montaggio Solar Electric Company of Trapani offered the best opportunity for the mayor to begin the process of eventually establishing and opening a distribution center for Wind

Solar Lighting. The center would not only serve to bring lighting to depressed areas but would provide much needed jobs as well.

The next step in fulfilling Mayor Yarbrough's dream will be to have sample lighting shipped and set up in strategic locations for public and private demonstrations. Simultaneously, negotiations will begin to determine a fixed cost, packaging and shipping for the product that will lead to an eventual contract for sale and distribution center. Because the exchange rate between the Euro and the dollar is continually fluctuating, it is imperative that a fixed and guaranteed cost be established so that each party benefits.

In addition, a company will have to be established with the Secretary of State of Arkansas in order to get the proper licenses for the import of products, and a location for the distribution facility will need to be acquired.

Once all of this has been accomplished, a representative from Montaggio Solar Electric in Italy will travel to Arkansas to instruct local workers on how to install and repair the fixtures.

If you require further information on how to bring solar lighting to your area, see my contact information below, or contact Mayor Gene Yarbrough at Star City Hall, 870-628-4166.



*For information on how your community can become involved in the First Lady's campaign, Let's Move! Cities and Towns, please contact Sherman Banks at 501-376-8193, e-mail sbanks@aristotle.net, or write to P.O. Box 165920, Little Rock, AR 72216.*



Ghana's Prince Kwame, left, accompanied Star City Mayor Gene Yarbrough, right, on a February trade mission to Italy to explore the possibility of bringing Wind Solar Power to rural Arkansas.



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# Changes to 2011 Directory, Arkansas Municipal Officials

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



## Ashdown

Delete FC Toy Bishop  
 Add FC Steve Jones  
 Delete SS Mickey Bishop  
 Add SS DeWayne Merrell  
 Delete WS Roy Staggs  
 Add WS (Vacant)  
 Delete E-Mail ashdown-clerk@yahoo.com  
 Add E-Mail ashdown@ashdownarkansas.org

## Benton

Delete FC//A Mark Mills  
 Add FC Bill Ford

## Brinkley

Delete PC Ed Randle  
 Add PC Michael Edwards

## Cove

Delete M Joan Bradley  
 Add M Joan Headley

## Crawfordsville

Delete CA Brian Williams  
 Add CA Shaun Hair

## Garner

Delete R/T Brandy Goodwin  
 Add R/T (Vacant)  
 Delete AL Katheryn Smith  
 Add AL Dorothy Hanner  
 Delete AL Jennifer Hurt  
 Add AL William Smith  
 Add AL Peggy Price  
 Delete FAX 870-726-3840  
 Add FAX 870-726-3850

## Highfill

Delete MA 11978 Highfill Ave, Gentry  
 Add MA 15036 W. Hwy. 12, Highfill

## Houston

Delete WS Robert Johnson

## North Little Rock

Delete MTG First and Fourth Monday  
 Add MTG Second and Fourth Monday

## Ravenden Springs

Delete AL Pam Hjernevie  
 Add AL Pam Hjernevik  
 Add E-Mail j.cox49@live.com  
 Add TEL 870-869-2709  
 Add FAX 870-869-2709

## St. Francis

Delete TEL 870-598-3722  
 Add TEL 870-598-3742  
 Delete WS/WW Bradley Scheffler  
 Delete AL Calvin Evans  
 Add AL Belinda Grant  
 Delete AL Woody Franklin  
 Add AL George Wellman  
 Delete AL Jeff Childers  
 Add AL Janet Milian

## Sulphur Springs

Add SS Sherman Buckley  
 Delete PLD David Barber  
 Delete LIB Lil Buckley  
 Delete AL Kay Hartley  
 Add AL Greg Barber

## Weldon

Delete TEL 870-744-2273  
 Add TEL 870-744-2242

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# Summaries of attorney general opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Dustin McDaniel

## Tax lien survives land transfer

Opinion: 2010-134

Requestor: Teague, Larry—State Senator

May a city or public facilities board created to operate as a land bank acquire lands from the State Land Commissioner under ACA 22-6-501 free of property tax liens? Q2) Under the Ark. Const., or other law, may the Land Commissioner forgive property taxes, interest, or penalties (under ACA 22-6-601 or otherwise)? Q3)

Is the property conveyed to a city or public facilities board created to operate a land bank under ACA 22-6-501 encumbered by a lien created by the Arkansas Constitution or other law? Q4) If the answer to question 3 is “yes,” does the lien continue to exist until satisfied by payment in full? Q5) If the city or public facilities board sells the property, will the lien for property taxes continue to exist? Q6) Can the city or public facilities board convey, sell, donate, or give the lands so acquired to a developer, person, individual or association free of the tax liens, interest, and penalties which may be stayed under ACA 22-6-501? Q7) May a city or public facilities board donate or give the lands so acquired to a developer, individual, corporation or association? Q8)

Is a gift or donation of land by a city or public facilities board to a developer, person, individual, corporation or association a violation of the Arkansas Constitution? Q9) Is a city or public facilities board required to comply with city sale procedures when conveying land acquired under 22-6-501? Q10) Would property conveyed by the Land Commissioner under ACA 22-6-501 to a city or public facilities board operating a land bank be exempt from assessment for property taxes? Q11) Would the acquisition of residential property and its sale to a developer or individual for private residential development constitute a public purpose? Q12) Would the property acquired by a city or public facilities board operating a land bank and conveyed to a developer, person, individual, corporation or association be subject to assessment either immediately after the conveyance or the following assessment year? **RESPONSE:** In my opinion, the Commissioner has no authority to forgive property taxes in general or specifically in connection with transactions under the Act; the property tax lien survives the Commissioner’s conveyance of land to a city under the Act, although the lien is unenforceable while the city holds title; the lien generally survives until payment of the tax obligation in full; a city’s conveyance of land acquired under the Act to a third party is made

subject to the lien; a city may not donate property to a corporation, association, institution, or individual; and a city must comply with otherwise-applicable municipal sales procedures when selling land acquired under the Act. I am unable to provide answers to your final three questions as they depend on the facts of each case, although I do discuss and opine with respect to the effective dates of tax exemptions and tax liabilities.

## Signal required when others present

Opinion: 2010-142

Requestor: Threet, John—Prosecuting Atty.,  
4th Judicial District

Section 27-51-403 has caused some confusion with some people in law enforcement. Are the requirements [set out in section 27-51-403] of giving an appropriate signal only required when other traffic is present? In other words, to be in violation of section 24-51-403(b), does other traffic need to be present? **RESPONSE:** Yes. As explained more fully below, the statute’s language, on its face, requires that others be present before the obligation to signal arises. I recognize, however, that one might argue that the statute is ambiguous about whether motorists must signal only when others are present. To the extent there is any ambiguity, the statute’s historical development—which is explained in the opinion—clearly indicates that the legislature intended motorists to signal only when others are present.

## Prosecuting attorney may seek district judge’s removal

Opinion: 2010-154

Requestor: Deen, Thomas D.—Prosecuting Atty.,  
10th Judicial District

What is the status of the office of the judge of the District Court of Ashley County, Crossett Department, for purposes of ACA 16-118-105 (usurpation statute)? A municipal office, county office, or perhaps state office given the passage and implementation of Ark. Const. Amendment 80? **RESPONSE:** In my opinion, one could reasonably argue that the Ashley County District Court in all likelihood is not a state office for this purpose. But I cannot definitively state that it is either a municipal or a county office as there is simply no definitive authority on the issue. A judicial ruling may be necessary to decide the matter. See opinion for discussion. However, regardless of the status of the district court office within the meaning of the usurpation statute, a prosecuting

attorney clearly may seek a district judge's removal pursuant to the common-law remedy of quo warranto if the prosecutor believes the facts warrant such action.

### City's share of road tax can't go for county roads

Opinion: 2010-161  
Requestor: Threet, John—Prosecuting Atty.,  
4th Judicial District

Pursuant to provisions of ACA 26-79-104, which provides that the county road tax be shared with cities in the county, would it be permissible for the county and the cities to agree to a different distribution by Interlocal Agreement? Q2) Would there need to be "consideration" before a city would be allowed to take less than its statutorily required share, and if so,

would the fact that some city residents travel county roads and the possibility that some of these roads may eventually be annexed into a city be deemed adequate consideration? **RESPONSE:** Q1) To the extent the proposed arrangement contemplates using a city's share of the county road tax, or a portion thereof, to improve roadways outside the city, the answer to your first question appears to be no under ACA § 26-79-104. A city or cities and a county may enter agreements for "joint cooperative action" pursuant to ACA § 25-20-104, which is part of the Interlocal Cooperation Act. Q2 is moot in light of this response.

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

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# Springdale celebrates Playful City USA status

Nonprofit KaBOOM! is offering \$2.1 million in play-related grants to communities like Springdale that are making a commitment to the well-being of children.

By Ben Duda

**W**hen Dr. Rick McWhorter talks about the civic pride and quality of life in Springdale, he knows his city has an ace up its sleeve.

As the director of Springdale Parks and Recreation, McWhorter finds himself frequently explaining an often-overlooked aspect in measuring “quality of life” in a city: play.

“If you show an interest in your children and the value of play, you will show people who are looking to move into the area that your city would be a better place to live,” McWhorter said.

Under McWhorter’s guidance, Springdale has done just that. In each of the last three years, Springdale has served as the only city in Arkansas recognized by nonprofit organization KaBOOM! as a Playful City USA community.

Playful City USA is a free national recognition program honoring cities and towns of all sizes that make play a priority and use innovative new programs to increase play opportunities for children. Beginning in 2011, a total of 103 grants worth \$2.1 million are available to Playful City USA cities and towns through 2013. Grants of \$30,000, \$20,000 and \$15,000 and will be awarded to existing Playful City USA communities as well as communities receiving Playful City USA recognition for the first time.

KaBOOM! first recognized Springdale as a Playful City USA community in 2008 with the city again earning the honor in 2009 and 2010 for its continuing efforts to promote the importance of play and provide great places for children and families to play.

“The city has taken great pride in being the first and only city in Arkansas to receive this designation,” McWhorter said.

Benefits of receiving Playful City USA recognition include access to KaBOOM! play and playground related grants, highway street signs identifying a community’s commitment to children, public relations and media support and recognition at national municipal leadership and recreation conferences.

Springdale certainly reaped those benefits and more. One component to becoming a Playful City USA community is that a city holds an annual “Play Day.” McWhorter said Springdale used the Play Day to bring together business, civic and citizen interests in a singular event that benefits children with more than 1,500 children participating in the activities associated with the city’s 2009 Play Day.

“We used corporate sponsors to assist with funding parts of the Play Day and we also got civic groups, school athletic teams, city leaders and city staff involved,” McWhorter said. “We had a blast and it was exciting watching children interact with our



school athletes and seeing smiles on their faces as well as their parents.”

The city used the Play Day as a springboard to emphasize the importance of play in the wake of continuing research suggesting that children need at least 60 minutes of unstructured play every day. Springdale then set a goal to have public play spaces within walking distance of all citizens. A critical first step was to realize the city already possessed an untapped resource of terrific play spaces: playgrounds adjacent to elementary schools.

“We partnered with our public school system to keep their playgrounds open to the public after school hours,” McWhorter said. “Combined with our public parks, this created a significant coverage area for our children to have a public play area within walking distance. Now, the city is in the process of developing trails to connect all public facilities, schools and parks.”

Collectively, McWhorter and the city’s efforts have started to make municipal and civic leaders understand the importance and value of play. That realization, in turn, directly led to citywide improvements in play opportunities for children, which increased the quality of life for all city residents.

“Play is just one of the segments contributing to quality of life and the Playful City USA designation enforces that emphasis,” McWhorter said. “Word is getting out about the importance of play in the development of our children. We are beginning to see more people using the play structures and park land with their families and we hope this trend will continue because the value of family togetherness through play is extremely important.”

More information about the Playful City USA program and an application can be found at [www.kaboom.org/playfulcityusa](http://www.kaboom.org/playfulcityusa). Applications for 2011 Playful City USA status and available grants are due June 1.

*Ben Duda is the Senior Manager for the KaBOOM! National Campaign for Play, which includes the Playful City USA program.*

[www.kaboom.org](http://www.kaboom.org)



## Support a family on \$20 a week?

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

**Solution:** The Arkansas Municipal League’s Volunteer Firefighters Supplemental Income Program protects the earnings of volunteer firefighters who are injured in their duties.

**What they get:** Weekly temporary total disability benefits payable up to a MAXIMUM of \$575 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 and part-paid firefighters in the department must be covered. The minimum premium for each city or town is \$240.

**Call: Sheryll Lipscomb at 501-374-3484, ext. 234, or Andrea Ross, ext. 237.**

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

Arkansas Municipal League’s Volunteer Firefighters Supplemental Income Program

# Municipal redistricting: One person, one vote

By David Schoen, Legal Counsel<sup>1</sup>

Now that the results of the 2010 Census are in, Arkansas cities and towns may need to consider ward redistricting. This article will address when a municipality must redistrict and will briefly discuss two major legal principles that should be considered in any redistricting plan.

## When must Arkansas municipalities redistrict?

City councils in cities of the first class using an aldermanic form of government<sup>2</sup> have a duty to ensure that “each ward has as nearly an equal population as would best serve the interest of the people of the city.”<sup>3</sup> These wards must consist of “substantially equal population in order that each alderman elected from each ward shall represent substantially the same number of people in the city.”<sup>4</sup> While cities with the city administrator form of government are required to review ward apportionment after each federal census “or in the event there is an imbalance in population among the wards in excess of 15 percent,” no such Arkansas statute exists for cities with a mayor-council form of government.<sup>5</sup> In general, however, the best time for city councils to reevaluate the population equality of their wards is after a federal decennial census. Since the city is on notice at that time of updated population figures, in order to avoid liability the city should survey the population figures in its various wards to make sure they are substantially equal under state and federal law, in time for the next election.

## One person, one vote

The U.S. Supreme Court has written that: *The right to vote freely for the candidate of one’s choice is of the essence of a democratic society, and any restrictions on that right strike at the heart of representative government. And the right of suffrage can be denied by a debasement or dilution of the weight of a citizen’s vote just as effectively as by wholly prohibiting the free exercise of the franchise.*<sup>6</sup>

A reapportionment plan should be based on the principle of “one person, one vote” in order to comply with the equal protection clause of the U.S. Constitution.<sup>7</sup> “One person, one vote” is the principle that each person shall have equal representation. Redistricting requires an honest and good faith effort<sup>8</sup> to ensure that each alderman or board member represents, as nearly as practicable, the same number of residents.<sup>9</sup>

Any population deviations must be based on other legitimate objectives such as “maintaining the integrity of various political subdivisions” and “providing for compact districts of contiguous territory.”<sup>10</sup> Maximum population deviation between wards should be less than 10 percent, as any deviance below that is considered a minor deviation and, therefore, is insufficient to show a prima facie case of invidious discrimination.<sup>11</sup> In one case the U.S. Supreme Court found that a population deviation of up to 11.9 percent was acceptable given particular conditions.<sup>12</sup> In general though, the legal staff recommends keeping the deviation below 10 percent, as this is a common rule of thumb applied by the courts and will help to keep the city out of litigation.

## Minority representation

While no group, including a minority racial or ethnic group, has a “right to elect representatives proportionate to its voting power in the community,”<sup>13</sup> ward lines must not be drawn for the purpose of diluting or minimizing the voting powers of such groups.<sup>14</sup> The U.S. Supreme Court has said that where an election district could be drawn so that a politically cohesive minority group would be sufficiently large and geographically compact as to constitute a majority in that district, such a district should be drawn.<sup>15</sup>

Municipalities should also be mindful of the shape<sup>16</sup> of its wards on a map. Although the U.S. Constitution does not require regularity of shape, districts should use natural geographic borders.<sup>17</sup> However, districts that look like a “bug splattered on a windshield,”<sup>18</sup> “a Rorschach ink-blot test,”<sup>19</sup> “a jigsaw puzzle,”<sup>20</sup> “a sacred Mayan Bird,”<sup>21</sup> or are highly irregular in shape “are considered the product of presumptively unconstitutional gerrymandering.”<sup>22</sup>

- 1 Caleb Norris provided invaluable research and drafting assistance in the preparation of this article. Caleb is a law clerk with the League and a student at the UALR Bowen School of Law.
- 2 *Moorman v. Lynch*, 310 Ark. 525 (1992).
- 3 Ark. Code Ann. § 14-43-311(a)(1)(B).
- 4 Ark. Code Ann. § 14-43-307(b)(2).
- 5 Ark. Code Ann. § 14-48-107.
- 6 *Reynolds v. Sims*, 377 U.S. 533, 555 (1964).
- 7 *Brown v. Thomson*, 462 U.S. 835, 853 (1983).
- 8 *Id.* at 842.
- 9 *Cousins v. City Council of City of Chicago*, 466 F.2d 830, 841 (7th Cir. 1972).
- 10 *Brown*, 462 U.S. at 842.
- 11 *Id.*



- 12 *Abate v. Mundt*, 403 U.S. 182, 186–87 (1971).
- 13 *Perkins v. City of W. Helena*, Ark., 675 F.2d 201, 204 (8th Cir. 1982) *aff'd sub nom. City of W. Helena, Arkansas v. Perkins*, 459 U.S. 801 (1982).
- 14 *Cousins*, 466 F.2d at 841.
- 15 *Bartlett v. Strickland*, 129 S. Ct. 1231, 1240–45 (2009).
- 16 *Bush v. Vera*, 517 U.S. 952, 963 (1996)
- 17 *Bone Shirt v. Hazeltine*, 387 F. Supp. 2d 1035, 1043–44 (D.S.D. 2005) *aff'd*, 461 F.3d 1011 (8th Cir. 2006).
- 18 *Shaw v. Reno*, 509 U.S. 630, 635 (U.S.N.C. 1993).
- 19 *Id.*
- 20 *Bush*, 517 U.S. at 973.
- 21 *Id.*
- 22 *Bone Shirt*, 387 F. Supp. 2d at 1043–44.

## Site invites input on redistricting

The State Board of Apportionment has revamped its website to allow the public to provide input on the legislative redistricting process.

Visit the site at [www.arkansasredistricting.org](http://www.arkansasredistricting.org).

In addition to a blog and message board on which the public may leave comments, the site includes information about redistricting, news updates, current district maps, Census 2010 data and more.

## Cities seek redistricting assistance

By Jim von Tungeln and Jeff Hawkins

With the results of the 2010 Census now in, municipalities across the state have contacted the League for information concerning ward redistricting. Questions concern both the legal aspects involved and the matter of where assistance might be available. This article addresses the latter.

Municipalities generally seek to re-examine their ward districts after major annexations take place, after a special census, or after the decennial census. State statutes make it clear that it shall be the city council's duty to see to it that wards have substantially equal populations.

In redistricting the council can, in addition to changing ward boundaries, add wards or combine wards. With regard to what constitutes wards being "substantially equal," the courts have generally held that the population deviation among wards should not exceed 10 percent. There are also considerations of racial balance that will need legal analysis.

Thank goodness for computers and the various state and federal agencies that conduct the census and produce data. The compilation of ward populations used to represent a laborious and time-consuming ordeal. With modern technology, professionals can now use available data and computers to complete the mathematical portion of the job in a few hours. The political part may prove more time-consuming.

Block statistics provide the basis for analyzing the population in proposed wards. If a municipality has remained diligent in providing the Census Bureau with current information, and there have been no last-minute annexations, block boundaries will generally follow streets, corporate limit lines, or other prominent features. Where they don't, a city must rely on other

estimates—or fieldwork—to determine the portion of population in the separate portions of a block.

Other considerations are:

- Keep wards contiguous and compact;
- Follow existing voting district boundaries where possible;
- Do not "pack" races; and
- Provide for a fair and reasonable opportunity for minorities to elect representatives in proportion to their overall population.

This is where professional assistance is valuable.

A municipality may seek assistance from a number of sources. After the 1990 Census, the Arkansas Secretary of State's Office provided redistricting assistance. Also, some of the state's planning and development districts assisted, as did regional planning agencies such as the Northwest Arkansas Regional Planning agency. There are also consulting firms that conduct re-districting studies. Finally, local colleges or universities may provide some assistance to individual municipalities.

Although it does not provide direct redistricting services, the Arkansas Geographic Information Office maintains the database containing information necessary for redistricting. That agency's staff is extremely helpful in using the database and in interpreting data.

In summary, while ward redistricting may be a complicated geographic process and a "hot-button" political issue, it remains a fact of life for our state's cities. It should be addressed without delay. Particularly exposed are incorporated towns that reached "Second Class City" status in this census. They must establish wards for the first time and this can be a daunting experience. It is, nonetheless, an important one.

# Arkansas' municipal population continues to grow—more than 14% in last decade.

The results of the 2010 Census indicate that the municipal population of Arkansas is 1,878,776. This represents an increase since the 2000 Census, of an additional 234,656 who live in municipalities. Three additional municipalities, Bella Vista, Clarkedale and Midway, were created in this last decade.

In 1940, the Arkansas municipal population was 622,857. Municipal growth between 2000 and 2010

represents the largest municipal growth in the last 60 years. The second largest was between 1990 and 2000, when municipal growth increased by 203,950.

The total 2010 population for the state is estimated at 2,915,918, an increase of 9.1 percent since 2000. The municipal population of 1,878,776 represents 64.4 percent of the total state population.

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
1	Little Rock	11/07/1831	88,039	102,213	107,813	132,483	158,461	175,795	183,133	193,524
2	Fort Smith	12/24/1842	36,584	47,942	52,991	62,802	71,384	72,798	80,268	86,209
3	Fayetteville	8/23/1870	8,212	17,071	20,274	30,729	36,604	42,099	58,047	73,580
4	Springdale	5/1/1878	3,319	5,835	10,076	16,783	23,458	29,941	45,798	69,797
5	Jonesboro	2/10/1883	11,729	16,219	21,418	27,050	31,530	46,535	55,515	67,263
6	No. Little Rock	7/17/1901	21,137	44,097	58,032	60,040	64,419	61,741	60,433	62,304
7	Conway	10/16/1875	5,782	8,610	9,791	15,510	20,375	26,481	43,167	58,908
8	Rogers	6/6/1881	3,550	4,962	5,700	11,050	17,429	24,692	38,829	55,964
9	Pine Bluff	1/10/1839	21,290	37,162	44,037	57,389	56,576	57,140	55,085	49,083
10	Bentonville	4/3/1873	2,359	2,942	3,649	5,508	8,756	11,257	19,730	35,301
11	Hot Springs	1/10/1851	21,370	29,307	28,337	35,631	35,166	32,462	35,750	35,193
12	Benton	3/15/1836	3,502	6,277	10,399	16,499	17,437	18,177	21,906	30,681
13	Texarkana	9/1/1880	11,821	15,875	19,788	21,682	21,459	22,631	26,448	29,919
14	Sherwood	4/22/1948		717	1,222	2,705	10,586	18,893	21,511	29,523
15	Jacksonville	9/6/1941		2,474	14,488	19,832	27,589	29,101	29,916	28,364
16	Russellville	6/7/1870	5,927	8,166	8,921	11,750	14,625	21,260	23,682	27,920
17	Bella Vista	11/7/2006								26,461
18	W. Memphis	5/7/1927	3,369	9,112	19,374	25,892	28,138	28,259	27,666	26,245
19	Paragould	3/21/1883	7,079	9,668	9,947	10,639	15,214	18,540	22,017	26,113
20	Cabot	11/9/1891	741	1,147	1,321	2,903	4,806	8,319	15,261	23,776
21	Searcy	8/6/1851	3,670	6,024	7,272	9,040	13,612	15,180	18,928	22,858
22	Van Buren	1/4/1845	5,422	6,413	6,787	8,373	12,020	14,979	18,986	22,791
23	EL Dorado	5/5/1870	15,858	23,076	25,292	25,283	26,685	23,146	21,530	18,884
24	Maumelle	6/20/1985						6,714	10,557	17,163
25	Bryant	10/29/1892	704	1,315	737	1,199	2,682	5,269	9,764	16,688
26	Blytheville	1/4/1892	10,652	16,234	20,797	24,752	24,314	22,906	18,272	15,620
27	Forrest City	5/11/1870	5,699	7,607	10,544	12,521	13,803	13,364	14,774	15,371
28	Siloam Springs	12/22/1881	2,764	3,270	3,953	6,009	7,940	8,151	10,843	15,039
29	Harrison	3/1/1876	4,328	5,542	6,580	7,239	9,567	9,922	12,152	12,943
30	Mountain Home	4/16/1888	927	2,217	2,105	3,936	7,447	9,027	11,012	12,448
31	Marion	3/5/1896	758	883	881	1,634	2,996	4,391	8,901	12,345

Population ranked by 2010 Census

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
32	Helena-West Helena	1/1/2006	4,717	6,107	8,385	11,007	11,367	9,695	8,689	12,282
33	Camden	12/28/1868	8,972	11,372	15,823	15,147	15,356	14,380	13,154	12,183
34	Magnolia	1855	4,326	6,918	10,651	11,303	11,909	11,151	10,858	11,577
35	Arkadelphia	1/6/1857	5,078	6,819	8,069	9,841	10,168	10,014	10,912	10,714
36	Malvern	7/22/1876	5,290	8,072	9,566	8,739	10,163	9,256	9,021	10,318
37	Batesville	1848	5,267	6,414	6,207	7,209	8,263	9,187	9,445	10,248
38	Hope	4/8/1875	7,475	8,605	8,399	8,810	10,290	9,643	10,616	10,095
39	Centerton	9/17/1914	219	200	177	312	425	491	2,146	9,515
40	Monticello	1849	3,650	4,501	4,412	5,085	8,259	8,116	9,146	9,467
41	Stuttgart	4/19/1889	5,628	7,276	9,661	10,477	10,941	10,420	9,745	9,326
42	Clarksville	12/21/1848	3,118	4,343	3,919	4,616	5,237	5,833	7,719	9,178
43	Greenwood	11/22/1884	1,219	1,634	1,558	2,032	3,317	3,984	7,112	8,952
44	Wynne	5/29/1888	3,633	4,412	4,922	6,696	7,805	8,187	8,615	8,367
45	Newport	10/16/1875	4,301	6,254	7,007	7,725	8,339	7,459	7,811	7,879
46	Osceola	1/12/1853	3,226	5,006	6,189	7,204	8,881	8,930	8,875	7,757
47	Lowell	8/17/1905	271	341	277	653	1,078	1,224	5,013	7,327
48	Beebe	5/4/1875	1,189	1,192	1,697	2,805	3,599	4,455	4,930	7,315
49	Truman	11/16/1917	3,381	3,744	4,511	5,938	6,044	6,304	6,889	7,243
50	Heber Springs	10/12/1882	1,656	2,109	2,265	2,497	4,589	5,628	6,432	7,165
51	Morrilton	11/24/1879	4,608	5,483	5,997	6,814	7,355	6,551	6,550	6,767
52	Pocahontas	1/15/1857	3,028	3,840	3,665	4,544	5,995	6,151	6,518	6,608
53	DeQueen	1/9/1897	3,055	3,015	2,859	3,863	4,594	4,633	5,765	6,594
54	Warren	6/7/1880	2,516	2,615	6,752	6,433	7,646	6,455	6,442	6,003
55	Farmington	10/15/1946			216	908	1,283	1,322	3,605	5,974
56	Mena	9/18/1896	3,510	4,445	4,388	4,530	5,154	5,475	5,637	5,737
57	White Hall	7/22/1964				1,300	2,214	3,849	4,732	5,526
58	Crossett	4/22/1903	4,891	4,619	5,370	6,191	6,706	6,282	6,097	5,507
59	Alma	1/7/1874	774	1,228	1,370	1,613	2,755	2,959	4,160	5,419
60	Berryville	3/23/1876	1,482	1,753	1,999	2,271	2,966	3,212	4,433	5,356
61	Walnut Ridge	10/29/1880	2,013	3,106	3,547	3,800	4,152	4,388	4,925	4,890
62	Pea Ridge	11/7/1935	72	268	380	1,088	1,488	1,620	2,346	4,794
63	Dardanelle	8/1/1898	1,807	1,772	2,098	3,297	3,621	3,722	4,228	4,745
64	Ashdown	6/11/1892	2,332	2,738	2,725	3,522	4,218	5,150	4,781	4,723
65	Dumas	4/28/1904	2,323	2,512	3,540	4,600	6,091	5,520	5,238	4,706
66	Greenbrier	4/5/1880		375	401	582	1,423	2,130	3,042	4,706
67	Cherokee Village	10/30/1996							4,648	4,671
68	Barling	6/8/1956			770	1,739	3,761	4,078	4,176	4,649
69	Nashville	10/29/1883	2,782	3,548	3,579	4,016	4,554	4,639	4,878	4,627
70	Sheridan	8/26/1887	1,338	1,893	1,938	2,480	3,042	3,098	3,872	4,603
71	Prairie Grove	7/25/1888	887	939	1,056	1,582	1,708	1,761	2,540	4,380
72	Fordyce	4/8/1884	3,429	3,754	3,890	4,837	5,175	4,729	4,799	4,300
73	Lonoke	1/22/1871	1,715	1,556	2,359	3,140	4,128	4,022	4,287	4,245
74	McGehee	0/0/1906	3,663	3,854	4,448	4,683	5,671	4,997	4,570	4,219

Population ranked by 2010 Census

# 2010 CENSUS

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
75	Marianna	2/7/1878	4,449	4,530	5,134	6,196	6,220	5,910	5,181	4,115
76	Ward	6/14/1923	283	364	470	619	981	1,269	2,580	4,067
77	Haskell	7/21/1910	171	209	215	239	1,074	1,342	2,645	3,990
78	Booneville	6/6/1878	2,324	2,433	2,690	3,239	3,718	3,804	4,117	3,990
79	Piggott	9/3/1841	2,034	2,558	2,776	3,087	3,762	3,777	3,894	3,849
80	Vilonia	8/23/1938	259	215	234	423	736	1,133	2,106	3,815
81	Ozark	12/17/1850	1,402	1,757	1,965	2,592	3,597	3,330	3,525	3,684
82	Waldron	12/7/1875	1,298	1,292	1,619	2,132	2,642	3,024	3,508	3,618
83	Gosnell	3/14/1968				1,386	2,745	3,783	3,968	3,548
84	Paris	2/19/1879	3,430	3,731	3,007	3,646	3,991	3,674	3,707	3,532
85	Corning	8/6/1877	1,619	2,045	2,192	2,705	3,650	3,323	3,679	3,377
86	Johnson	3/6/1961				274	519	599	2,319	3,354
87	Manila	7/3/1901	1,248	1,729	1,753	1,961	2,553	2,635	3,055	3,342
88	Prescott	10/6/1874	3,177	3,960	3,533	3,921	4,103	3,673	3,686	3,296
89	DeWitt	1/26/1876	2,498	2,843	3,019	3,728	3,928	3,553	3,552	3,292
90	Brinkley	8/31/1872	3,409	4,173	4,636	5,275	4,909	4,234	3,940	3,188
91	Gentry	7/9/1898	726	729	686	1,022	1,468	1,726	2,165	3,158
92	Shannon Hills	8/25/1977					1,656	1,755	2,005	3,143
93	Atkins	11/3/1876	1,322	1,291	1,391	2,015	3,002	2,834	2,878	3,016
94	Alexander	8 or 9/1888	134	194	177	297	223	201	614	2,901
95	Bald Knob	9/16/1881	1,445	2,022	1,705	2,094	2,756	2,653	3,210	2,897
96	Hamburg	12/14/1854	1,939	2,655	2,904	3,102	3,394	3,098	3,039	2,857
97	Pottsville	5/7/1897	308	224	250	411	564	984	1,271	2,838
98	England	3/1/1897	2,027	2,136	2,861	3,075	3,081	3,351	2,972	2,825
99	Hoxie	2/15/1888	1,466	1,875	1,886	2,265	2,961	2,676	2,817	2,780
100	Green Forest	2/25/1895	755	738	1,038	1,354	1,609	2,050	2,717	2,761
101	Mountain View	8/14/1890	756	1,043	983	1,866	2,147	2,439	2,876	2,748
102	Elkins	2/19/1964				418	579	692	1,251	2,648
103	Clinton	8/15/1879	915	853	744	1,029	1,284	2,213	2,283	2,602
104	Little Flock	11/16/1970					663	944	2,585	2,585
105	Lake Village	12/2/1895	2,045	2,484	2,998	3,310	3,088	2,791	2,823	2,575
106	Marked Tree	1/9/1897	2,685	2,878	3,216	3,208	3,201	3,100	2,800	2,566
107	Charleston	5/22/1874	958	968	1,036	1,497	1,748	2,128	2,965	2,494
108	Tontitown	11/21/1909	189	203	209	426	571	460	942	2,460
109	Earle	3/25/1905	1,872	2,375	2,391	3,146	3,517	3,393	3,036	2,414
110	Danville	2/18/1919	1,010	829	955	1,362	1,698	1,585	2,392	2,409
111	Bethel Heights	8/9/1967				284	296	281	714	2,372
112	Huntsville	7/16/1925	776	1,010	1,050	1,287	1,394	1,605	1,931	2,346
113	Fairfield Bay	7/29/1993							2,460	2,338
114	Gravette	1/27/1899	865	894	855	1,154	1,218	1,412	1,810	2,325
115	West Fork	5/18/1885	359	351	350	810	1,526	1,607	2,042	2,317
116	Dermott	7/20/1890	3,083	3,601	3,665	4,250	4,731	4,715	3,292	2,316
117	Lavaca	8/1/1919	340	373	392	532	1,092	1,253	1,825	2,289

Population ranked by 2010 Census

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
118	Harrisburg	2/24/1883	1,193	1,498	1,481	1,931	1,921	1,943	2,192	2,288
119	Star City	7/3/1876	1,090	1,296	1,573	2,032	2,066	2,138	2,471	2,274
120	Eudora	2/15/1904	1,808	3,072	3,598	3,687	3,840	3,155	2,819	2,269
121	Lincoln	11/23/1907	720	771	820	1,023	1,422	1,460	1,752	2,249
122	Mayflower	3/6/1928	165	293	355	469	1,381	1,415	1,631	2,234
123	Glenwood	5/6/1909	854	843	840	1,212	1,402	1,354	1,751	2,228
124	Carlisle	8/28/1878	1,080	1,396	1,514	2,048	2,567	2,253	2,304	2,214
125	Gurdon	4/28/1924	2,045	2,390	2,166	2,075	2,707	2,199	2,276	2,212
126	Augusta	1/31/1861	2,235	2,317	2,272	2,777	3,496	2,759	2,665	2,199
127	Horseshoe Bend	10/2/1969					1,909	2,239	2,278	2,184
128	Bono	7/14/1916	248	352	339	428	967	1,220	1,512	2,131
129	Wrightsville	6/24/1982						1,062	1,368	2,114
130	Lake City	2/27/1898	786	783	850	948	1,842	1,833	1,956	2,082
131	Gassville	1/20/1903	228	273	233	434	859	1,167	1,706	2,078
132	Eureka Springs	8/16/1881	1,770	1,958	1,437	1,670	1,989	1,900	2,278	2,073
133	Austin	10/22/1895	145	154	210	236	269	235	605	2,038
134	Judsonia	5/13/1872	1,011	1,122	977	1,667	2,025	1,915	1,982	2,019
135	Leachville	2/2/1916	1,076	1,230	1,507	1,582	1,882	1,743	1,981	1,993
136	Rector	9/13/1887	1,736	1,855	1,757	1,990	2,336	2,268	2,017	1,977
137	Bull Shoals	2/8/1954			268	430	1,312	1,534	2,000	1,950
138	Cave City	4/29/1907	427	372	540	807	1,634	1,503	1,946	1,904
139	Lepanto	2/25/1909	1,198	1,683	1,585	1,846	1,964	2,033	2,133	1,893
140	Smackover	11/3/1922	2,235	2,495	2,434	2,058	2,453	2,232	2,005	1,865
141	Tuckerman	11/18/1891	875	1,253	1,539	1,731	2,078	2,020	1,757	1,862
142	Melbourne	5/4/1878	567	568	571	1,043	1,619	1,562	1,673	1,848
143	Bay	3/1/1913	357	500	627	751	1,605	1,660	1,800	1,801
144	McCrary	3/24/1890	1,010	1,115	1,053	1,378	1,942	1,971	1,850	1,729
145	Cave Springs	3/5/1910	285	267	281	469	429	465	1,103	1,729
146	Des Arc	12/28/1854	1,410	1,612	1,482	1,714	2,001	2,001	1,933	1,717
147	Decatur	5/25/1908	358	350	415	847	1,013	918	1,314	1,699
148	Stamps	4/11/1898	2,405	2,552	2,591	2,427	2,859	2,478	2,131	1,693
149	Clarendon	8/11/1898	2,551	2,547	2,293	2,563	2,361	2,072	1,960	1,664
150	Mulberry	11/8/1880	973	952	934	1,340	1,444	1,448	1,627	1,655
151	Kensett	10/16/1911	827	829	905	1,444	1,751	1,741	1,791	1,648
152	Brookland	4/7/1911	276	334	301	465	840	919	1,332	1,642
153	Murfreesboro	4/19/1878	835	1,079	1,096	1,350	1,883	1,542	1,764	1,641
154	Salem	7/21/1900	574	687	713	1,277	1,424	1,474	1,591	1,635
155	Lamar	5/19/1887	474	555	514	589	708	768	1,415	1,605
156	Calico Rock	1/24/1905	738	963	773	723	1,046	938	991	1,545
157	Elm Springs	5/23/1917	156	217	238	260	781	893	1,044	1,535
158	Monette	7/3/1900	1,074	1,114	981	1,076	1,165	1,115	1,179	1,501
159	Hazen	7/8/1884	819	1,270	1,456	1,605	1,636	1,668	1,637	1,468
160	Perryville	12/18/1878	577	674	719	815	1,058	1,141	1,458	1,460

Population ranked by 2010 Census

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Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
161	Hughes	6/12/1916	1,004	1,686	1,960	1,872	1,919	1,810	1,867	1,441
162	Cedarville	7/15/1881							1,133	1,394
163	Dover	6/14/1870	493	510	525	662	948	1,055	1,329	1,378
164	Waldo	8/13/1888	1,240	1,492	1,722	1,658	1,685	1,495	1,594	1,372
165	Flippin	10/8/1921	332	646	433	626	1,072	1,006	1,357	1,355
166	Marshall	6/18/1884	822	1,189	1,095	1,397	1,595	1,318	1,313	1,355
167	Rison	11/2/1896	1,005	953	889	1,214	1,325	1,258	1,271	1,344
168	Hampton	2/15/1877	686	838	1,011	1,252	1,627	1,562	1,579	1,324
169	Diaz	11/19/1956			348	283	1,192	1,363	1,284	1,318
170	Redfield	10/29/1898	339	291	242	277	745	1,082	1,157	1,297
171	Ola	3/20/1900	839	880	805	1,029	1,121	1,090	1,204	1,281
172	Lewisville	2 or 3/16/1850	1,314	1,237	1,373	1,653	1,476	1,424	1,285	1,280
173	Caraway	9/14/1923	477	970	821	952	1,165	1,178	1,349	1,279
174	Greenland	3/14/1910	114	164	127	650	622	757	907	1,259
175	Mineral Springs	6/4/1879	731	751	616	761	936	1,004	1,264	1,208
176	Yellville	1/3/1855	546	697	636	860	1,044	1,181	1,312	1,204
177	Marvell	10/14/1876	830	1,121	1,690	1,980	1,724	1,545	1,395	1,186
178	Luxora	6/3/1897	1,258	1,302	1,236	1,566	1,739	1,338	1,317	1,178
179	Newark	4/12/1889	802	913	728	849	1,109	1,159	1,219	1,176
180	Mansfield	8/29/1888	1,002	869	881	981	1,000	1,018	1,097	1,139
181	Dierks	6/4/1907	1,459	1,253	1,276	1,101	1,249	1,263	1,230	1,133
182	Marmaduke	5/16/1891	677	643	657	821	1,168	1,164	1,158	1,111
183	Parkin	5/10/1912	1,412	1,414	1,498	1,731	2,035	1,847	1,602	1,105
184	Ash Flat	5/8/1931	315	265	192	211	524	667	977	1,082
185	Mount Ida	5/30/1890	490	566	564	819	1,023	775	981	1,076
186	Goshen	10/11/1982						589	752	1,071
187	Highland	9/28/1998							986	1,045
188	Horatio	10/11/1898	809	776	722	748	989	793	997	1,044
189	London	3/2/1882	418	353	282	539	859	825	925	1,039
190	Coal Hill	1/22/1889	1,040	873	704	733	859	912	1,001	1,012
191	Foreman	8/23/1901	1,007	907	1,001	1,173	1,377	1,267	1,125	1,011
192	Altheimer	6/9/1919	494	680	979	1,037	1,231	972	1,192	984
193	Mammoth Springs	6/5/1889	666	870	825	1,072	1,158	1,097	1,147	977
194	Cotter	7/13/1904	903	1,089	683	858	920	867	921	970
195	Bearden	1/23/1892	981	1,300	1,268	1,272	1,191	1,021	1,125	966
196	Kibler	11/6/1963				611	798	931	969	961
197	East Camden	9/8/1965				589	632	783	902	931
198	Wilson	3/19/1959			1,191	1,009	1,115	1,068	939	903
199	Stephens	2/25/1899	998	1,283	1,275	1,184	1,366	1,137	1,152	891
200	Greers Ferry	7/31/1968				389	558	724	930	891
201	Oak Grove Heights	1/24/1979					486	513	727	889
202	Dyer	7/22/1889	513	398	450	486	608	502	585	876

Population ranked by 2010 Census

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
203	Wooster	4/28/1958			161	307	398	414	516	860
204	Fouke	5/5/1911	368	336	394	506	614	634	814	859
205	Magazine	4/1/1878	385	503	463	677	799	799	915	847
206	Norphlet	10/27/1923	695	653	459	755	756	706	822	844
207	Gould	8/24/1907	908	1,076	1,210	1,683	1,671	1,470	1,305	837
208	Hermitage	8/30/1907	344	398	379	399	378	639	769	830
209	Plumerville	11/25/1880	541	550	586	724	785	832	854	826
210	Hackett	9/19/1885	436	440	328	462	505	490	694	812
211	Swifton	4/26/1890	484	539	601	703	859	830	871	798
212	Diamond City	6/7/1960				282	650	601	730	782
213	Oppelo	1/25/1966				147	486	643	725	781
214	Hardy	7/12/1894	721	599	555	692	643	538	578	772
215	Mountain Pine	5/23/1966				1,127	1,068	866	772	770
216	Madison	7/7/1914	838	718	750	984	1,227	1,263	987	769
217	Cammack Village	4/5/1943		987	1,355	1,165	920	828	831	768
218	Tyronza	5/17/1926	639	656	601	510	777	858	918	762
219	Quitman	5/25/1881	393	345	305	354	556	632	714	762
220	Keiser	11/10/1933	452	522	516	688	962	805	808	759
221	Bradford	9/19/1893	681	720	779	826	950	874	800	759
222	Altus	11/20/1877	541	431	392	418	441	433	817	758
223	Rockport	2/16/1955			162	158	231	388	792	755
224	Wickes	12/14/1944	121	401	368	409	464	570	675	754
225	Lakeview (Baxter)	1/24/1974					512	485	763	741
226	Lockesburg	11/7/1878	764	714	511	620	616	608	711	739
227	Knoxville	1/5/1962				202	264	239	511	731
228	Amity	8/28/1907	608	591	543	614	859	526	762	723
229	Weiner	7/9/1914	447	664	669	715	750	655	760	716
230	Guy	9/28/1966				179	209	241	202	708
231	Gillett	12/21/1906	781	774	674	860	927	883	819	691
232	McRae	5/27/1914	420	414	428	643	641	669	661	682
233	Palestine	4/23/1889	345	420	532	755	976	711	741	681
234	Imboden	4/22/1889	525	447	400	496	661	616	684	677
235	Oxford	11/16/1945		79	191	271	520	562	642	670
236	Black Rock	10/23/1884	769	662	554	498	848	736	717	662
237	Cherry Valley	8/6/1910		521	455	556	729	659	704	651
238	Cotton Plant	11/14/1887	1,778	1,838	1,704	1,657	1,323	1,150	960	649
239	Hartford	3/5/1900	1,189	865	531	616	613	721	772	642
240	Elaine	4/23/1919	634	744	898	1,210	991	846	865	636
241	Huntington	2/4/1888	863	744	560	627	662	715	688	635
242	Caddo Valley	9/11/1974					388	389	563	635
243	Mountainburg	8/3/1882	185	405	402	524	595	488	682	631
244	Bradley	4/3/1937	409	444	712	706	790	585	563	628

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Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
245	Higginson	5/16/1906	166	131	183	343	333	255	378	621
246	Devalls Bluff	4/4/1866	686	830	654	622	738	702	783	619
247	Turrell	11/12/1926	515	670	794	783	1,041	988	957	615
248	Plainview	8/28/1907	704	637	548	677	752	685	755	608
249	Summit	6/2/1917	198	268	239	321	506	480	586	604
250	Holly Grove	8/2/1876	755	761	672	840	754	675	722	602
251	Pangburn	4/8/1911	595	669	489	654	673	630	654	601
252	Huttig	5/16/1904	1,379	1,038	936	822	976	831	731	597
253	Highfill	7/17/1958			92	80	92	84	379	583
254	Junction City	2/21/1895	797	1,013	749	763	813	674	721	581
255	Joiner	3/20/1922	388	596	748	839	725	645	540	576
256	Bonanza	11/26/1898	486	361	247	342	553	520	514	575
257	Subiaco	6/3/1912	202	191	290	375	744	538	439	572
258	Taylor	5/10/1913	335	547	734	671	657	621	566	566
259	Strong	9/7/1903	762	839	741	965	785	624	651	558
260	Humphrey	4/19/1905	595	629	649	818	872	743	806	557
261	Holland	11/18/1998							577	557
262	Caldwell	4/3/1964				292	283	334	465	555
263	Grannis	5/3/1962				177	349	507	575	554
264	Wilmot	5/3/1898	625	721	732	1,132	1,227	1,047	786	550
265	Hartman	10/13/1911	561	418	299	400	517	498	596	519
266	Traskwood	11/20/1900	226	199	205	210	459	488	548	518
267	Emmet	5/15/1883	465	482	474	433	475	446	506	518
268	McNeil	2/12/1884	694	597	746	684	725	686	662	516
269	Sulphur Springs	8/26/1890	435	543	460	503	496	523	671	511
270	Wilmar	3/8/1899	695	746	718	653	747	637	571	511
271	Norfork	11/25/1910	304	431	283	266	399	394	484	511
272	Fountain Lake	7/13/1999							409	503
273	Central City	1/24/1974					339	419	531	502
274	Garfield	3/15/1938	104	83	48	163	187	308	490	502
275	Leola	9/5/1907	412	313	321	390	481	476	515	501
276	Calion	12/19/1920	712	536	544	535	638	558	516	494
277	Avoca	3/16/1966				173	256	269	423	488
278	Bauxite	1/16/1973					433	412	432	487
279	Rose Bud	6/27/1969				157	202	156	429	482
280	Crawfordsville	1/26/1912	656	680	744	831	685	617	514	479
281	Ravenden	8/8/1881	240	245	231	219	338	330	511	470
282	Jasper	5/8/1896	412	407	316	394	519	332	498	466
283	Lafe	5/21/1974					215	315	385	458
284	Reyno	10/18/1886	346	292	348	356	521	467	484	456
285	Sulphur Rock	8/20/1887	181	179	225	224	316	356	421	456
286	College City	9/13/1951			358	645	432	339	269	455
287	Bellefonte	7/17/1872				300	393	361	400	454
288	Patterson	7/8/1916	284	357	324	417	567	445	467	452

Population ranked by 2010 Census



Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
289	Cushman	3/12/1906	427	314	241	427	556	428	461	452
290	Hector	3/2/1965				387	449	478	506	450
291	Salesville	1/29/1968				156	406	374	437	450
292	Grady	4/20/1907	472	517	622	688	488	586	523	449
293	Tull	9/2/1966				179	281	313	358	448
294	Kingsland	7/22/1884	473	337	249	304	320	395	449	447
295	Lake View (Phillips)	10/20/1972					609	526	531	443
296	Leslie	2/9/1906	779	610	506	563	501	446	482	441
297	Belleville	4/25/1899	411	372	273	379	571	390	371	441
298	Bergman	4/3/1968				249	320	324	407	439
299	Portia	5/19/1886	393	349	333	381	480	521	483	437
300	Evening Shade	4/26/1970				309	397	328	465	432
301	Portland	10/18/1893	518	517	566	662	701	560	552	430
302	Sparkman	1/15/1915	840	964	787	663	622	553	586	427
303	Edmondson	8/22/1911	308	283	288	412	344	286	513	427
304	Maynard	10/17/1895			201	224	381	354	381	426
305	Mount Pleasant	11/1/1963				346	438	422	401	414
306	Hatfield	12/18/1912	437	364	337	377	410	414	402	413
307	Dyess	1/9/1964				433	446	466	515	410
308	Thornton	11/29/1954			658	331	711	502	517	407
309	Gateway	8/27/1934	57	97	63	83	75	65	116	405
310	Alpena	5/31/1913	313	304	283	309	344	319	371	392
311	Winslow	2/27/1905	248	248	183	227	247	342	399	391
312	Midway	5/3/2000								389
313	Grubbs	1/15/1909	345	313	360	442	546	528	438	386
314	Western Grove	5/20/1929		184	148	179	378	415	407	384
315	Cove	7/6/1926	381	405	320	334	391	346	383	382
316	Damascus	7/15/1966				255	307	246	306	382
317	Norman	3/12/1925	512	401	482	360	539	382	423	378
318	Colt	4/17/1916	259	267	394	301	378	334	368	378
319	Havana	4/29/1900	449	348	277	308	352	358	392	375
320	Wilton	5/5/1902	319	328	329	427	495	449	439	374
321	Clarkedale	1/2/2008								371
322	Oak Grove	9/12/1938			151	236	265	231	376	369
323	Emerson	3/10/1905	501	523	350	393	444	317	359	368
324	Branch	7/3/1909	390	308	258	325	353	299	357	367
325	Arkansas City	9/12/1873	1,446	1,018	783	615	668	523	589	366
326	Biscoe	7/27/1909	395	406	350	340	486	484	476	363
327	Mitchellville	5/21/1963				494	618	513	497	360
328	Wheatley	10/19/1907	362	406	443	507	523	413	372	355
329	Montrose	7/6/1904	343	344	399	558	641	528	526	354
330	Etowah	4/19/1996							366	351

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Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
331	Pleasant Plains	5/24/1907	156	153	112	162	267	256	267	349
332	Biggers	2/18/1903	456	333	274	372	363	337	355	347
333	Carthage	5/3/1907	687	533	528	566	568	452	442	343
334	Cash	6/5/1931	186	188	141	265	285	214	294	342
335	Enola	7/9/1969				150	186	179	188	338
336	Viola	7/6/1941		206	196	360	362	320	381	337
337	Twin Groves	12/20/1991							276	335
338	Midland	5/14/1904	560	356	261	294	286	220	253	325
339	Blevins	9/10/1914	331	271	198	265	314	253	365	315
340	Bigelow	9/29/1915	377	292	231	258	373	340	329	315
341	Denning	12/2/1903	341	268	227	203	238	206	270	314
342	Prattville	9/10/1962				299	317	251	282	305
343	Menifee	3/17/1966				251	368	355	311	302
344	Strawberry	3/4/1965				176	280	273	283	302
345	Donaldson	5/4/1990						371	326	301
346	Horseshoe Lake	9/19/1983						298	321	292
347	Shirley	11/18/1911	365	259	197	269	354	363	337	291
348	Poyen	9/10/1954			312	265	329	303	272	290
349	Lynn	8/6/1963				274	345	299	315	288
350	Knobel	11/14/1896	375	417	339	375	503	317	358	287
351	Chidester	2/14/1906	508	425	348	232	342	489	335	287
352	Lexa	7/14/1983						295	331	286
353	Garner	5/20/1971					216	191	284	284
354	Humnoke	9/22/1942		263	319	398	442	311	280	284
355	Almyra	7/9/1904	233	235	240	220	294	311	319	283
356	Delight	9/15/1904	481	574	446	439	431	311	311	279
357	Parkdale	1/4/1902	278	385	448	459	471	393	377	277
358	Buckner	5/11/1885	450	335	289	392	436	325	396	275
359	Widener	7/17/1909	225	187	203	292	316	381	335	273
360	Hickory Ridge	11/7/1949		345	364	410	478	436	384	272
361	Perrytown	10/14/1963				148	282	248	255	272
362	Lead Hill	12/8/1915	194	110	102	143	247	283	287	271
363	Perry	2/20/1914	377	284	224	218	254	228	314	270
364	Black Oak	12/24/1923	329	261	220	272	309	277	286	262
365	Rosston	9/3/1970					274	262	265	261
366	Oil Trough	7/22/1959			237	524	280	208	218	260
367	Keo	3/17/1916	253	200	237	226	208	154	235	256
368	Wabaseka	4/12/1920	258	375	432	644	428	332	323	255
369	Campbell Station	4/17/1953			140	218	297	247	228	255
370	Letona	9/23/1911	186	164	141	191	231	218	201	255
371	Harrell	12/3/1934	273	342	267	269	302	258	293	254
372	St. Francis	8/4/1888	266	292	224	297	266	201	250	250
373	Concord	6/27/1968				163	234	262	255	244

Population ranked by 2010 Census

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
374	Garland	1/19/1904	325	351	377	321	660	415	352	242
375	Perla	9/23/1960				227	149	145	115	241
376	Toilette	7/27/1972					407	316	324	240
377	Pineville	10/11/1973					163	220	246	238
378	Braircliff	6/10/1997							240	236
379	Oden	2/14/1929	102	133	90	141	186	126	220	232
380	St. Charles	4/27/1880	412	313	255	201	199	169	261	230
381	Griffithville	6/1/1905	244	207	172	227	254	237	262	225
382	Tillar	9/11/1907			237	524	280	221	240	225
383	Scranton	11/21/1910	322	283	229	222	244	218	222	224
384	Fisher	12/2/1907	205	289	303	361	302	245	265	223
385	Dell	9/12/1905	323	384	383	358	310	258	251	223
386	Pollard	10/15/1921	169	165	170	253	298	229	240	222
387	Pyatt	6/11/1929	224	257	144	137	217	185	253	221
388	Moro	5/22/1914	278	189	182	489	327	287	241	216
389	Russell	10/10/1892	206	241	203	231	232	180	228	216
390	Caulksville	8/11/1965				208	234	224	233	213
391	Jacksonport	12/7/1961				306	288	264	235	212
392	Watson	12/2/1907	236	309	312	371	433	282	288	211
393	Greenway	4/13/1966	303	288	179	240	317	212	244	209
394	Adona	8/24/1903	218	194	154	204	230	146	187	209
395	Ratcliff	8/2/1907	337	213	147	184	197	180	191	202
396	Magness	10/26/1906	226	229	140	139	196	158	191	202
397	Fulton	1838	485	385	309	323	326	269	245	201
398	Sunset	1/28/1970					582	571	348	198
399	Rondo	6/19/1918	201	194	219	379	330	283	237	198
400	Franklin	1/9/1940	100	100	75	117	253	205	184	198
401	O’Kean	11/29/1913	138	165	137	244	291	250	201	194
402	Winthrop	5/2/1912	336	284	225	240	238	227	186	192
403	Burdette	5/10/1905	110	122	115	173	328	148	129	191
404	Gilmore	11/23/1955			438	461	503	331	292	188
405	McDougal	12/14/1959			200	328	239	208	195	186
406	West Point	2/21/1859	145	115	97	184	226	146	164	185
407	Valley Springs	8/5/1929					190	200	167	183
408	Sidney	5/11/1935	153	120	97	109	270	271	275	181
409	Ogden	4/10/1920	225	296	282	286	334	264	214	180
410	Tupelo	12/22/1904	249	188	201	246	248	208	177	180
411	Washington	12/9/1880	432	344	321	290	265	148	148	180
412	Friendship	1/10/1938	272	179	162	150	163	160	206	176
413	Fountain Hill	9/10/1921	267	320	230	266	352	195	159	175
414	Bassett	11/26/1965				265	243	199	168	173
415	Fifty-Six	3/3/1971					157	156	163	173
416	Houston	6/21/1902	287	291	206	200	183	149	159	173

Population ranked by 2010 Census

# 2010 CENSUS

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
417	Casa	5/10/1900	245	184	184	208	179	200	209	171
418	Aubrey	6/3/1966				351	267	204	221	170
419	Ulm	2/12/1909	146	131	140	185	201	193	205	170
420	Omaha	5/15/1941	146	91	195	160	191	207	165	169
421	Winchester	5/2/1912	171	198	185	234	279	239	191	167
422	Louann	9/23/1923	492	291	261	245	282	158	195	164
423	Anthonyville	12/15/1999							250	161
424	Gillham	10/1/1902	238	207	177	200	252	210	188	160
425	Chester	2/11/1889	207	120	99	82	139	125	99	159
426	Willisville	7/6/1971					209	196	188	152
427	Sedgwick	2/6/1894	152	196	206	168	205	86	112	152
428	Haynes	2/25/1889					359	268	214	150
429	Felsenthal	9/21/1978					220	95	152	150
430	Success	12/18/1903	281	311	226	201	223	170	180	149
431	Okolona	11/15/1902	525	458	344	233	200	113	160	147
432	Mount Vernon	7/1/1878					157	192	144	145
433	Ben Lomond	5/26/1900	406	284	157	155	155	157	126	145
434	Reed	8/3/1961				403	395	355	275	141
435	Bodcaw	5/23/1969				158	197	161	154	138
436	Moorefield	1/29/1969				127	129	160	160	137
437	Peach Orchard	7/3/1910	374	327	348	256	243	197	195	135
438	Everton	11/26/1928	190	198	118	124	134	150	170	133
439	St. Joe	7/11/1904							85	132
440	Bluff City	8/29/1966				244	292	227	158	124
441	Alicia	8/19/1899	333	299	294	246	246	157	145	124
442	Blue Mountain	3/7/1901	171	122	94	108	112	146	132	124
443	Georgetown	12/27/1985						126	126	124
444	Banks	8/3/1907	248	240	233	189	216	88	120	124
445	Gum Springs	11/9/1964				269	255	157	194	120
446	Higden	11/27/1909	181	115	40	46	45	92	101	120
447	Jericho	6/10/1986						210	184	119
448	Ravenden Springs	8/18/1881	200	197	126	107	230	131	137	118
449	Antoine	10/26/1897	233	209	163	182	194	160	156	117
450	Delapaine	5/8/1912	180	208	186	145	161	146	127	116
451	Allport	4/10/1967				307	295	188	127	115
452	Jennette	11/20/1987						184	124	115
453	Daisy	3/5/1910	82	74	86	100	177	122	118	115
454	Roe	2/16/1968				127	136	135	124	114
455	St. Paul	5/30/1891	211	136	118	145	198	88	163	113
456	Egypt	5/24/1984						123	101	112
457	Pindall	2/29/1988						135	95	112
458	Minturn	12/16/1904	133	138	61	97	169	124	114	109
459	Beedeville	11/7/1963					183	141	105	107

Population ranked by 2010 Census

Pop. Rank	CITY	INC. DATE	1940	1950	1960	1970	1980	1990	2000	2010
460	Big Flat	5/1/1939	210	197	217	189	150	93	104	105
461	Hunter	8/25/1906	335	286	202	131	170	137	152	105
462	Zinc	3/10/1904	119	99	68	58	113	91	76	103
463	South Lead Hill	6/21/1971					85	96	88	102
464	Datto	6/22/1905	198	176	167	142	112	120	97	100
465	Beaver	11/26/1980					81	57	95	100
466	Black Springs	10/26/1936					92	97	114	99
467	Fargo	1/3/1987						140	118	98
468	Amagon	6/2/1948	181	234	136	126	108	95	95	98
469	Coy	11/19/1953					183	142	116	96
470	McCaskill	8/20/1920	236	122	62	58	87	75	84	96
471	Lonsdale	5/10/1913	119	91	95	104	117	127	118	94
472	Whelen Springs	9/12/1926	214	192	155	126	156	116	84	92
473	La Grange	7/24/1984						108	122	89
474	Vandervoort	1/16/1963				108	98	111	120	87
475	Springtown	6/7/1909							114	87
476	Guion	7/19/1907	250	219	222	213	177	93	90	86
477	Ozan	7/25/1888	133	124	95	134	111	69	81	85
478	Sherrill	5/25/1935	258	263	241	208	161	55	126	84
479	Marie	6/14/1968				72	287	129	108	84
480	Cale	4/16/1970					110	70	75	79
481	Smithville	11/13/1961				59	113	86	73	78
482	Weldon	11/30/1961				133	161	106	100	75
483	Williford	12/8/1914	272	213	195	175	169	69	63	75
484	Powhatan	12/20/1886	137	120	136	84	49	51	50	72
485	Nimmons	1/16/1912	217	199	154	135	112	96	100	69
486	McNab	4/5/1989						93	37	68
487	Morrison Bluff	1/16/1912					69	84	74	64
488	Patmos	11/7/1960				77	88	32	61	64
489	Oakhaven	10/4/1947		81	87	83	72	35	54	63
490	Fourche	12/5/1906	88	51	48	46	51	55	59	62
491	Waldenburg	8/15/1958			113	164	124	103	80	61
492	Hindsville	1/9/1964					68	69	75	61
493	Rudy	2/17/1937	89	97	113	103	79	45	72	61
494	Tinsman	10/11/1909	258	118		113	112	69	75	54
495	Birdsong	5/31/1984						104	40	41
496	Jerome	4/22/1965				76	54	47	46	39
497	Widerkehr Village	9/15/1975					71	42	46	38
498	Victoria	2/24/1966				198	175	110	59	37
499	Blue Eye	3/4/1932			69	53	43	38	36	30
500	Gilbert	2/13/1913	106	51	52	45	43	43	33	28

Population ranked by 2010 Census



## 42nd annual Municipal Clerks Week starts May 1

The International Institute of Municipal Clerks (IIMC) has announced its 42nd Municipal Clerks Week—May 1-7. This event features a weeklong series of activities aimed at increasing the public's awareness of municipal clerks and the vital services they provide for local government and the community.

IIMC has sponsored Municipal Clerks Week since 1969. In 1984 and in 1994, Presidents Ronald Reagan and Bill Clinton, respectively, signed a proclamation officially declaring Municipal Clerks Week the first full week of May and recognizing the essential role municipal clerks play in local government. During this week, municipal clerks across the world will host open houses and tours of the clerk's office, visit local schools and participate in other various events.

"The true worth of the municipal and deputy clerk is often not realized," said IIMC President and Cambridge, Ohio, Clerk Sharon K. Cassler, MMC. "But clerks perform some of the principal functions of the democratic process."

Founded in 1947, IIMC is a professional non-profit association with 9,500 members throughout North America and 15 other countries, representing municipalities with populations of 1,000 to more than eight million. IIMC prepares its membership to meet the challenge of the diverse role of the municipal clerk by providing services and continuing educational development opportunities in 46 permanent college- and university-based learning centers. IIMC offers Municipal and Deputy Clerks a Certified Municipal Clerk program (CMC), a Master Municipal Clerk (MMC) program and other opportunities to benefit members and the government entities they serve.

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## Bull Shoals receives \$339K grant

Bull Shoals Mayor Bruce Powell has announced that the city has been pre-approved for a \$339,000 grant from the Arkansas Economic Development Commission, the *Baxter Bulletin* reported Feb. 24. The grant was approved for disaster relief through Ike-2, a Community Development Block Grant program. The money will be used for the installation of box culverts on Rivercliff Drive and Trout Dock Lane in the city.

## McGehee jail makes National Register

The McGehee City Jail at McGehee in Desha County is among several properties across Arkansas named recently to the National Register of Historic Places, the Arkansas Historic Preservation Program has announced. The jail, located at South First and Pine Streets in McGehee, is a one-story, cast-concrete structure built in 1908.

"The McGehee City Jail was mostly used to hold culprits of petty crimes, such as disturbing the peace or theft," the National Register nomination says. "These criminals were usually held overnight or for just a couple of days—the jail was not a place for permanent incarceration. Offenders of more serious crimes, such as murder, were taken elsewhere. However, the City Jail was a key part of the development of McGehee's law enforcement, as it allowed the city to crack down on crime."

## Obituaries

**RAY BAKER**, 71, former mayor of Fort Smith, died March 4. Baker served his city for 29 years, as a city director from 1981-1990, and as a five-term mayor from 1991-2010.

**JOHN FITCH**, 60, director of the Arkansas Livestock and Poultry Commission and a former state senator, died Feb. 26.

**EVERETT KING**, 72, who served six terms as mayor of Tuckerman, died Feb. 22.

**JAMES MARVIN "J.M." PARK**, 80, a former Cabot alderman, died Feb. 12.



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# Announcing...

## Our New Voluntary Certified Continuing Education Program for 2011

The League's new Voluntary Certified Continuing Education Program continues in 2011 with a series of seminars covering topics helpful to municipal leaders. The first round of seminars held in late 2010 and early 2011 were a great success and drew capacity crowds to cover issues such as municipal finance and budgeting, personnel matters and municipal operations. Make plans now to participate this spring and summer.

**Who?** For Arkansas mayors and aldermen.

**What?** The certification plan is voluntary, approved by the Executive Committee, and consists of 21 hours of core topics.

**Why?** To increase the knowledge of local officials on how cities and towns function and equip them with the leadership skills needed to meet the challenges of the 21st Century.

**When?** The next seminar is focused on procedural rules and job responsibilities. The seminar will be held April 28 at League headquarters in North Little Rock.

**Where?** The April 28 seminar will be held at League headquarters in North Little Rock. Two remaining seminars will be held in June at the League's Annual Convention in Hot Springs.

Schedule and topics to be covered:

- Procedural Rules/Who Does What at City Hall—April 28
- Municipal Land Use/Planning and Zoning—June 16
- Great Cities/Towns: Methods and Suggestions to Effectively Lead—June 17

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

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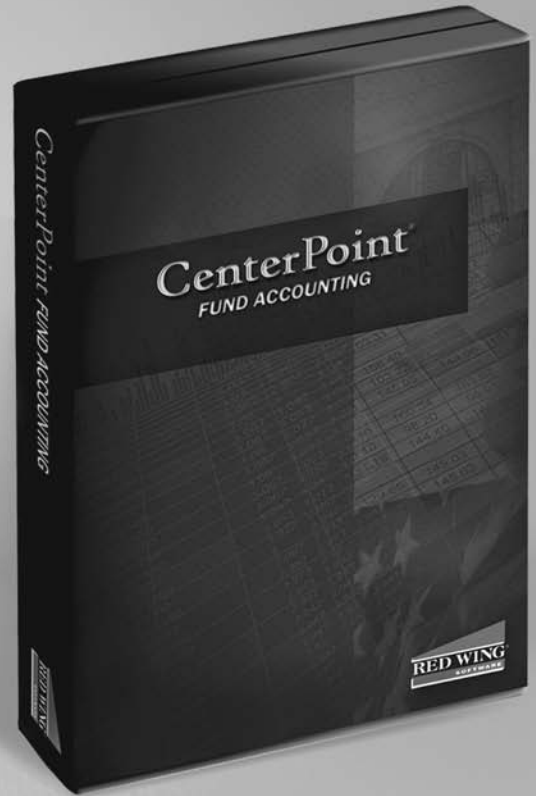
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# Ethics good for business

Developing an ethical business environment is not only good for the community, it's good for business.

By Randy Wright

In January, former Kansas City Royals pitching star Gil Meche announced that he was retiring at the young age of 32 and foregoing the \$12 million he would be paid for the 2011 season. Following a disappointing 2010 season and facing possible shoulder surgery, Meche decided he was no longer the pitcher he and the Royals had expected and rather than be an expensive bench-warmer resting an ailing shoulder, he retired. Despite the fact that he was legally entitled to the \$12 million for simply reporting to training camp even if he did not pitch a single inning in 2011, Meche felt “uncomfortable” being paid that much money knowing he could not pitch.

When people read the story, most respond with a stunned “How could he pass up that much money for doing nothing?” Many likely believe Meche acted with integrity and are moved by his decision. This is a typical response when the public hears of people turning down large amounts of money to do something that just seems “right,” as in 2002 when former Arizona Cardinal Pat Tillman, left the NFL to sign up for a three years of military service in Iraq and Afghanistan.

Ethics is defined as the inner-guiding moral principles, values and beliefs that people use to analyze or interpret a situation and when deciding how to behave. By any definition Meche and Tillman acted in an ethical manner that deserves our respect and admiration. Business ethics are the behaviors that a business applies when dealing with each of its stakeholders and customers.

Business leaders too often assume individuals act according to their self-interest or private economic incentives. Similarly, persons involved with economic development of a community or business are too often concerned only with matters of taxation and production and overlook concerns about the public interest unless it involves an immediate problem like a potential plant closure.

The goals of economic development are to provide communities with better jobs, better incomes, and a better quality of life. The promotion of ethical concepts in business is designed to provide employees with better, more equitable opportunities and to encourage employee empowerment, which in turn increases their contribution to a business's success. Ethical business culture is a real positive in promoting effective economic development.

Why then do business leaders seem so reluctant to consider a culture of ethics? Perhaps businesses overlook the financial benefits of ethical behavior and wrongfully believe that the only value to ethical behavior is moral. Physicians, attorneys, accountants and reporters long ago adopted standards of conduct that drive their reactions to professional dilemmas they face. They seem to do well financially.

Yet business has failed to adopt any uniform, concrete standard of conduct. Perhaps this can be attributed to the diverse groups of people involved in business. The business community certainly understands the need for laws, and there are countless different types of laws passed to govern business, along with sanctions that will follow if those laws are broken. Doubt remains, however, about the need for an ethical code despite substantial evidence that business ethics actually add financial value and are not a constraint on profitability as often presumed.

Business thrives as society thrives, and attention to ethics in business has certainly improved society. The demise of price-fixing, sweatshops and unsafe factories, long a fixture of our not too distant past, signaled a change in approach that business adopted out of need and it has resulted in a more thriving American business environment.

Is there a corporation today who does not believe and use the concepts of teamwork and employee enrichment in order to guarantee a more prosperous and profitable business environment? The value now placed on teamwork and employee development and enhancement programs came from businesses who long ago realized the contribution an open dialogue of people with diverse values and beliefs can make to address the many critical financial issues a company faces.

The 2010 list of the Top Ten Ethical Businesses, published by Ethisphere Institute and *CNN Money*, included such profitable companies as Hewlett-Packard, Adobe Systems and Google. These and other companies can attest that attention to ethics in the workplace helps employees reduce work stress and improve their productivity. The report noted that one of Hewlett-Packard's primary corporate goals is the maintenance of trust with each of its stakeholders. The company conducts ethics and compliance training on a yearly basis.

Companies need to understand that legal behavior is not necessarily ethical behavior. Adherence to one does not reflect upon the other. Years ago Tylenol found itself in a legal jam when some of its products were tampered with and a public fear arose. Tylenol's quick decision to recall the products was financially risky but led to greater brand loyalty and higher profits.

*The New York Times* reported recently on a 2011 Supreme Court case involving the drug Zicam and its producer Matrixx Initiatives. Twenty-three people claimed that they had lost their sense of smell after taking the drug. Matrixx ignored the claims and decided not to advise its stockholders. After the matter was nationally publicized, the company's stock fell 24 percent. Stockholders sued for the company's failure to advise them—an ethical argument, since the company was not legally bound to advise them. The company argued that no notification was necessary since the number of complaints was statistically insignificant. One Supreme Court Justice noted that such a decision by the company effectively treated the stockholders as “nitwits” unable to make their own judgments about good and bad information.

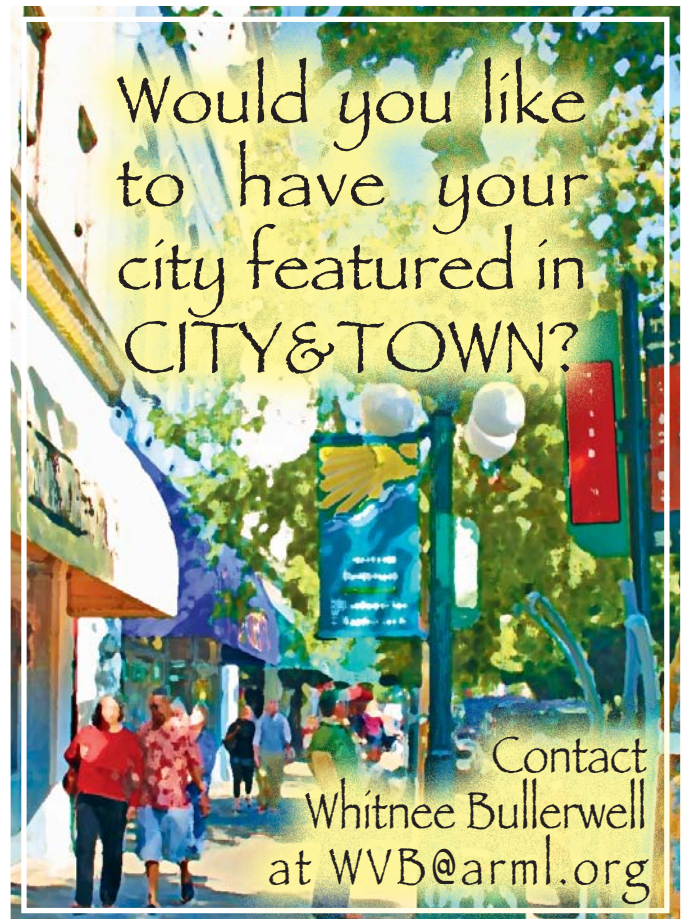
Managing ethically, perhaps costly at the outset, ultimately reduces the criminal and civil litigation costs and sanctions that can result from a failure to adhere to ethical principles in these ever-changing times.

Every company knows the value of goodwill and should recognize the value of handling its public relations in an ethical manner. Studies have shown that a company dedicated to ethical values strengthens its culture, improves its relations with customers, stakeholders and the public, and ensures greater consistency in the quality of its products. More often than not, the value of a business increases as it develops a culture devoted to ethical business practices.

Business ethics are entwined with social responsibility and the quality-of-life issues that communities today struggle with. In the realm of economic development, businesses can benefit directly by developing ethical behaviors that pay real dividends.



*Randy Wright is Deputy Director of the Institute for Economic Advancement, UALR.*



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# Congratulations on your election to local office: Now, on being effective

By Vincent Long, MPA, ICMA-CM

**N**ow that the candidate lunches are over, the campaign workers have gone home, and the yard signs are heading to the recycling bin, reality may be starting to set in. And given the nature of campaigning, it's about time for a dose of reality. As the jubilation fades and the campaign promises you made are still fresh in your mind, you may be feeling like the dog that caught the bus: exhausted, overwhelmed, and asking yourself, "Now what?"

You can take comfort in the fact that you probably are not the first newly elected official to ask this question. In fact, you might ask yourself variations of this question throughout your tenure in office. Whether you are dealing with a new state mandate or a seemingly impossible local issue, you might ask yourself, "What do I do now?"

Making the transition from candidate to elected official is the first of your many challenges. It probably seems a bit unfair that just when you were getting the hang of being a candidate, you now have to become an effective legislator—and fast! Gone are the days of the 30-second sound-bite solutions that are the friend of the political outsider. Your messaging about the change that you would bring, whether it was positive or negative, worked. It bought you the overnight distinction of being an insider, "one of them." Your first instinct may be to continue to campaign, to distance yourself from your colleagues on the commission or council. The qualities it took to be an effective campaigner, however, are much different from those required to be an effective elected official.

## Focus is on you

To be effective now will require endless prodding, compromise, and political skill to balance the different points of view of members of the governing body in order to get anything done for your community. You are now one member of a collegial body. You will soon experience one of the unique dynamics of being an elected official. That is, in short order, the general public's individual perception of you will diminish, and you will inherit the larger perception people have of the overall governing body—good or bad.

Even veteran politicians sometimes do not fully appreciate this because of their tendency to surround themselves with a relatively small universe of people who like and support them, who share their political ideologies, and who are much closer to the finer nuances of local politics and personalities than most. You may

have been an effective campaigner by railing against government or by inspiring voters with uplifting messages about your leadership, but the campaign season is over! Your focus should turn immediately to making your governing body better, which will in turn make you a more effective member of the body as well as more effective in the eyes of the public.

The good news, arguably, is that at no level of government save the local level can one well-equipped elected official have as great a positive influence and bring about more dramatic results. The bad news is that the stakes have never been higher. Local governments today face unprecedented challenges and are directly impacted by the significant challenges facing state governments. Many states that grabbed the lifeline of federal stimulus funds to offset declining revenues are now facing billions in operating budget shortfalls as stimulus funds disappear. Newly minted state legislators elected in the most turbulent midterm election in recent memory will be eager to make good on their own campaign promises and will most certainly launch aggressive new reforms. These new reforms are unlikely to tackle such chronic problems as fixing the antiquated tax structures that plague many states; and at the local level they will probably look like the same old cost shifts and unfunded mandates. Unfortunately for locals, the convergence of two conditions during an economic downturn—the loss of state tax revenues and an increase in demand for services—will make the normally tough issues at the local level even more difficult. This is what has been described as the new normal.

In your own backyard, a seemingly endless array of competing and often conflicting issues will contend for limited resources and will ultimately require the action of your governing body. You and your colleagues on the governing body will go to great lengths to weigh the issues, values, and perspectives of the community to attempt to reach what is in the public interest. Unfortunately, determining the public interest is difficult

if not impossible when dealing with most issues of public policy. This is due simply to the fact that people hold different beliefs, interests, and preferences.

Making the aggregation problem still more difficult is that voters—individually and collectively, even in relatively homogeneous populations—can have drastically different and contradictory political preferences. Fulfilling one interest requires that another interest be denied or at least temporarily set aside. Thus, there is no one public interest but many public interests. The most difficult task facing you and the governing body will be to consider as many of these interests as practical to determine any kind of clear mandate for local government policy.

The most common and difficult example of weighing contradictory public interests is the taxpayers' strong and explicit demand for lower taxes, which coexists with the continuing demand for more spending for their favorite local government programs. Of course, when you compile all of the interests, you will find that every program is either mandated by the state or is someone's favorite. Attempting to satisfy conflicting demands is where elected bodies and their professional staffs will spend an inordinate amount of their limited time. It is important for you as an elected local official to appreciate that, at its worst, public policy is determined not by doing what is best for the community but by doing what a few people who make the most noise want.

## Balancing public interests

The paradox that drives this unfortunate outcome is the worst-kept secret in all of government. As noted in the book *Managing Local Government: Cases in Decision Making* (James M. Banovetz, ed.), "Residents who take an active role in a political issue are those with a personal stake in the outcome. Residents who will benefit only from better or more efficient government seldom make their voices heard. The result often times is that political pressures and ultimately political decisions are made, which tend to be self-serving for those personally affected and involved." Truly balancing public interests—interests that are shouted from the lectern at meetings of the governing body as well as interests that have not been voiced—is critical because it promotes the public trust, which is the foundation for everything you do in local government. Without it, citizens will not give the assent needed for your body to truly lead and achieve meaningful progress in your community.

Because of the level of cynicism about government today, actively promoting the public trust is essential. Even when local governments operate at the highest levels of efficiency and transparency, they experience a unique set of perception issues, the most chronic of which can be generalized by the following description:

Anytime the elected governing body makes a broad policy recommendation or implements a program or policy that specifically benefits an individual or is consistent with that individual's interests and beliefs, that individual perceives that the local government is doing the right thing, has all of the facts, and has acted in the best interest of the entire community. In sum, that person is left with a positive perception and the belief that the elected body "gets it."

Conversely, when the elected body takes a policy direction or implements a program that adversely affects the special interests of an individual or is counter to that person's specific beliefs, that person is left with the perception that the elected officials made the wrong decision, did not consider all of the facts, and acted contrary to the interest of the community as they satisfied someone else's special interest.

To address this perception and other frustrations, elected officials may be tempted to just simply adopt the popular refrain: "Let's run it like a business." Officials might at first think that this practice indicates a better approach to decision making, one that is driven by the bottom line and that assumes you can avoid those sticky questions of equity, fairness, and the role of government that pervade public policy because they do not appear on a balance sheet. This catchphrase can be a good one politically, for a short time, but in practice it is problematic.

After 16 years of working with commissioners and conducting training sessions, I think that the frustration experienced by many newly elected officials—particularly those who have worked and enjoyed success in the private sector—is the failure of government to conform to their experience or perception of what it takes to run a successful business. Most people would agree that the basics of running a successful business include the ability to make strategic decisions to best position a company in the market, to deliver the product that (as closely as possible) reflects what customers want, and to make a profit at the price point the customer is willing to pay. The happy customer of a business does not care about the compensation of the board of directors or the chief executive officer or the benefit package for the company's employees.

The business of local government is different. Can we learn from the private sector? Yes! In fact, it is imperative in this environment for local governments to learn from other high-performing and innovative organizations, those in both the public and private sectors. But as a reality check, remember what it takes to run a successful business, and imagine attempting to do so amid just a few of the following conditions that are pervasive in local government:



# Municipal Property Program



Your Municipal Property Program offers broad coverage for your municipal property. The limits of coverage are \$250 million per occurrence per member for damages from fire, windstorm and other incidents in excess of \$5,000.

Coverage is \$15 million per occurrence per member for losses exceeding \$100,000 on earthquakes and flooding.

The Municipal Property Program’s 2010 annual meeting in November adopted rates according to the following scale for 2011. See the new rates below.

FIRE CLASS I	—	.0014	X	covered value	=	Premium
FIRE CLASS II	—	.0015	X	covered value	=	Premium
FIRE CLASS III	—	.0017	X	covered value	=	Premium
FIRE CLASS IV	—	.0019	X	covered value	=	Premium
FIRE CLASS V	—	.002	X	covered value	=	Premium
FIRE CLASS VI	—	.0022	X	covered value	=	Premium
FIRE CLASS VII	—	.0025	X	covered value	=	Premium
FIRE CLASS VIII	—	.0027	X	covered value	=	Premium
FIRE CLASS IX	—	.003	X	covered value	=	Premium
FIRE CLASS X	—	.0033	X	covered value	=	Premium

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

# Local Option Sales and Use Tax in Arkansas



**2011 ELECTIONS**  
**PINE BLUFF, Feb. 8**  
 Passed: 5/8%  
 For: 2,620      Against: 1,954  
  
**JEFFERSON CO., Feb. 8**  
 Passed: 3/8%  
 For: 4,763      Against: 2,350

**CORRECTION**  
**January 2011 Municipal Levy Receipts with 2010 Comparison (shaded gray)**

CITY SALES AND USE	AMOUNT	
Bella Vista	80,868.79	NA
Belleville	1,593.42	1,889.82
Benton	595,231.11	626,900.50
Bentonville	1,386,755.66	1,131,207.61

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

**Sales and Use Tax Year-to-Date 2011 with 2010 Comparison (shaded gray)**

Month	Municipal Tax		County Tax		Total Tax		Interest	
Jan.	\$35,123,247	\$34,674,109	\$35,666,555	\$35,450,558	\$70,789,802	\$70,124,667	\$27,640	\$60,271
Feb.	\$42,235,810	\$41,006,941	\$42,753,266	\$42,937,896	\$84,989,076	\$83,944,837	\$34,351	\$59,485
<b>Total</b>	<b>\$77,359,057</b>	<b>\$75,681,050</b>	<b>\$78,419,821</b>	<b>\$78,388,454</b>	<b>\$155,778,878</b>	<b>\$154,069,504</b>	<b>\$61,991</b>	<b>\$119,756</b>





Horseshoe Lake	1,896.91	Swift	7,293.29	8,967.42	Manila	40,347.30	33,610.61	Pindall	641.49	597.34
Jennette	659.48	Tuckerman	17,017.68	18,089.28	Marie	1,014.12	1,188.20	St. Joe	756.04	811.13
Jericho	699.08	Tupelo	1,645.10	1,822.31	Osceola	93,648.72	97,641.30	Sebastian County	873,597.39	830,575.23
Marion	72,522.54	Weldon	685.48	1,029.56	Victoria	446.69	649.11	Baring	79,842.62	74,913.62
Sunset	1,046.86	Jefferson County	428,358.30	435,103.02	Wilson	10,901.76	10,330.72	Bonanza	9,875.14	9,220.69
Turrell	3,251.62	Alzheimer	10,370.12	12,265.84	Montgomery County	33,494.81	33,758.11	Central City	8,621.42	9,525.65
West Memphis	154,180.16	Altheprey	3,360.81	4,105.76	Black Springs	432.90	512.64	Fort Smith	1,480,566.15	1,439,934.58
Cross County	231,042.61	Pine Bluff	535,579.50	567,346.72	Glenwood	183.65	NA	Greenwood	153,742.98	127,582.78
Cherry Valley	5,934.45	Redfield	14,152.49	19,959.69	Mount Ida	4,705.01	4,411.44	Hackett	13,945.41	12,449.73
Hickory Ridge	2,479.53	Sherrill	916.58	1,296.56	Norman	1,652.88	1,902.18	Hartford	11,025.80	13,848.97
Parkin	10,073.08	Wabbaseka	2,782.49	3,323.71	Oden	1,014.46	989.32	Huntington	10,905.58	12,342.09
Wynne	76,272.78	White Hall	60,298.12	48,692.94	Nevada County	29,740.51	32,696.06	Lavaca	39,311.63	32,738.83
Dallas County	149,211.24	Johnson County	110,562.15	112,248.85	Bluff City	824.65	1,043.84	Mansfield	12,416.91	12,664.99
Desha County	97,198.09	Clarksville	81,211.64	75,088.73	Bodcaw	917.75	1,017.42	Midland	5,581.60	4,538.59
Arkansas City	3,749.42	Coal Hill	8,954.69	9,737.51	Cale	525.38	495.49	Sevier County	261,034.35	239,349.19
Dumas	48,209.76	Hartman	4,592.38	5,797.76	Emmet	3,158.93	3,171.17	Ben Lomond	1,189.10	1,017.62
McGehee	43,220.78	Knoxville	6,468.26	4,970.90	Prescott	21,919.66	24,351.93	DeQueen	54,075.40	46,560.06
Mitchellville	3,687.95	Lamar	14,201.87	13,764.80	Willisville	1,735.75	1,750.75	Gilham	1,312.11	1,518.35
Reed	1,444.45	Lafayette County	77,195.06	79,929.64	Newton County	51,392.06	46,983.62	Horatio	8,561.53	8,052.10
Tillar	215.13	Bradley	3,638.09	3,023.66	Jasper	2,056.57	1,948.68	Lockesburg	6,060.32	5,742.27
Watson	2,161.55	Buckner	1,593.11	2,126.77	Western Grove	1,694.68	1,592.60	Sharp County	68,855.31	67,331.95
Drew County	312,113.24	Lewisville	7,415.22	6,901.25	Ouachita County	356,909.46	371,171.34	Ash Flat	8,236.08	8,309.96
Jerome	457.09	Stamps	9,807.80	11,444.79	Bearden	9,364.29	10,261.67	Cave City	14,640.05	16,057.39
Monticello	110,956.67	Lawrence County	131,379.34	131,639.01	Camden	118,100.60	119,983.98	Cherokee Village	32,591.34	32,719.92
Tillar	2,390.95	Alicia	708.55	830.04	Chidester	2,782.15	3,283.73	Evening Shade	3,630.60	3,963.21
Wilmar	5,989.11	Black Rock	3,782.76	4,104.42	East Camden	9,025.01	8,227.58	Hardy	6,135.04	6,196.24
Winchester	1,957.31	College City	2,599.93	1,539.87	Louann	1,589.80	1,778.69	Highland	8,782.35	8,403.71
Faulkner County	732,479.61	Hoxie	15,885.29	16,125.72	Stephens	8,637.25	10,507.94	Horseshoe Bend	67.23	42.62
Damascus	869.45	Imboden	3,868.47	3,915.51	Lynn	94,015.21	88,693.23	Sidney	1,521.15	2,343.83
Enola	1,226.32	Lynn	1,645.67	1,803.20	Adona	837.83	727.20	Willford	630.32	536.94
Holland	3,668.82	Minturn	622.84	652.59	Bigelow	1,262.76	1,279.41	St. Francis County	139,054.60	192,477.89
Mount Vernon	955.08	Portia	2,497.08	2,764.90	Casa	685.50	812.75	Caldwell	9,149.42	9,501.30
Wooster	5,624.61	Powhatan	411.42	286.22	Fourche	248.54	229.44	Coit	6,231.50	7,519.30
Franklin County	154,611.26	Ravenden	2,685.64	2,925.18	Houston	253,397.54	618.32	Forrest City	253,397.54	301,875.62
Altus	6,048.64	Sedgwick	868.55	641.14	Perry	1,082.36	1,221.08	Hughes	23,755.50	38,148.22
Branch	2,928.56	Smithville	445.70	417.88	Perryville	5,852.77	5,669.82	Madison	12,677.30	20,167.26
Charleston	19,901.45	Strawberry	1,725.67	1,620.01	Phillips County	112,924.79	245,578.13	Palestine	11,226.58	15,140.78
Denning	3,758.46	Walnut Ridge	27,942.10	28,192.83	Elaine	12,641.01	18,883.35	Wheatley	5,852.32	7,601.04
Ozark	29,397.33	Lee County	30,940.21	93,122.05	Helena-West Helena	200,309.40	327,718.89	Whitener	4,500.52	6,845.02
Wiederkehr Village	303.21	Aubrey	958.77	3,233.81	Lake View	8,804.98	11,591.98	Stone County	77,923.64	75,167.20
Fulton County	95,234.48	Haynes	845.98	3,131.38	Lexa	5,684.47	7,225.88	Fifty Six	1,423.08	1,448.26
Ash Flat	471.85	LaGrange	501.95	1,785.18	Marvell	23,572.69	30,453.50	Mountain View	22,604.68	25,553.30
Cherokee Village	3,668.38	Marianna	23,207.98	75,811.65	Pike County	153,729.10	151,490.76	Union County	508,750.05	510,935.18
Hardy	194.29	Moro	1,218.21	3,526.46	Antoine	800.17	1,055.56	Calion	14,831.71	14,890.60
Horseshoe Bend	78.64	Rondo	1,116.69	3,467.94	Daisy	786.49	798.44	El Dorado	631,516.71	662,042.08
Mammoth Spring	4,519.56	Lincoln County	53,636.20	41,710.92	Delight	1,908.10	2,104.36	Felsenthal	3,634.25	3,558.50
Salem	7,563.43	Gould	4,245.65	5,340.21	Glenwood	14,950.17	14,256.84	Huttig	20,328.52	22,040.63
Viola	1,558.94	Grady	2,277.53	2,140.18	Murfreesboro	11,222.89	11,935.96	Junction City	18,133.17	19,891.89
Garland County	733,417.21	Star City	11,534.78	10,111.61	Poinsett County	103,676.35	120,244.92	Norphet	22,879.16	22,036.85
Fountain Lake	3,897.32	Little River County	569,260.72	202,762.16	Fisher	1,543.71	1,993.99	Smackover	60,192.34	61,369.26
Lonsdale	728.33	Ashdown	116,115.20	40,530.39	Harrisburg	15,838.65	16,493.66	Strong	17,126.16	18,200.42
Mountain Pine	5,966.08	Foreman	24,855.49	9,537.06	Lepanto	13,104.27	16,049.71	Van Buren County	285,413.43	286,313.15
Grant County	164,158.68	Ogden	4,425.31	1,814.16	Marked Tree	17,763.10	21,068.54	Clinton	25,353.19	23,976.70
Greene County	130,583.46	Wilton	9,194.81	3,721.57	Trumann	50,139.57	51,836.13	Damascus	2,435.93	1,974.43
Delaplaine	1,130.17	Winthrop	4,720.33	1,576.80	Tyronza	5,274.93	6,907.47	Fairfield Bay	20,997.74	24,302.27
Lafe	4,462.23	Logan County	93,191.16	71,948.23	Waldenburg	422.27	601.96	Shirley	2,835.43	3,539.27
Marmaduke	10,824.31	Blue Mountain	918.21	762.46	Weiner	4,956.51	5,718.59	Washington County	1,216,573.06	1,260,940.26
Oak Grove Heights	8,651.40	Booneville	29,545.71	23,780.58	Polk County	257,039.07	238,215.20	Elkins	36,233.82	20,585.17
Paragould	254,415.12	Caulksville	1,577.25	1,345.85	Cove	7,710.16	7,335.88	Elm Springs	20,484.15	16,965.07
Hempstead County	541,377.01	Magazine	6,271.98	5,285.21	Grannis	11,181.76	11,013.40	Farmington	81,745.03	59,320.17
Blevins	3,364.07	Morrison Bluff	473.92	427.44	Hatfield	8,335.86	7,699.80	Fayetteville	1,006,829.47	955,161.66
Emmet	459.22	Paris	26,154.25	21,432.34	Mena	115,793.73	107,969.70	Goshen	14,654.99	12,374.14
Fulton	2,146.59	Ratcliff	1,495.80	1,103.25	Vandervoort	1,755.98	2,298.46	Greenland	17,227.48	14,924.66
Hope	107,810.30	Scranton	1,658.71	1,282.31	Wicks	15,218.49	12,928.80	Johnson	45,894.35	38,159.08
McCaskill	1,025.24	Subiaco	4,235.62	2,535.76	Pope County	358,930.88	350,568.58	Lincoln	30,774.12	29,684.72
McNab	726.21	Lonoke County	270,246.41	266,693.08	Atkins	43,106.58	42,253.81	Prairie Grove	59,933.58	49,795.62
Oakhaven	672.81	Allport	1,092.77	1,410.25	Dover	19,695.25	19,511.92	Springdale	872,225.21	720,513.78
Ozan	907.76	Austin	19,365.76	6,718.13	Hector	6,431.68	7,428.92	Tontitown	14,850.53	33,661.33
Patmos	683.49	Cabot	225,927.52	169,463.43	London	14,850.53	13,580.53	West Fork	31,704.59	33,601.05
Perrytown	2,904.84	Carlisle	21,038.17	25,584.41	Pottsville	40,562.49	18,660.38	Winslow	5,350.24	6,565.53
Washington	1,922.34	Coy	912.22	1,288.10	Russellville	399,050.29	347,690.97	White County	955,596.55	1,146,754.67
Hot Spring County	267,363.82	England	26,844.10	33,490.71	Prairie County	28,476.83	27,641.03	Bald Knob	37,187.69	56,049.55
Donaldson	2,163.38	Humnoke	2,698.66	3,109.22	Biscoe	2,361.14	2,920.56	Beebe	93,899.88	68,082.34
Friendship	1,264.96	Keo	2,432.60	2,609.52	Des Arc	11,168.28	11,860.18	Bradford	9,743.00	13,968.74
Magnet Cove	35.94	Lonoke	40,337.41	47,604.33	DeValls Bluff	4,026.30	4,804.20	Gamer	3,645.60	4,958.90
Malvern	74,158.52	Ward	38,646.00	28,649.22	Hazen	9,548.65	10,044.03	Georgetown	1,591.74	2,200.08
Midway	2,435.73	Madison County	176,589.60	149,913.08	Ulm	1,105.77	1,257.81	Higginson	7,971.54	6,574.76
Perla	1,732.14	Hindsville	372.55	429.11	Pulaski County	959,783.89	1,087,790.97	Kensett	25,917.14	34,607.54
Rockport	5,426.40	Huntsville	14,327.98	11,706.06	Alexander	4,646.15	3,493.74	Jacksonville	558,403.97	607,666.32
Howard County	307,643.83	St. Paul	690.14	932.59	Cammack Village	15,119.67	16,879.62	Little Rock	3,809,919.93	3,719,874.21
Dierks	15,071.06	Marion County	76,135.29	72,168.92	Jacksonville	558,403.97	607,666.32	Maumelle	337,889.13	214,438.21
Mineral Springs	16,068.70	Bull Shoals	13,116.34	13,575.79	Little Rock	3,809,919.93	3,719,874.21	North Little Rock	1,226,583.02	1,227,540.41
Nashville	61,547.93	Flippin	9,114.17	9,211.18	Maumelle	337,889.13	214,438.21	Sherwood	581,221.28	436,940.44
Tollette	3,192.45	Pyatt	1,486.52	1,717.34	North Little Rock	1,226,583.02	1,227,540.41	Wrightsville	41,618.44	27,787.38
Independence County	522,413.84	Summit	4,062.70	3,977.71	Randolph County	121,089.37	119,835.20	Wrightsville	41,618.44	27,787.38
Batesville	128,916.22	Yellville	8,098.50	8,905.71	Biggers	2,935.81	2,900.34	Randolph County	121,089.37	119,835.20
Cave City	2,037.90	Miller County	419,477.95	446,574.82	Maynard	3,604.19	3,112.76	O'Keane	1,641.34	1,642.17
Cushman	5,686.00	Fouke	8,306.49	8,843.07	Pocahontas	55,907.25	53,251.92	Ravenden Springs	998.34	1,119.29
Magness	2,541.09	Garland	8,306.49	8,843.07	Reyno	3,858.02	3,954.26	Saline County	NA	994.86
Moorefield	1,723.41	Texarkana	186,896.12	198,968.97	Scott County	141,915.96	145,419.71	Mansfield	6,678.40	6,843.28
Newark	14,793.66	Mississippi County	673,348.39	688,351.92	Mansfield	6,678.40	6,843.28	Waldron	26,713.59	27,373.12
Oil Trough	3,270.71	Bassett	2,088.59	1,848.31	Waldron	26,713.59	27,373.12	Searcy County	35,087.19	39,041.09
Pleasant Plains	4,390.30	Birdsong	494.98	440.07	Big Flat	5.73	NA	Big Flat	5.73	NA
Sulphur Rock	5,736.32	Blytheville	188,577.15	201,025.56	Gilbert	160.37	207.50	Gilbert	160.37	207.50
Izard County	41,364.73	Burdette	2,305.90	1,419.24	Leslie	2,525.87	3,030.73	Leslie	2,525.87	3,030.73
Jackson County	126,357.68	Dell	2,692.23	2,761.46	Marshall	7,760.88	8,255.91	Marshall	7,760.88	8,255.91
Amagon	895.67	Dyess	4,949.85	5,665.95						
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## Congratulations, continued from page 61

- Your customers (citizens) have a large number of diverse wants and needs that are not consistent and are often contradictory.
- The work of your business (local government) is either not profitable or is too difficult; otherwise another business (the private sector) would be doing it.
- You are not judged by how much money the business makes but by how little you spend.
- There are endless rules and regulations that constrain the flexibility of the business to deploy people, money, and other resources—and are intended for that purpose.
- All of the meetings of your board of directors (the elected body, in other words) are publicly noticed and probably even televised.
- Every business decision you make is subject to the debate of all of your customers.
- Individuals whose interests are counter to the success of the business are invited to participate and weigh in on behalf of other public and private interests.
- The members of the board of directors of the business likely have fundamentally conflicting views of how the business should be run and, perhaps, even what the fundamental purpose of the business should be in the first place.
- Any actions of the board of directors (any indiscretions of employees or any imaginable event associated with the daily business operations) are reported and delivered to the homes of all of your customers every morning (or immediately via any number of electronic media).

These are just a few of the business conditions that exist for local governments. Can you imagine running a successful business in this environment? The dominant principles of equity (in the public sector) and profit (in the private sector) drive important cultural differences that are key to both sectors fulfilling their distinct missions. Efficiency and effectiveness, of course, are keys to the success of business in both sectors; and, as in any effective business, the board of directors (in this case, the individual members of the elected governing body) will need to develop a thorough understanding of the inherent complexities as well as the unique environment of the business of local government.

## Traits for effectiveness

To be an effective local elected official requires no expertise in government or business. In fact, there have been and continue to be local elected officials from all walks of life who lend their unique talents and perspectives to the governing of their local communities—and whose communities are better because of their service. These elected officials sometimes have different

backgrounds, personalities, and political philosophies, but professional managers and longtime observers of local government recognize that they share several traits common to effective elected local government officials:

- A passion for being the best steward of the community during their time on the board, commission, or council and for making the community better than it was.
- A desire to focus not only on the immediate challenges of the day but also on a vision for the future of the community.
- An ability to solve problems as well as to add to the problem-solving capacity of the community.
- A recognition that as an elected official you represent all of the citizens of the community, those who voted for you and those who did not.
- A facility for getting things done for constituents while promoting the collegial nature of the governing body.
- A thorough understanding of the issues before the governing body and an appreciation of the effect of your actions on all of the various stakeholders in the community.
- An adherence to behaving ethically during the performance of your duties and an avoidance of even the appearance of impropriety.
- An appreciation of the role of the professional manager and an understanding of the separation of executive and legislative responsibilities.
- An understanding of the roles and responsibilities of not only your governing body but also of state government officials, constitutional officers, local governments, and other general- and single-purpose governmental entities.
- A commitment to being a continuous learner of what it takes to be a better local elected official.

Because I am an administrator, a reader might expect that my final word of advice to elected officials is that they should just have blind faith in the skills of the professional administrator, or they should go out and find one whose style mirrors their own and everything will be okay. Far from it. Too many well-intentioned elected bodies and good administrators have parted ways because of an expectation that either of these options is realistic or sustainable.

My advice is simply that an effective council-manager relationship is critical to effective governing. To successfully navigate the unique and inherent complexities of the business of local government, amid the unprecedented pressures of the new normal that I have described, requires a team approach. This begins with an understanding and an appreciation of the respective roles and responsibilities of each and an active commitment by each to work the relationship.

When the relationship does work, there is no one group more able to assist the administrator in effective management than the governing body, and no one is more able to assist elected officials in effective governing than the administrator.

Vincent S. Long, MPA, ICMA-CM, is deputy county administrator, Leon County, Florida (LongV@leoncountyfl.gov); adjunct professor in the master of public administration program,

Reubin Askew School of Public Administration and Policy at Florida State University; and a graduate of the executive program for senior executives in state and local government at the John F. Kennedy School of Government, Harvard University.

This article is reprinted with permission from the January/February 2011 issue of *Public Management* (PM) magazine, published by the International City/County Management Association, Washington, D.C.

## MUNICIPAL MART

To place a classified ad in *City & Town*, please contact the League at 501-374-3484 or e-mail [citytown@arml.org](mailto:citytown@arml.org). Ads are FREE to members of the League 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.

**CHIEF OF POLICE**—Stamps is seeking applicants for the position of Chief of Police. **RESPONSIBILITIES:** administrative, patrol, investigative and training. Must work well with citizens, city council, mayor and city staff and have good communication skills, written and oral. **REQUIREMENTS:** Must meet all CLEST standards and pass pre-employment drug screening physical, psychological and background checks. **EDUCATION:** Must have a minimum of associate degree or equivalent and hold intermediate law enforcement certification and supervisory experience. Salary DOQ. Preliminary applications available at Stamps City Complex, 207 E. Antigo, Stamps, AR 71860; or call 870-533-4951.

**CITY ENGINEER**—City of Hot Springs is accepting applications for a City Engineer. Must possess a degree in Civil or Environmental Engineering with at least eleven years of progressive experience in engineering including responsible experience in water, wastewater and roadway operations and at least nine years experience in project and personnel management; must be a registered P.E. in the State of Arkansas; must possess a valid driver's license and a clean driving record. Submit application and resume to City of Hot Springs HR, 133 Convention Blvd., Hot Springs, Arkansas 71901 or online at [www.cityhs.net](http://www.cityhs.net) by March 16, 2011. The City of Hot Springs is an EEO employer.

**FIRE CHIEF**—The City of Hope is seeking applications and resumes from motivated individuals for the position of Fire Chief for the City of Hope, Arkansas. Under the general direction of the City Manager, the Fire Chief plans and manages all activities associated with the Hope Fire Department by overseeing daily operations, ultimately assuring that fire suppression and

prevention services are available 24 hours a day. Applicants must be at least 21 years or age or older; a citizen of the United States, possess a valid driver's license, fifteen years progressive experience in fire department operations with at least five years supervisory experience as well as a Bachelor's degree in fire science, business administration, related field, or a combination of experience and training equivalent to a Bachelor's degree. The successful applicant must be skilled in evaluation of fire department processes, must be a self starter, and skilled at maintaining effective working relationships. For a detailed job description, please contact Carol Almond, City Clerk/HR Director, by phone (870) 777-6701 or by e-mail [hopehr@hopearkansas.net](mailto:hopehr@hopearkansas.net). The City of Hope offers a general benefit package including, but not limited to, medical, dental, vision, life insurance, 457 Deferred Compensation, LOPFI, vacation and sick leave. Applications are available at City Hall, 206 W. Avenue A, Hope Arkansas. A resume and three professional references must be returned with a completed application no later than 5 pm, March 25, 2010.

**FIREFIGHTER**—Hope Fire Department is accepting applications for a firefighter. Preference given to applicants with fire academy certification. Applications may be picked up at the Hope City Hall, 206 West Ave. A, Hope, AR, M-F between 8 a.m. and 5 p.m., or call 870-777-6701 for more information. Application deadline is March 31, 2011. EOE.

**FOR SALE**—Cave City has for sale a 2003 Crown Victoria Police cruiser 93,000 miles, fully equipped with light bar, siren, siren controller, cave, corner strobes, and a super nice metal console. The light bar was replaced less than

a year ago with a Whelen 8n strobe. Car is excellent shape and was well maintained, Asking \$5,000.00 OBO. Email questions to [ccpd@indco.net](mailto:ccpd@indco.net) or call (870)283-5011.

**NOTICE OF EXAMINATION FOR EMPLOYMENT IN THE VAN BUREN FIRE DEPARTMENT**—Notice is hereby given that the City of Van Buren Civil Service Commission has scheduled a written examination for entry level positions in the Van Buren Fire Department on Monday April 11th, 2011, at the Crawford County Adult Education Center, located at 605 Alma blvd. The examination will begin at 7:00pm. Late arrivals will not be allowed to take examination. Must have a valid ID. Persons who have arrived at age 21 and have not yet reached 35 years of age desiring to take the examination are hereby notified that applications may be obtained from the Van Buren Fire Department, 2009 Pevehouse Rd. (479) 471-5038. The applications must be received at the Van Buren Fire Department 2009 Pevehouse Rd. no later than 5:00pm, Friday April 1st, 2011. Applications will not be accepted unless accompanied by copies of all required documents which include Birth Certificate, High School Diploma (GED), Drivers License, DD-214 if ex-military and current evaluation if active reserve. Faxed applications will not be accepted. The top 15 scores on the written examination will be scheduled to take a physical agility examination. All qualified candidates successfully passing each portion of the examinations will be placed on a list of certified applicants. THE CITY OF VAN BUREN IS AN EQUAL OPPORTUNITY EMPLOYER. WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

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## Municipal Mart, continued from page 69

**PARK DIRECTOR**—The City of Bryant is accepting applications for the position of Park Director. Starting salary: \$52,860+ with benefits, commensurate with experience. Please visit [www.cityofbryant.org](http://www.cityofbryant.org) to view full job description. Applications may be completed online or picked up at the Human Resource Department at 210 S.W. 3rd Street, Bryant, AR 72202. Applications must be submitted to Human Resources by 5:00 p.m. (CST) March 15, 2011. EOE.

**PARKS & RECREATION DIRECTOR**—Cape Girardeau, Mo., pop. 37,941, is seeking qualified applicants for the position of Parks & Recreation Director. The Parks & Recreation Director is appointed by and reports directly to the City Manager. This position requires superior leadership and team management qualities, progressive management experience, and a thorough understanding of principles and objectives of parks & recreation programs. Additionally, this position requires knowledge of techniques, methodologies and procedures used in construction of recreation and athletic facilities, risk management and safety rules and regulations. The Department has 50 full-time and 200 part-time personnel, a more than \$5 million operational budget, 23 parks totaling 662.5 acres, three community centers, one indoor/outdoor Olympic size pool, one family aquatics center, two sports complexes, one golf course, three cemeteries, one trail and an extensive recreation program. Minimum qualifications include Bachelors Degree with major course work in park and recreation management or related field, demonstrated leadership/supervisory/management skills, proven administrative skills, five years progressive responsible experience in park maintenance, recreation programs, concession operation, golf course and cemetery maintenance or equivalent public management filed. Starting salary will be \$60K+ with an excellent benefit and retirement program. For additional information contact the Human Resources Office at 573-339-6390. Send resumes and letters of interest to Human Resources Office, City Hall, 401 Independence, Cape Girardeau, MO 63703; or e-mail [hr@cityofcapegirardeau.org](mailto:hr@cityofcapegirardeau.org) by 5 p.m., March 25, 2011.

**PUBLIC WORKS DIRECTOR**—Harrison is seeking qualified candidates for the position of Public Works Director. This position administers and organizes all public works functions for the City: operation and maintenance of streets, drainage, water and sewer, buildings, grounds, equipment, conservation resource, code enforcement, and safety. Responsibilities include but not limited to departmental operations, coordinating departmental activities/schedules, budget management/preparation, planning/completion of significant capital improvement projects, overseeing of contract engineers, consultants, and independent contractors, develop bid specifications for projects, personnel administration of 65 employees, and attending and participating in city council meetings. Qualifications: Comprehensive knowledge of the principles of civil engineering, project management, financial/budgeting skills, technical construction and management techniques. A Bachelors degree in civil engineering is preferred, and minimum 5 years job related experience. Salary Range: \$55,000-\$68,000 DOE and qualifications. Benefits include vacation, sick leave, paid holidays, APERS retirement, with options of health, dental, vision, and life insurance avail. Apply in person at the Harrison Mayor's Office, 116 S. Spring, Harrison, AR 72601, or submit resume and cover letter to City of Harrison, Attn: Human Resources, P.O. Box 1715, Harrison, AR 72602, or email [admin@cityofharrison.com](mailto:admin@cityofharrison.com).

**SAFETY DIRECTOR**—The City of Batesville will be taking applications for a City Safety Director. Job requirements and duties as well as an application can be acquired at Batesville's web site at [www.cityofbatesville.com](http://www.cityofbatesville.com). Please send resume to the City of Batesville, Safety Director Application, 500 E. Main Street, Batesville, AR 72501. Applications will be accepted through 5:00 pm, March 7th. For any additional information contact the City Clerk's office at 870-698-2400.

**STREET SUPERINTENDENT**—The City of Malvern is a rapidly growing community with a population of over 10,300 whom is seeking a highly qualified professional to direct its streets and parks department. The Street Department has a staff of 14 personnel. The City of Malvern is an Equal Opportunity Employer. Applications & a job description can be picked up at the Human Resources Dept., 506 Overman St, Malvern, AR. 72104 or on our website @ [www.malvern.gov](http://www.malvern.gov). Submit applications by April 15th, 2011 to Virginia Harrison, City of Malvern Human Resources Director, 506 Overman St., Malvern, AR 72104. Phone 501-332-6403.

**WASTEWATER TREATMENT PLANT MANAGER**—Harrison is seeking qualified candidates for the position of a certified Wastewater Treatment Plant Manager. This position will be responsible for coordinating, supervising and reviewing activities relating to the operation and maintenance of the wastewater treatment plant and facilities. Responsibilities include but are not limited to: Assigning work schedules for personnel, supervising and instructing the operation, lubrication and repair of equipment and facilities; reports to federal and state agencies on operating data of sewer plant; assists with preparing bid specification for plant equipment; orders and purchases supplies and materials; keeps operating records; prepares required reports. Qualifications: Comprehensive knowledge of Wastewater Treatment Plant principals and operating practices; mechanical ability; an Associates degree in biology, chemistry, engineering or related field preferred; minimum 5 years job related experience; at least a Class 4 wastewater license or ability to obtain within 60 days; Arkansas CDL or ability to obtain within 60 days. Salary Range: \$45,000 to \$50,000 DOE and qualifications. Benefits avail. include vacation, sick leave, paid holidays, APERS retirement, health insurance as well as dental, vision, and life insurance. Apply in person at Harrison Mayor's Office, 116 S. Spring, Harrison, AR 72601, or submit resume and cover letter to City of Harrison, Attn: Human Resources, P.O. Box 1715, Harrison, AR 72602, or email [admin@cityofharrison.com](mailto:admin@cityofharrison.com).

**WATER/WASTEWATER MANAGER**—Arkadelphia is seeking qualified candidates for the position of Water and Wastewater Manager. Responsibilities include the management, planning, administrating and overseeing the affairs of the Arkadelphia Water and Sewer utilities. Send resume and salary requirements to: Jimmy Bolt, City Manager, 700 Clay Street, Arkadelphia, AR 71923. Applications accepted until April 15, 2011. For complete job description and qualifications, visit [www.cityofarkadelphia.com](http://www.cityofarkadelphia.com). EOE. No phone calls please.



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