

# City & Town

JANUARY 2013 Vol. 69, No. 01

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE

A nighttime photograph of a city skyline, likely Little Rock, Arkansas. The image shows several tall buildings with their windows and facades illuminated in various colors, including yellow, blue, and red. A bridge with lights is visible in the middle ground. The foreground is dark, with some trees and streetlights visible.

**Welcome  
newly-elected  
officials!  
Information for a  
successful start inside.**

---

# OVERACHIEVING UNDERWRITERS.

Since Raymond James and Morgan Keegan joined forces, our commitment to public finance and our ability to deliver customized, comprehensive solutions to municipal and not-for-profit



*Proudly serving  
Arkansas issuers  
since 1931.*

issuers nationwide are stronger than ever before. As a senior manager of municipal bond offerings, Raymond James | Morgan Keegan consistently ranks among the top 10 underwriters in the nation. And more important, we remain a leading underwriter in

Arkansas, where we have proudly served our issuer clients since 1931. We strive to consistently provide innovative solutions to meet clients' unique financing needs – solutions that help

fund progress and make our communities even better places to live. When it comes down to it, we're as committed to building strong, vibrant communities as we are to building a strong, vibrant firm – around the country or right here in the great state of Arkansas.

---

Let us put our experienced local team and deep resources to work for you.

## **Little Rock Public Finance**

100 Morgan Keegan Drive, Suite 400 • Little Rock, AR 72202 • 501.671.1339

---

**RAYMOND JAMES®** | **Morgan Keegan**



## FEATURES

**10 Tips for new leaders**  
Learn from the successes and failures of those who have gone before. These 30 tips will help newly elected officials make the most of their time as public servants.

**12 Go on the record with confidence**  
Elected officials, department heads, and other municipal employees must often deal with the local media. This advice from a journalist can help you develop your relationship with the media and share information effectively.

**15 Be more effective in the legislative process**  
With the 89th General Assembly convening soon, these 16 steps can help you be a better advocate for your municipality's needs and help the League improve the quality of life in all of our cities and towns.

**16 Toss no document before its time**  
League Counsel David Schoen provides a personnel document retention tutorial, covering the retention periods required by state and federal law.

**52 City & Town index**  
The annual index offers topic-by-topic and name-by-name references to help keep track of five years' worth of information, and a five-year legal index covering articles and attorney general opinions helpful to municipalities.



ON THE COVER—Downtown Little Rock sparkles on a recent winter night in the shot taken from Fort Roots VA Hospital in North Little Rock. We look forward to seeing you downtown for the League's Winter Conference, Jan. 16-18, where we'll prep for the 2013 legislative session and share ideas for better municipal governance. See page 32 in this issue to register if you haven't already. Read also inside tips for newly elected officials, advice for communicating with legislators and on dealing with the media, an overview of laws governing records retention, and much more.—atm

*American Tax Relief Act of 2012* . . . . .21  
*a'TEST* . . . . .27  
*Attorney General Opinions* . . . . .24  
*Calendar* . . . . .42  
*Economic Development* . . . . .30  
*Grant Money Matters* . . . . .26  
*League Officers, Advisory Councils* . . . . .5  
*Municipal Budget Q&A* . . . . .37  
*Municipal Mart* . . . . .62  
*Municipal Notes* . . . . .41  
*Obituaries* . . . . .41  
*Parks and Recreation* . . . . .42  
*Planning to Succeed* . . . . .44  
*President's Letter* . . . . .4  
*Professional Directory* . . . . .50  
*Sales Tax Map* . . . . .47  
*Sales Tax Receipts* . . . . .48  
*Turnback Estimates* . . . . .46  
*Urban Forestry* . . . . .40  
*Your Health* . . . . .28



Publisher: Don Zimmerman  
 Communications Director: Whitnee V. Bullerwell  
 Advertising Assistant: Tricia Zello  
 Editor: Andrew T. Morgan  
 Graphic/Layout Designer: Mark Potter

Here's where to reach us:  
 501-374-3484 • FAX 501-374-0541  
 citytown@arml.org • www.arml.org

Cover photo by Mark Potter

*City & Town* (ISSN 0193-8371 and Publication No. 031-620) is published monthly for \$20 per year (\$1.67 per single copy) by the Arkansas Municipal League, 301 W. Second St., North Little Rock, AR 72114. Periodicals postage paid at North Little Rock, Ark. POSTMASTER: Send address changes to *City & Town*, P.O. Box 38, North Little Rock, AR 72115.

Dear Friends:

Happy New Year. Most of you have made your resolutions, and by the time you read this, most of us have already given up on them!

Also by the time you read this, the new State Aid Street Committee should have already met for the first organizational meeting. The committee is a result of the Constitutional Amendment that was passed in November establishing a 10-year, half-cent sales tax for roads and a permanent state aid street program. The committee was created in accordance with the provisions of ACA 27-72-413, consisting of nine mayors—three appointed by the Governor, three appointed by the Speaker of the House of Representatives, and three appointed by the President Pro Tempore of the Senate. Those appointed include Mayor Doug Sprouse, Springdale; Mayor Jerry Boen, Lamar; Mayor Mark Stodola, Little Rock; Mayor Mike Gaskill, Paragould; Mayor Joanne Bush, Lake Village; Mayor Harold Perrin, Jonesboro; Mayor Shane Kilgore, Jasper; Mayor Tab Townsell, Conway; and me, mayor of Camden.



This will be a great program for all 500 cities in Arkansas, and should provide approximately \$20 million per year for city street programs similar to the counties' State Aid County Road Program. The League staff is putting together information about our new program, including all the forms that are needed to participate, which should be available and included in your packets at the upcoming Winter Conference. Arkansas Highway and Transportation officials will provide a session on the new program at the Conference, as well.

And talking about the Winter Conference, I look forward to seeing everyone Jan. 16-18 in Little Rock. I trust that everyone has registered and made hotel reservations. We are expecting a really great conference this year. It will be especially helpful to you newly elected city officials. You don't want to miss the workshop "Who Does What at City Hall," which is part of the Voluntary Certification Program for mayors, aldermen, city manager, city directors, and, now, city clerks. This year's conference will also include a panel of past presidents who will offer advice to the conference delegates. These past presidents represent decades of institutional knowledge and experience. You'll want to be sure and hear all these words of wisdom from their time in office.

Other sessions on tap for the Winter Conference that you will not want to miss include the Volunteer Community of the Year Awards Luncheon with Gov. Mike Beebe as the featured speaker and "Dealing with the Media," a session that should provide you with help in forming cordial and professional relationships with your local media. This session will also count as continuing education credit for those certified under the League's Voluntary Certification Program.

Also on tap is a session with various legislative leaders who will share with us their perspective on key legislative issues that we can expect as part of the 89th General Assembly about to get underway. On the last day of the conference, League staff will talk about some of the challenges we should expect in 2013 and how to prepare for them. Staff will brief us on the League's proposed legislation that we presented to the Legislature's Joint City, County Committee in December. We'll also hear advice on how to effectively communicate with our legislators and information on the various League programs and services.

But don't expect it to be all work. We're going to have a lot of fun, too!

Chris Claybaker  
Mayor, Camden  
President, Arkansas Municipal League



# Arkansas Municipal League Officers

**EXECUTIVE COMMITTEE:** Mayor C.T. "Chuck" Hollingshead, **Arkadelphia**; Mayor Rick Elumbaugh, **Batesville**; Mayor Bob McCaslin, **Bentonville**; Mayor Roger Rorie, **Clinton**; Mayor Scott McCormick, **Crossett**; Clerk/Treasurer Johnny Brigham, **Dumas**; Mayor Larry Bryant, **Forrest City**; Vice Mayor Kevin Settle, **Fort Smith**; Mayor Laura Hamilton, **Garfield**; Alderman Rose Marie Wilkinson, **Haskell**; Alderman Reedie Ray, **Jacksonville**; Alderman Joe Dan Yee, **Lake Village**; Alderman Joe Gies, **Lakeview**; Mayor Mark Stodola, **Little Rock**; Mayor Steve Northcutt, **Malvern**; Mayor Don Sikes, **Maynard**; Mayor David Osmon, **Mountain Home**; Alderman Maurice Taylor, **North Little Rock**; Mayor Gerald Morris, **Piggott**; Mayor Bill Eaton, **Russellville**; Mayor Marianne Maynard, **Stuttgart**; Mayor Bob Freeman, **Van Buren**; Alderman Dorothy Henderson, **Warren**; Alderman Herman Coleman, **West Memphis**

Mayor Chris Claybaker, **Camden**  
 Mayor Jackie Crabtree, **Pea Ridge**  
 Mayor Harold Perrin, **Jonesboro**  
 Mayor Michael Watson, **Maumelle**  
 Mayor Doug Sprouse, **Springdale**  
 Mayor Harry Brown, **Stephens**  
 Don A. Zimmerman

President  
 First Vice President  
 Vice President, District 1  
 Vice President, District 2  
 Vice President, District 3  
 Vice President, District 4  
 Executive Director

**PAST PRESIDENTS ADVISORY COUNCIL:** Mayor Tab Townsell, **Conway**; Mayor JoAnne Bush, **Lake Village**; Mayor Frank Fogleman, **Marion**; Mayor Stewart Nelson, **Morrilton**; Alderman Murry Witcher, **North Little Rock**; Mayor Mike Gaskill, **Paragould**; Mayor Robert Patrick, **St. Charles**; Mayor Gene Yarbrough, **Star City**

**LARGE FIRST CLASS CITIES ADVISORY COUNCIL:** Mayor Gary Fletcher, **Jacksonville**, Chair; Treasurer Glen Beedle, City Manager Jimmy Bolt, and Vice Mayor James Calhoun, **Arkadelphia**; Aldermen Mylas Jeffers and Missy Langston, **Blytheville**; Director of Operations Eddie Cook, Aldermen Ann Gillam, Eddie Long and Jon Moore, **Cabot**; Alderman Irene Galbert and Assistant to the Mayor Kathy Lee, **Camden**; Assistant to the Mayor Jack Bell, **Conway**; Alderman Dianne Hammond, **El Dorado**; Mayor Larry Bryant and Alderman Louise Fields, **Forrest City**; Mayor Arnell Willis, Sr., **Helena-West Helena**; Assistant City Manager Lance Spicer, **Hot Springs**; Aldermen Kenny Elliott and Bill Howard, **Jacksonville**; Aldermen Chris Gibson and John Street, **Jonesboro**; Intergovernmental Relations Manager Odies Wilson, III, **Little Rock**; Parks Commissioner Terry Bracy, **Malvern**; Clerk/Treasurer Joshua Clausen, **Maumelle**; Aldermen Jennifer Baker and Bob Devecki, **Mountain Home**; Treasurer Mary Ruth Morgan and Alderman Debi Ross, **North Little Rock**; Alderman Dale English and Mayor David Morris, **Searcy**; Aldermen Marina Brooks, Charlie Harmon, Mary Jo Heye, Kenneth Keplinger and Timothy McMinn, **Sherwood**; City Clerk Patti Scott Grey, City Director Laney Harris and Mayor N. Wayne Smith, **Texarkana**; Clerk/Treasurer Barbie Curtis, **Van Buren**.

**FIRST CLASS CITIES ADVISORY COUNCIL:** Mayor Jack May, **McGehee**, Chair; Alderman Shirley Jackson, **Ashdown**; Clerk/Treasurer Carol Crump-Westergren, **Beebe**; Mayor Tim McKinney, **Berryville**; Mayor Bill Edwards, **Centerton**; Alderman Verna Mae Newman, **Cherokee Village**; Mayor Dewayne Phelan, **Corning**; Aldermen C.T. Foster and David Harbour, **Crossett**; Alderman Lucan Hargraves, Sr., **Dermott**; Mayor Ralph Relyea, **DeWitt**; Mayor James Berry, **Dumas**; Mayor Bruce Ledford, **Elkins**; Mayor Jon Milligan and Clerk/Treasurer Linda Simpson, **Lake City**; Clerk/Treasurer Ruth Keith, **Leachville**; Mayor Steve Jernigan, **Lepanto**; Mayor Jimmy Williams, **Marianna**; Assistant to Mayor Becky Horton, **Mena**; Mayor Doyle Fowler, **McCrary**; Clerk/Treasurer Liz McDaniel and Alderman Vivian Wright, **Nashville**; Mayor Daniel Rogers, **Paris**; Mayor Frank Bigger and Alderman Rob Olvey, **Pocahontas**; Alderman Doug Bartholomew, **Prairie Grove**; Mayor Mike Kemp and Alderman Sue Skipper, **Shannon Hills**; Clerk/Treasurer Mitri Greenhill and Finance Officer Jane Jackson, **Stuttgart**; Clerk/Treasurer John Barclay and Mayor Art Brooke, **Ward**; Treasurer Bertia Mae Lassiter, **Warren**; Mayor Bob Stacy and Alderman Juanita Pruitt, **Wynne**.

**SECOND CLASS CITIES ADVISORY COUNCIL:** Recorder/Treasurer Carolyn Willett, **Smackover**, Chair; Mayor Larry Stacy, **Altus**; Alderman Larry Hall and Mayor Darrell Kirby, **Bay**; Mayor Kenneth Jones, **Brookland**; Alderman Jodi Breedlove, **Bull Shoals**; Mayor Barry Riley, **Caraway**; Alderman Wendell Moore, **Cedarville**; Mayor Bobby Box, Sr., **Chidester**; Mayor Shari Marshall, **Diamond City**; Mayor Paul Wellenberger, **Fairfield Bay**; Alderman John Pfeneger, **Fountain Lake**; Mayor Jeff Braim, **Gassville**; Recorder/Treasurer

Carolyn Groves and Mayor Nina Thornton, **Hardy**; Recorder/Treasurer Mary Ruth Wiles, **Highland**; Alderman John Grochowski, **Horseshoe Bend**; Mayor Dennis Behling, **Lakeview**; Mayor Buddy Blue, **Little Flock**; Recorder/Treasurer Bobby Brown, **McDougal**; Mayor Jim Reeves and Alderman Don Sappington, **Norfork**; Mayor Bobby Neal, **Smackover**; Recorder/Treasurer Rite Fite, **Sparkman**; Recorder/Treasurer Jamie Almond, **Stephens**; Mayor Homer Hopson, **Waldo**; Alderman A.C. Loring, **Wrightsville**.

**INCORPORATED TOWNS ADVISORY COUNCIL:** Mayor Bobbie Bailey, **Alpena**, Chair; Alderman Verdia Hillard and Mayor Leroy Wright, Sr., **Anthonyville**; Alderman Elizabeth Sweat, **Bauxite**; Mayor Michael Lester, **Gum Springs**; Recorder/Treasurer Birdia Thompson, **Jennette**; Recorder/Treasurer Naomi Mitchell, **St. Charles**.

**PUBLIC SAFETY ADVISORY COUNCIL:** City Manager Catherine Cook, **Hope**, Chair; Alderman Jim Wozniak, **Bella Vista**; Mayor Bruce Powell, **Bull Shoals**; Mayor Lioneld Jordan and Chief of Staff Don Marr, **Fayetteville**; Fire Chief Bill Johnson and Police Chief Tim Mayfield, **Gassville**; City Director Karen Garcia, **Hot Springs**; Public Works Director Steve Beck, **Little Rock**; Alderman Dean Bitner, **Lowell**; Alderman Sherry Holliman, **Marion**; Fire Chief John Puckett, **Mena**; Mayor Sonny Hudson, **Prairie Grove**; Mayor Greg Hines, **Rogers**; Police Chief Jamie Forbes, **St. Charles**; Alderman Charles Gastineau, **Ward**.

**ECONOMIC DEVELOPMENT ADVISORY COUNCIL:** Mayor Virginia Hillman, **Sherwood**, Chair; Mayor James Sanders, **Blytheville**; Mayor Billy Helms, **Clarksville**; Alderman T.C. Pickett, **Dumas**; Mayor Frank Hash, **El Dorado**; Mayor Jeff Crockett, **Harrison**; Mayor Jackie McPherson, **Heber Springs**; City Manager David Watkins, **Hot Springs**; Mayor Allen Maxwell, **Monticello**; City Clerk/Collector Diane Whitbey, **North Little Rock**; Mayor Carol Sneath, **Ozark**; Mayor Ian Ouei, **Stamps**.

**MUNICIPAL HEALTH BENEFIT FUND BOARD OF TRUSTEES:** Clerk/Treasurer Mitri Greenhill, **Stuttgart**, District 1; Mayor David Morris, **Searcy**, District 2; Clerk/Treasurer Barbie Curtis, **Van Buren**, District 3; Mayor Billy Ray McKelvy, **De Queen**, District 4; Vacancy, At-Large Member

**WORKERS' COMPENSATION TRUST BOARD OF TRUSTEES:** Mayor William Johnson, **West Memphis**, District 1; Mayor Jill Dabbs, **Bryant**, District 2; Clerk/Treasurer Sondra Smith, **Fayetteville**, District 3; Mayor Bryan Martin, **Warren**, District 4; Group Manager City Attorney Howard Cain, **Huntsville**, At-Large Member

**CASH MANAGEMENT TRUST-PENSION MANAGEMENT TRUST-MOPEB TRUST BOARD OF TRUSTEES:** Finance Director Bob Sisson, **North Little Rock**, Chair; Finance Director Paul Young, AML; Finance Director Karen Scott, **Benton**; Clerk/Treasurer Donna Jones, **De Queen**; Treasurer Mary Wiles, **Highland**; Finance Director Dorethea Yates, **Hot Springs**; Police Sgt. (Ret.) Lee Harrod, **Little Rock**; Mayor Gary Baxter, **Mulberry**; Finance Director Steve Miller, **Pine Bluff**

# LittleRock

CITY LIMITLESS

LOOKING FOR  
SOMETHING TO DO  
IN LITTLE ROCK?



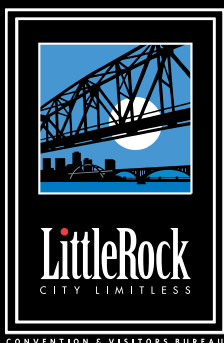
*Excitement*

*Adventure*



*Culture*

THERE'S ALWAYS SOMETHING GOING ON IN LITTLE ROCK. WHETHER YOU'RE LOOKING FOR A FAMILY OUTING OR AN ADVENTURE FOR TWO, YOU'LL FIND IT HERE. VISIT OUR WEBSITE AT [WWW.LITTLEROCK.COM](http://WWW.LITTLEROCK.COM) OR CALL (501) 376-4781 FOR MORE INFORMATION ON ATTRACTIONS AND EVENTS ALL OVER LITTLE ROCK; *AMERICA'S NEWEST DESTINATION.*



LITTLEROCK.COM







City Hall  
500 W. Markham  
Little Rock, Arkansas 72201  
(501) 371-4510  
Fax: (501) 371-4498  
[www.littlerock.org](http://www.littlerock.org)



January 16-18, 2013  
Statehouse Convention Center  
Little Rock, AR


Dear Delegates,

I would like to welcome you to the City of Little Rock for the Arkansas Municipal League Winter Conference. As local officials, we all know that that government works best when it is closest to the people. While our federal leaders may struggle to reach compromises, our cities have thrived by working with one another to recover from snow storms, tornadoes, an economic recession, crime and other challenges. I know our cities will continue to addresses these challenges in 2013 with the same great professionalism and skill they always have.

During your visit, I hope you will have an opportunity to explore our great city and see some of the exciting exhibits at our museums. Near the Statehouse Convention Center and Peabody Hotel, you will find the William Jefferson Clinton Presidential Library and its exhibit of photographs and LEGO sculptures called "In Pieces." You will also find the Old State House Museum exhibit called "The Battle Colors of Arkansas" on Civil War flags, the Historic Arkansas Museum exhibit on art by Arkansas artists called "Beyond the Expected" and the Arkansas Arts Center exhibit called "The Delta." Other museums you should consider visiting include the Little Rock Central High School National Historic Site, the Mosaic Templars Cultural Center and the Arkansas Museum of Discovery.

As always, I am looking forward to meeting with all of my colleagues from great cities around the state.

Sincerely

  
Mark Stodola  
Mayor



# A Step in the Right Direction...



**The North Little Rock Visitors Bureau  
invites you to stop by or call the  
Visitor Information Center in Burns Park.**

**Let us help you plan your next  
reunion, meeting, or special event.  
Our knowledgeable staff is here to help you!**

**Ask how you can receive a FREE monthly calendar of events.**



North Little Rock Visitors Bureau  
Burns Park, Exit #150 Off I-40  
#1 Eldor Johnson Drive  
North Little Rock, AR 72118  
501-758-1424  
Info@NorthLittleRock.travel  
www.NorthLittleRock.travel  
www.Facebook.com/NLRVB

*Do yourself a favor....*

**Do NORTH!**



## OFFICE OF THE MAYOR



**JOE A. SMITH**  
MAYOR  
mayor@northlittlerock.ar.gov

PHONE (501) 340-5301  
FAX (501) 340-5333

CITY HALL  
P.O. BOX 5757  
NORTH LITTLE ROCK, ARKANSAS 72119-5757  
website: [www.northlittlerock.ar.gov](http://www.northlittlerock.ar.gov)



Arkansas Municipal League  
2013 Winter Conference  
January 16-18, 2013

Greetings!

As Mayor, it is my pleasure to welcome you to North Little Rock for the Municipal League's 2013 Winter Conference. During your stay, we hope you can include some or all of the following points of interest in North Little Rock:

- \* Arkansas Sports Hall of Fame - located next to the Verizon Arena and a facility the whole family can enjoy.
- \* Dickey-Stephens Park - home of the Arkansas Travelers and the finest facility in minor league baseball. Great family entertainment.
- \* Arkansas Inland Maritime Museum - home of the USS Razorback (SS394) submarine. For information regarding the museum, tour hours and prices, call 501-371-8320 or visit the City's website: [www.northlittlerock.ar.gov](http://www.northlittlerock.ar.gov).
- \* River Rail street car trolley - a great way to enjoy the downtown sites of North Little Rock and Little Rock.
- \* Burns Park - 1,575 acres and one of the largest city parks in the nation.
- \* Old Mill Park - the photogenic Old Mill, a replica of the old grist mills seen throughout the Old South, is shown in the opening scenes of the 1939 movie classic, *Gone With the Wind*.

For non-stop shopping, visit McCain Mall, the largest shopping center (56.6 acres) in Central Arkansas. Other shopping opportunities are located in close proximity.

On behalf of the City of North Little Rock, I welcome you and extend our best wishes for a successful Conference.

Sincerely,

Joe A. Smith  
Mayor

*"An Equal Opportunity Employer"*

# 30 tips for newly elected mayors and councilmembers

- 1** Allow yourself enough time to be effective. Just attending council meetings isn't enough—you must study and discuss the problems and keep yourself informed on what's going on. To do even a fair job takes a lot of time.
- 2** Pace yourself. Limit the number of meetings you have. Set some priorities, recognize the need to spend time with your family, and don't burn yourself out. Recognize that life—and the city—is dependent on a lot of things we have little control over.
- 3** Don't make promises you can't deliver. Most major decisions and actions require approval of the governing body, and this takes a majority vote.
- 4** Treat everyone the same. Be consistent. And always deal with people as if you will have to deal with them again. Even if you don't, someone else will.
- 5** Don't spend most of your time checking on what your city staff has already done. Your primary job is to provide policies and direction for the city. For example, instead of spending time reviewing invoices, make sure you have a good purchasing practice through which invoices are generated in the first place.
- 6** Take your budget preparation job seriously, for it determines what your city does or doesn't do for the coming year. It's the biggest policy development tool available to govern the city. And when budget cutbacks are essential, don't cut back on those activities that are vital to the critical operation of the city.
- 7** Be alert for the little things. They are the things that always seem to grow and come back to get you.
- 8** Establish policy statements. Written policy statements let the public and the city staff know where they stand. They help the governing body govern, and writing them provides a process to develop consensus. "That's the way it's always been done" is not good enough to either stay out of trouble or to get things done.
- 9** Maintain the infrastructure. Make certain you are adequately keeping up with what you now have before taking on any new projects. Deferring maintenance costs to the future simply shifts your troubles to those who follow you in the future.
- 10** Don't give quick answers when you're not sure of the real answer. It may be embarrassing to appear ignorant, but it can be more embarrassing to tell a person something that is wrong.
- 11** Don't be stampeded into action. Don't be misled by the strong demands of special interest groups who want it done now, their way. Your job is to find the long-term public interest of the city, and you may be hearing from the wrong people.
- 12** Don't spring surprises on your fellow councilmembers or your city staff, especially at formal meetings. If a matter is worth bringing up for discussion, it should be put on the agenda. Surprises may get you some publicity at the embarrassment of others, but they tend to erode the "team" approach to governance.
- 13** Don't bypass the system. If you have a city manager or other chief administrative official, stick to policy and avoid personal involvement in day-to-day operations.
- 14** Don't let others bypass your system. Insist that people such as bond dealers or equipment suppliers first work with your city staff. If direct contact with councilmembers is advisable, this should be with the council as a whole and not on a one-on-one basis.
- 15** Formalize your personnel rules and regulations. Make sure they're clear. For example, if you don't pay for unused sick leave when an employee is terminated, put it in writing. Once the rules are established, councilmembers should avoid the temptation to get involved in personnel matters.
- 16** Familiarize yourself with FOIA, the Freedom of Information Act. Respect the letter and intent of the act, and don't underestimate its importance and seriousness.



- 17** Keep your constituents informed through such means as a weekly editorial in the local newspaper, radio interviews, or news releases. Be friendly and deal effectively with the news media. Lack of proper communications is one of the biggest problems of cities.
- 18** Keep your employees informed also, particularly those on the front line who make decisions or are in frequent contact with the people.
- 19** Appoint citizen advisory committees as needed, but be prepared to follow their advice. Appointing your opposition to a useful committee can let them work for you, instead of against you.
- 20** Hire the best people you can and give them as much responsibility as they can and will handle. There is always the possibility that they will get you into trouble at first, but if you stand behind them, eventually they can keep you out of trouble.
- 21** Charge your employees with being responsible for new ideas and better ways of doing things. Listen to what they have to say.
- 22** Have your city attorney attend your council meetings, but don't expect the attorney to know all the answers right on the spot. Give the attorney the chance to research the matter.
- 23** Don't simply ask your city attorney whether or not you can do something. Sometimes the most appropriate question is, "How can we legally accomplish this objective?"
- 24** If yours is a typical city, don't expect your city attorney to be an expert on every issue; city government is complex. On occasion, you may need outside counsel, and it will be a good investment of public funds.
- 25** Elected officials should accept their leadership responsibilities, such as selling new programs to the public.
- 26** Make sure you have a good financial accounting and reporting system. Some cities have gotten into financial troubles simply because they spent more money than they had available and nobody knew it.
- 27** Don't act as if the city operates in a vacuum. We must work within the intergovernmental system to be effective. Keep in contact with your federal, state, county, and school officials. Use the Arkansas Municipal League.
- 28** Don't let a consultant take your place. You are the one who will be around to hear criticisms if things don't turn out right. The consultant should realize this. Even though we expect their best judgment, they should expect us to want to look over their shoulders.
- 29** Don't be hesitant to budget money for your officers and employees to attend League workshops and conferences. These provide excellent learning opportunities and personal contacts that can be very valuable to your city.
- 30** Finally, define what "trouble" means to you. We must realize that we work in a fish bowl environment and that most of the things we do affect people. Many times, they will be affected in a manner they don't like. If "trouble" means having someone mad at you, you're in the wrong business. We should handle each item in a straightforward way that we know or believe to be correct. If things don't turn out the way they should—after all, even public officers and employees can make mistakes—no one can accuse you of improper motives, and you will know you did what you thought was proper.

*A version of this article appeared originally in the June 2010 issue of Texas Town & City, the official publication of the Texas Municipal League, and is reprinted with permission.*

# Step into a reporter's shoes to fine-tune your media relations

This article examines how both elected officials and municipal employees can improve their working relationship with the press. Originally written for city managers, this piece is applicable to all individuals involved in local government.

By Mike Thompson

**P**lease call back.” That’s the number one request that most journalists make to a public official. This request may seem simple, but it’s often ignored to the detriment of both public officials and the general public.

Most reporters, myself included, aren’t trying to be obnoxious or act as if they are more important than a manager’s other contacts. Most reporters realize that officials are busy, and that reporters aren’t the only ones with deadlines. But if the goal of both of us is to keep the public better informed, then the reporters need the managers’ help. So, as soon as you can, call back.

My sources through the years in Saginaw, Mich., included eight city managers and two interims. We got along well for the most part, sometimes even great. But at times the manager was upset with articles that appeared in the news section or with editorials in the opinion section. Or maybe the manager thought a certain topic was too sensitive or the governing body disapproving. In those cases, it wasn’t a question of finding the time to call. The manager simply decided not to.

I hope I can help you avoid scenarios like these by offering some modest media relations tips from my side of the Fourth Estate. Most of the tips in this article are more complex than simply calling back, but none is more important.

If you’re unhappy with an article with a reporter’s name on it, call the reporter first. If you don’t get satisfaction, call the reporter’s boss. If that doesn’t work, write a guest editorial for publication. And if the newspaper won’t print it, send out your own public mass mailing. Regardless, communicate in one form or another. Don’t just throw up your hands about the newspaper coverage.

Even if all you feel you can do is decline comment, it’s better in a story to see “The local government manager explained that she/he couldn’t comment for such-and-such a reason.” This makes the manager and local government look better than “The manager did not return repeated calls.”

## Different folks, different strokes

During my career, I reported on managers who would call back seemingly before I could hang up the phone, and on others who weren’t so helpful.

Some would take night calls, some wouldn’t. Some would say, “I’ve only got a minute.” Others would shoot the breeze. Some would take offense at a single word or phrase in an otherwise positive article. Others would forgive far more glaring errors or omissions, so long as I apologized and made a correction. (Newspapers, far more consistently than electronic media, do make corrections, and usually the corrections are correct!)

Choose your own style, but lean toward being cooperative with reporters. Try to be consistent, regardless of whether it’s smooth sailing or troubled waters, whether it’s been a good day or a bad one.

Reporters can have bad days too. Did I like coming in at noon on a Monday to prepare for a city council meeting that would run from 4 p.m. to midnight, and then have to stay until 8 a.m. on Tuesday morning when my writing was finished? Did my wife and family like it? These 20-hour shifts were not all that common, but they did happen. And at tumultuous times in Saginaw, 12- to 14-hour shifts were common.

## Advance prep makes a difference

I believe I was able to give the most accurate and informed reporting to the managers who gave the most attention to me. Not that I was trying to be nice to them in exchange for them being nice to me. It was simply that I had more information and background available as I toiled through the necessary all-nighters.

“Aside from last-minute deadline stories, I always was pleased when reporters allowed me 15 minutes to call back,” says William Bailey, who was an interim city manager. “This gave me a chance to pull the information together, talk with staff, or just think. Some young reporters didn’t like that, but as trust was built, they knew I would call back and the story would be better for it.”

Bailey notes that, especially in small and medium-sized towns, reporters often are young and inexperienced. The print media may assign a reporter exclusively or mostly to city hall, but radio and TV often have



thinner staffs. Those in the electronic media may not even know the names of the major players, much less the background of a complicated topic.

“Reach out and build a relationship,” Bailey advises. “I often invited ‘newbie’ reporters into the office, just to talk. In the process, I loaded them up with the audit, budget, various plans, and other documents. Offer extra time and education, especially on complex issues.”

My “reporter training” was two years at a community college, followed by a few years of neighborhood organizing in a Saginaw ghetto in a format similar to VISTA and AmeriCorps. I also happened to grow up in Saginaw, where the establishment greatly appreciated the council-manager form of government, no doubt due to the influential tenure of L. Perry Cookingham, who served in Saginaw from 1936 to 1940, before he advanced to his role-model status in Kansas City, Mo.

I advanced to reporting full-time for the *Saginaw News* despite my lack of a four-year university degree. My learning had been in the real local world instead. New university graduates would ask, “How do you calculate a property tax, in terms of how much three mills would cost a person?” Or, “What’s an SEV, state equalized valuation?”

That’s the reality. So, for your own best interest, recognize that in your role as a local government manager you need to be not only a prompt respondent to the media but also a teacher.

## Establish the ground rules

A fair and good reporter will take the lead in establishing a relationship with the manager, but in some cases that won’t happen. Journalists may be young and inexperienced. They may think they need to be aggressive, and that prevents them from wanting to appear acquainted with the manager.

Here are the ground rules I strove to put in place to promote understanding during some of our potentially touchy media-government interactions.

**1. Complain courteously.** The manager should call the reporter, even if the issue or concern is not a large one.

**2. Explain issues in simple terms.** Reporters are the windows to the public. Even when items may be complex—in Saginaw, I’m thinking of the municipal water policy or the property tax freeze—reporters’ writing must be as clear as possible.

Imagine you’re the one writing the article. How can it be worded? Suggest some bullet points or bar graphs to go with the story. If a subsidized developer has a PILOT, for example, spell it out and call it “payment in lieu of taxes” instead of making it sound like they’re flying airplanes.

**3. Respect on and off the record.** I was a purist on this, and I believe the managers I covered respected me as a result. Let’s say you’re telling me something totally off the record that I didn’t know already. Imagine that you are telling me you intend to propose a \$50 trash surcharge. This may not seem like much, but in Saginaw—and I’m sure in other places—people go into a lather over another \$50.

By my standards, when you are “totally” off the record:

1. I won’t print it with your name.
2. I won’t print it without your name either.
3. I won’t mention it to anyone else, not even to my own bosses.
4. I won’t go behind your back and ask others, “I’ve heard this. Have you?”

“Totally” off the record always meant strictly between the manager and the reporter. At the same time, though, I immediately began to negotiate to see what I could do to remove that “totally” designation. I’d beg and plead. I’d make the case that the item might as well come out now as later.

This is where you decide on your strategy and your level of trust. I had the barrel of ink, but if the reporter has integrity, then you’re in control. And if the reporter doesn’t have integrity, that reporter will end up in a noose sooner or later.

**4. Consider embargoed stories.** I wanted to be first among my media peers. I wanted to be the first to report that during next Monday night’s council meeting, you’re going to propose a \$50 trash surcharge. You insist it’s totally off the record for now, but how about later? How about an embargo?

Please understand. I didn’t want to wait until next Tuesday’s paper, which was after the fact. By that time all the television and radio stations would have beaten me by reporting instantly on Monday night. Could I do a preview a few days ahead of the proposal, maybe for Sunday’s paper? No?

Maybe a same-day shot for Monday’s fishwrap? Help me out. I wasn’t asking you to always let my newspaper beat the electronic media, although that would have been nice. I just wanted to finish in a tie.

Under an embargo, I wouldn’t begin interviews until our agreed-upon day, and then I wouldn’t publish the article until our second agreed-upon day. (But after we arranged this, I didn’t want to see it on television or hear it on the radio before our embargo date. How many people knew you were going to propose this \$50 fee? Would it leak out otherwise?)

**5. Seek to improve media-government relations.** As much as I knew you’d like to get along with me, I realized that first you had to get along with your bosses.

Unless as the manager you're already at war with your governing board, certainly you want them to know what's up before they see it in the paper, and even before I would call to survey them. I respected that. I didn't want to get you into trouble.

So, let's look out for each other. In exchange, don't tell my publisher or editors about deep background stuff when you're talking at a local eatery or at a community leadership function, because that makes me look bad. The editor in chief tells the metro editor that rumor has it you're going to ask for a \$50 trash surcharge, and both wonder why I didn't know it. And I couldn't tell them I really did know because you and I agreed to be off the record.

William Bailey, Saginaw's former interim manager, advises that managers should visit newsrooms and TV stations and get to know as many people as possible. Once both reporters and editors get to know the manager, there is less suspicion. "Perhaps some reporters didn't like me doing that, but I think it was helpful," Bailey says.

**6. Consider advance review.** In journalism trade magazines, debate has raged for years about whether a reporter should show a sensitive draft article in advance to a source. Most reporters refuse to do so, in many cases because that's what they learned in school or that's what their bosses demand.

But exceptions exist, and I was one of them, under the right circumstances. To be fair to all, there had to be time for all sources to review. And there had to be a clear understanding that I was listening to the manager's suggestions but not giving the manager the right to edit. The majority of journalists will say I was wrong, but I know from experience that my overall product was improved by revealing advance draft copies when feasible.

These six ground rules are not all encompassing, but they provide a good starting point. Obviously, other

reporters may function differently. If your job situation is positive, the ground rules don't have to come into play often, but it's always good to have them. After all, managers are the chief appointed officials of their communities. Bear in mind that reporters also play a vital role and, by and large, most reporters want to do the right thing.

*Mike Thompson of Saginaw, Mich., was a local news reporter for the Saginaw News for 32 years. Reprinted with permission from the October 2007 issue of Public Management (PM) magazine, published and copyrighted by ICMA, the International City/County Management Association, Washington, D.C.*

## Media relations

Good media relations boil down to the following actions for elected municipal officials, assistants, and department heads when deciding how to deal with the media:

- ◆ Be sure your organization has a strategic plan. Put it into an understandable format using handouts and wall displays.
- ◆ Develop a communication strategy. Make it part of the strategic plan.
- ◆ Make sure your information office or officer is fully informed about the strategic plan and communication strategy.
- ◆ Make sure your information office or officer is well acquainted with local media personnel and circumstances.

*Source: IQ Report, 1999. "Media Relations: The Manager's Role," published by ICMA, Washington, D.C. (For report information, visit [bookstore.icma.org](http://bookstore.icma.org).)*

## Ukrainian delegation visits League

A delegation from the Ukraine, on a tour of government and cultural sites in Arkansas and across the United States, stopped by the League's North Little Rock headquarters Dec. 7 to learn more about local government in our state. Many of the delegates in the group were in school or recent university graduates and had many questions for League Executive Director Don Zimmerman and Assistant Director Ken Wasson. They also shared information about local government in the Ukraine.





# 16 steps to being an active and effective participant in the legislative process

## 1. Keep well informed

Closely review web-based updates that the League provides to keep you informed on legislative priorities and developments at the Capitol in Little Rock. Accessing the League's Legislative Action Center via our website, [www.arml.org](http://www.arml.org), is key in staying informed as well. Email us ([wvb@arml.org](mailto:wvb@arml.org)) to be added to the League's listserv.

## 2. Attend training

Attend League meetings and seminars. It's a great way to get your feet wet, learn and hear which issues will be key for cities this legislative session.

## 3. Put someone in charge

Make sure that one staff person is responsible for initiating a timely response to newsletters, emails, and other correspondence.

## 4. Follow through

Continue to respond to the League's updates as bills move through the legislative process.

## 5. Can't be at the Capitol in person? Send letters

Make sure you include a letter outlining your position and asking your legislator's stance on a bill.

## 6. Be able to act quickly

Establish a procedure for urgent (same day) action on bills.

## 7. If your municipality has special clout, use it

If your legislator is a member of a key committee, it is especially important that your municipality respond to as many bills as possible.

## 8. Say "thanks"

Remember to thank legislators regularly and publicly for their work, support, votes, etc. Never discount the importance of a thank you.

## 9. Provide input to the League on legislative solutions

The League can always benefit from your input on potential changes in state law that would help you do your job better.

## 10. Keep an inventory of your municipality's needs

When you meet with your legislators, let them know of your top funding and other legislative priorities.

## 11. Meet regularly with your legislators

Make it a point to establish an on-going, personal relationship with your legislators and meet formally at least once a year to review key issues.

## 12. Know your legislators

Know who your legislators are and how to get ahold of them. Bonus points if you know their preferred method of contact.

## 13. Build a coalition

Establish positive links with community groups and other units of local government to explore potential collaborative legislative action.

## 14. Establish a working relationship with your local media

Local editorial support or opposition can be extremely helpful on many priority bills.

## 15. Stick with it

Your consistent participation in the process, year after year, is essential to long-term success in the Legislature.

## 16. Effectively utilize League publications

Each General Session the League publishes *Communicating with Your Legislator*, a booklet outlining legislators and their respective contact information.

*Modified with permission from the New York State Conference of Mayors and Municipal Officials.*

# Personnel document retention guidelines for Arkansas cities and towns

By David Schoen, League staff

Before considering the rules on retaining personnel documents, it will be helpful to first look at some general guidelines on document retention in Arkansas municipalities. We will next consider some statute of limitations issues that have an effect on the retention of personnel documents. Finally, we will look at some specific retention periods required by state and federal law.

## General rules in Arkansas on record retention

Ark. Code Ann. § 14-2-201 through 203 provides a procedure for destruction of paper records and reproduction in another format. Please consult the statutes for the required procedures.

In addition, section § 14-2-203 was amended in 2005 to provide that:

(b) Cities of the first class, cities of the second class, and incorporated towns may by ordinance declare a policy of record retention and disposal, provided that:

(1) The city or town complies with any specific statute regarding municipal records; and

(2) The following records are maintained permanently in either the original or electronic format as required by law:

- (A) Ordinances;
- (B) City council minutes;
- (C) Resolutions;
- (D) Annual financial audits; and
- (E) Year-end financial statements.

Prior to the 2005 amendment, the Attorney General issued an opinion stating that these statutes required all documents to be copied electronically unless a statute explicitly stated otherwise. (Ark. Op. Atty. Gen. No. 98-227.) In the absence of a city ordinance declaring a policy of record retention, this opinion is probably still valid.

## Statute of limitations issues

Note, while some of the following provisions provide for various retention periods, bear in mind that Arkansas's three-year personal injury statute of limitations—see Ark. Code Ann. § 16-56-105(3)—applies to § 1983 actions. [*Miller v. Norris*, 247 F.3d 736, 739 (8th

Cir. 2001).] Section 1983 allows employees as well as others to bring suit against local governments for violations of the U.S. Constitution, and the courts have held that employment discrimination may be a constitutional violation. See, for example, *Humphries v. Pulaski County Special School Dist.*, 580 F.3d 688, 694 (8th Cir. 2009). Under the Arkansas Civil Rights Act (Ark. Code Ann. § 16-123-101 et. seq.), the statute of limitations for employment discrimination claims is one year, but given the federal courts' application of the general three-year period to constitutional claims, governmental employers must take the longer period into account. Another consideration to keep in mind is that in regard to claims based on written contractual agreements, the statute of limitations is five years. [Ark. Code Ann. § 16-56-111.]

## Lilly Ledbetter Fair Pay Act

The federal Lilly Ledbetter Fair Pay Act of 2009 altered Title VII (the general federal employment discrimination law), the Americans with Disabilities Act and the Age Discrimination in Employment Act by renewing the statute of limitations after each new paycheck is issued, rather than limiting it to 180 days after the decision to discriminate on the basis of pay was made. It is not yet clear what effect this has on record retention requirements, but at a minimum it would be advisable to keep personnel records for as long as an employee works for you, plus five years to account for potential breach of contract claims. In addition, some commentators have suggested you should extend this period for pensioners, since each pension payment might also trigger a new filing period.



## Specific Statutes

(Note: given the foregoing recommendations, the following discussion may be moot if the city plans to keep records as long as suggested above. However, for the sake of completeness, or if for some reasons the city opts not to keep records for the longer periods, the following provisions will apply.)

- Title VII and the ADA require that any personnel or employment records be kept for two years from the date of making the records or the personnel action involved, whichever occurs later. This includes, but is not limited to, requests for reasonable accommodation, application forms and other records having to do with hiring, promotion, demotion, transfer, lay-off or termination, rates of pay or other terms of compensation and selection for training or apprenticeship. Personnel records regarding a person that has been involuntarily terminated must be retained for two years from the date of termination. [29 C.F.R. § 1602.31 (2009).]
- If a charge of discrimination is filed or an action is brought, all personnel records relevant to the charge or action must be kept until final disposition, which is the date of expiration of the statutory period within which a person may bring an action (180 days for Title VII and ADA) or the day on which the litigation is terminated. This includes personnel or employment records relating to the aggrieved person and all other employees holding similar positions to that held or sought by the aggrieved person and any application forms or tests completed by an unsuccessful applicant and by all other candidates for the same position as that for which the aggrieved person applied and was rejected. [29 C.F.R. § 1602.31 (2009).]
- An EEO-4, a state and local government information report, must be filed and maintained for three years by political jurisdictions having 100 or more employees and those having 15 or more employees from whom the EEOC requests a filing of a report. [29 C.F.R. § 1602.32 (2009).]
- The ADEA (Age Discrimination in Employment Act) requires that payroll or other records containing name, address, date of birth, occupation, rate of pay and compensation earned each week must be kept for three years. When an action is brought, records

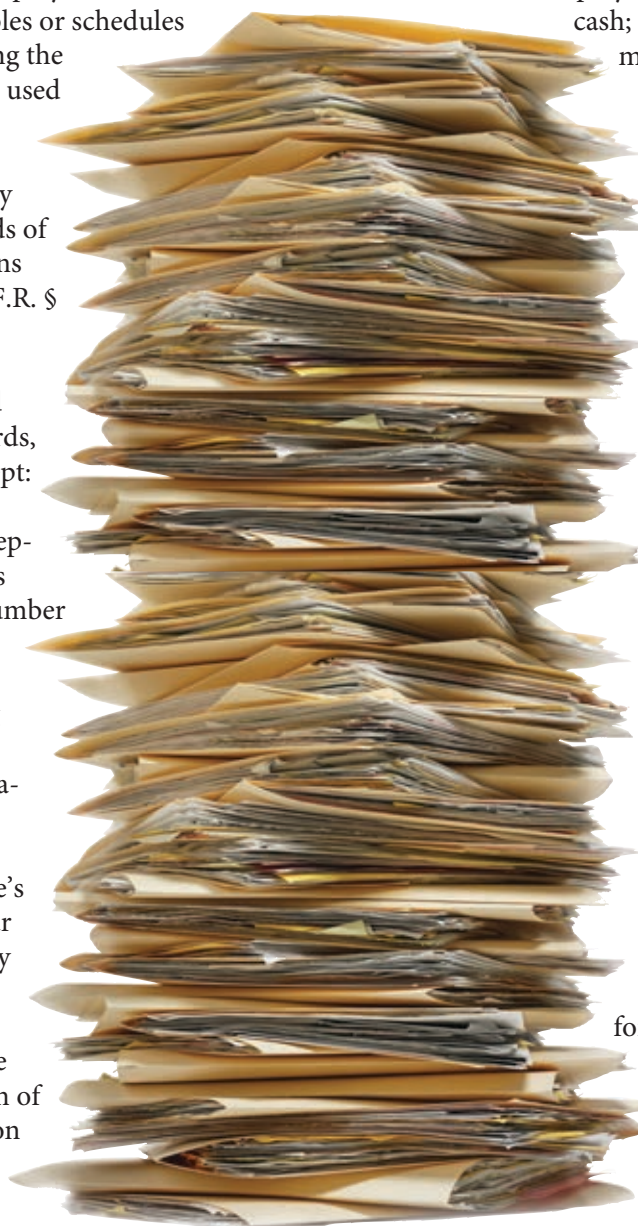
must be kept until final disposition. [29 C.F.R. § 1627.3 (2009).]

- The ADEA requires that personnel or employment records made, obtained or used in the regular course of business must be kept for one year from the date of the personnel action to which the records relate. Such records include: job applications, resumes, or any other form of employment inquiry submitted to the employer in response to advertisement or other notice, including records pertaining to the refusal or failure to hire any individual; promotion, demotion, transfer, selection for training, layoff, recall, or discharge of any employee; job orders submitted by the employer to an employment agency or labor organization for recruitment of personnel for job openings; test papers completed by applicants for any position which disclose results of any employer-administered aptitude or other employment tests considered by the employer in connection with a personnel action; the result of a physical examination when conducted by the employer in connection with a personnel action; advertisements or notices to the public or to employees relating to job openings, promotions, training programs, or opportunities for overtime work. [29 C.F.R. § 1627.3 (2009).]
- Under the ADEA, employers must retain employee benefit plans, such as pension and insurance, and copies of any seniority systems and merit systems that are in writing, for the full period the plan or system is in effect and for at least one year after its termination. If the plan is not in writing, a memorandum fully outlining the terms of the plan and the manner in which it has been communicated to employees must be kept for the same time period. [29 C.F.R. § 1627.3 (2009).]
  - Under the Equal Pay Act (some government employees are excluded under U.S.C. §203(e)(2)(c)), any records made in the regular course of business operation relating to the payment of wages, wage rates, job evaluations, job descriptions, merit systems, seniority systems, collective bargaining agreements, description of practices or other matters which describe or explain the basis for payment of any wage differential to employees of the opposite sex in the same establishment, and which may be pertinent to a determination whether such differential is based



on a factor other than sex must be kept for at least two years. [29 C.F.R. § 1602.32 (2009).]

- The Equal Pay Act/Fair Labor Standards Act requires the following be kept for three years: payroll records, defined as all payroll or other records containing employee information and data required under any applicable section, measured from the last date of entry, and certificates, agreements, plans, notices, etc., such as collective bargaining agreements, plans, trusts, and employment contracts, measured from their last effective date. [29 C.F.R. § 516.5 (2009).]
- The Equal Pay Act/Fair Labor Standards Act requires the following be kept for two years: basic employment and earning records, such as all basic time sheets on which are entered daily starting and stopping times of individual employees on a daily, weekly, or pay period basis when those amounts determine in whole or in part the pay period earnings or wages of those employees (measured from date of last entry); all tables or schedules of the employer providing the piece rates or other rates used in computing straight-time earnings, wages, or salary, or overtime pay computation; and records of additions to or deductions from wages paid. [29 C.F.R. § 516.6 (2009).]
- Regarding employees subject to minimum and maximum hours standards, the following must be kept: name in full as used for Social Security recordkeeping purposes, employee's identifying symbol or number if such is used in place of name on any records; home address, including zip code; date of birth if under 19; sex and occupation in which employed; time and day and day of week on which employee's workweek begins; regular hourly rate of pay for any workweek in which overtime compensation is due, explanation of the basis of pay by indication of monetary amount paid on per hour, per day, per week, commission on



sales, or other basis, and the amount which is excluded from the "regular rate;" hours worked each workday and total hours worked each workweek; total daily or weekly straight-time earnings or wages due for hours worked during the workday or workweek; total premium pay for overtime hours; total additions to or deductions from wages paid each pay period, including employee purchase orders or wage assessments; total wages paid each pay period; and date of payment and pay period covered by employees. [29 C.F.R. § 516.2 (2009).]

- Regarding compensatory time, the following must also be kept: the number of hours of compensatory time earned each workweek or other applicable work period, by each employee at the rate of one and one-half hour for each overtime hour worked; number of hours of such compensatory time used each workweek or other applicable work period by each employee; number of hours compensated in cash; and any collective bargaining agreements. [29 C.F.R. 553.50 (2009).]
  - For employees engaged in fire protection or law enforcement activities, the employer must also make a notation on the payroll records showing the work period for each employee and indicating the length of that period and its starting time. [29 C.F.R. § 555.51 (2009).]
    - Arkansas statutory law states that, in addition to the regulations of the Department of Labor, the following must be kept for a minimum of three years: name, address, and occupation of each of the employees and rate of pay and amount paid each pay period to each employee. [Ark. Code Ann. § 11-4-217.]
    - Ark. Code Ann. § 14-2-204 requires that employment records for police departments must be kept for three years.
    - Arkansas statutory law provides that employers must keep and maintain records of the salaries and wage rates, job classifications, and other terms and conditions of employment of the persons employed for a period of three years. [Ark. Code Ann. § 11-4-612.]
    - An I-9 form must be retained by an employer for three years after the date of hire, or one year after the date the individual's employment



is terminated, whichever is later. [8 C.F.R. § 274a.2(b)(2) (2009).]

- Under the Family and Medical Leave Act, an employer must keep the following information for at least 3 years: (1) basic payroll and identifying employee data, including name, address, and occupation; rate or basis of pay and terms of compensation; daily and weekly hours worked per pay period; additions to or deductions from wages; and total compensation paid; (2) dates FMLA leave is taken, designated as FMLA leave; leave so designated may not include leave required under state law or an employer plan not covered by FMLA; (3) if FMLA leave is taken by eligible employees in increments of less than one full day, the hours of the leave; (4) copies of employee notices of leave furnished to the employer under the FMLA, if in writing, and copies of all written notices given to employees as required; (5) any documents (including written and electronic records) describing employee benefits or employer policies and practices regarding taking of paid or unpaid leave; (6) premium payments of employee benefits; (7) records of any dispute between employer and eligible employee regarding designation of leave as FMLA leave, including written statements from employer or employee of reasons for designation and disagreement. Records and documents relating to certificates, recertifications, or medical histories of employees or employees' family members, created for purposes of FMLA, shall be kept as confidential medical records in separate files from usual personnel files. [29 C.F.R. § 825.500 (2009).]

## Unemployment

An employer must keep the following records for a period of five years from the end of the month next following the end of the calendar quarter to which such records pertain: pay period covered by any payroll; social security number of each worker employed during any pay period; full name of each worker employed during any pay period; place of employment; date each worker was hired, rehired, or returned to work after a temporary lay-off; all remuneration, including commissions and bonuses paid to each worker for personal services with respect to any day of work, in each case showing separately cash remuneration, the reasonable value of a remuneration in any medium other than cash, and special payments, such as bonuses, gifts, prizes, etc., showing separately those paid in cash and those paid in any medium other than cash; amounts paid the worker as allowance or reimbursement for traveling or other business expenses, dates of payment, and amounts of such expenditures actually incurred and accounted for

by employee; and with respect to pay periods in which employee performs both employment and non-subject work, the number of hours spend in employment and/or the hours spent in non-subject work. Arkansas Dept. of Workforce Services, Regulation No. 12 is available online at [www.dws.arkansas.gov/News/Regulations.htm#R12](http://www.dws.arkansas.gov/News/Regulations.htm#R12).

## Tax documentation

For 941s and other tax documentation, the IRS requires the following be retained for at least four years: employer ID number; amounts and dates of all wage, annuity, and pension payments; amount of tips reported to employer by employee; records of allocated tips; fair market value of in-kind wages paid; names, addresses, social security numbers, and occupations of employees and recipients; employee copies of Forms W-2 and W2c returned to employer as undeliverable; dates of employment for each employee; period for which employees and recipients were paid while absent due to sickness or injury and the amount and weekly rate of payments employer or third-party payers made to employee; copies of employees' and recipients' income tax withholding allowance certificates (Forms W-4, W-4P, W-4(SP), W-4S and W-4V); copies of employees' Earned Income Credit Advance Payment Certificates (Forms W-5 and W-5(SP)); dates and amounts of tax deposits made and acknowledgement numbers for deposits made by EFTPS; copies of returns filed, including 941TeleFile Tax Records and confirmation numbers; and records of fringe benefits and expense reimbursements provided to employees, including substantiation. IRS Publication 15, (Circular E), Employer's Tax Guide, is available online at [irs.gov/pub/irs-pdf/p15.pdf](http://irs.gov/pub/irs-pdf/p15.pdf).

Additional requirements under the Federal Insurance Contribution Act include: name, address, and account number of employee; total amount and date of each payment of remuneration (including any sum withheld as tax or for any other reason) and period of services covered by such payment; amount of remuneration payment constituting wages subject to tax; amount of employee tax, or any amount equivalent to employee tax, collected with respect to such payment, and, if collected at a time other than the time such payment was made, the date collected; the reason for any inequality between the total remuneration payment and the amount of taxes; and details of each adjustment or settlement of taxes under FICA. [26 C.F.R. § 31.6001-2 (2009).]

Under the Federal Unemployment Tax Act, employers must record the total amount of remuneration (including any sum withheld as tax or for any other reason) paid to employees during the calendar year; amount of remuneration which constitutes wages subject to the tax; amount of contributions paid by employer into each state unemployment fund, showing separately payments made and neither deducted nor to be deducted

from remuneration of employees and payments made and deducted or to be deducted from the remuneration of employees; information required to be shown on the prescribed return and the extent to which the employer is liable for the tax; the reason for differentiation if the remuneration paid and the amount subject to the tax are not equal; in determination of tax liability, the dates in each calendar quarter on which the employee performed services not in the course of business, and the amount of cash remuneration paid at any time for such services performed within such quarter. [26 C.F.R. § 31.6001-4 (2009).]

## Workers' compensation

These records are governed by the more general procedures affecting personnel matters.

Arkansas statutory law requires keeping records with respect to any injury to an employee containing such information of disability or death with respect to the injury as the Workers' Compensation Commission may by rule or regulation require. [Ark. Code Ann. § 11-9-528.]

Employers must submit the following information to the Commission within 10 days of receiving notice or knowledge of injury: name, address and business of employer and employee, the cause and nature of the injury or death, the year, month, day and hour when, and the particular locality where, the injury or death occurred, and such other information that the Commission may require. The Commission may also ask for additional reports with respect to the injury and of the condition of the employee. [Ark. Code Ann. § 11-9-529.]

The statute of limitations for filing a claim with the Workers' Compensation Commission varies depending upon the type of injury incurred. A claim for disability due to an injury must be filed within two years from the date of injury. A claim for disability due to injury from an occupational disease or occupational infection must be filed within two years from the date of the last injurious exposure to the hazards of the disease or infection. Claims made under silicosis or asbestosis must be filed within one year after the time of disablement, which must occur within three years from the date of the last injurious exposure to the hazard. A claim for disability due to a disease caused by exposure to X-ray, radioactive substances, or ionizing radiation must be filed within two years from the date the condition is made known to the employee following examination and diagnosis by a medical doctor. A claim for compensation due to death must be filed within two years from the date of the death. If the claim is for additional compensation, it must be made within one year from the date of the last payment of compensation or two years from the date of injury, whichever is greater. [Ark. Code Ann. § 11-9-702.]

## Police officer certification records

See Commission on Law Enforcement Standards and Training, Regulation 1002, available online at [www.clest.org/regulation\\_1002.html](http://www.clest.org/regulation_1002.html).

While the regulation doesn't provide a time period for which the department must maintain records, it states that officers who terminate their employment and are re-employed by another agency within six months may transfer the documentation evidencing compliance with the standards to the new agency. Thus, at a minimum, they must be kept for six months following voluntary termination of an officer.

## Lawsuit records

The Municipal League recommends keeping lawsuit records forever in electronic capacity. The League disposes of paper litigation records after seven years.





# The American Tax Relief Act of 2012

## Summary of Provisions

Congress on New Year's Day approved legislation to address the year-end tax hikes and spending cuts known as the fiscal cliff. The measure passed the House late on Tuesday after the Senate approved it earlier in the day. Here's what's in it:

- **Higher taxes on individuals earning \$400,000 and on families making \$450,000 or more.** Under that threshold, the Bush-era tax cuts will be permanent for all but the wealthiest households. The \$450,000 threshold for families is a significant increase from Democrats' initial proposal to raise taxes on Americans making \$250,000 or more, but it is lower than Republicans' earlier proposal to raise taxes on households making \$1 million or more.
- **Higher tax rates on capital gains and dividends for wealthier households.** Taxes on capital gains and dividends will be held at their current levels of 15 percent for individuals making less than \$400,000 and households with income of less than \$450,000. They will rise to 20 percent for individual taxpayers and for households above those thresholds.
- **Payroll tax increase:** The employee portion of the Social Security contributions will return to 6.2 percent with the expiration of the payroll tax holiday.
- **Automatic spending cuts delayed for two months.** The "sequester," which would impose steep, across-the-board cuts to domestic and defense programs, will be delayed for two months.
- **One-year extension to long-term unemployment insurance.** Long term emergency unemployment benefits will be extended for a year.
- **One-year "doc fix."** The measure will put off scheduled cuts in physician payments under Medicare. In the absence of an agreement, the payments were going to be reduced by 27 percent in January.
- **Nine-month farm bill extension.** A much-feared spike in milk prices, dubbed the "dairy cliff" because it was also set to kick in abruptly on Jan. 1, will be averted through a nine-month extension of certain portions of the farm bill.
- **Personal exemptions phased out for individuals making over \$250,000.** Personal exemptions will be phased out and itemized deductions will be limited for taxpayers making over \$250,000 and families earning more than \$300,000.
- **40 percent estate tax.** The estate tax will rise to 40 percent from its current 35 percent level, with the first \$5 million in assets exempted. Democrats had earlier sought a higher increase to 45 percent and a lower exemption of \$3.5 million.
- **Permanent fix to the Alternative Minimum Tax.** As part of the fiscal deal, the AMT will be permanently indexed to inflation to prevent an increasingly large swath of middle-class Americans from being caught in its net.
- **Tax breaks for working families.** The deal includes five-year extensions of the American Opportunity Tax Credit, which can be claimed for college-related expenses; the Child Tax Credit; and the Earned Income Tax Credit, which is a refundable income-tax credit for low- to moderate income working Americans. It also includes a provision to reinstate an income tax deduction for employer-provided transit benefits at \$240 per month or equal to the parking benefits.
- **Business tax breaks.** The Senate Finance Committee passed a package in August that tackled a variety of routinely expiring tax provisions known as extenders. These popular tax provisions include breaks for research and development. That package passed as part of the broader cliff deal.
- **Congressional pay freeze.** President Obama recently authorized a congressional pay raise in a move that angered many congressional Republicans. Under the New Year's cliff measure, members of Congress won't see their pay increase.

# Revised Annual Statements

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

## Form A

City or Town of \_\_\_\_\_  
(Cities of the first class, second class, and incorporated towns)  
Financial Statement January 1, 2012-Dec. 31, 2012

<b>GENERAL FUND</b>	
Balance January 1, 2012	\$ _____
Cash Receipts	
State Revenues	\$ _____
Property Taxes	\$ _____
Sales Taxes	\$ _____
Fines, Forfeitures, and Costs	\$ _____
Franchise Fees	\$ _____
Transfers In	\$ _____
Other	\$ _____
Total Receipts	\$ _____
Total General Fund Available	\$ _____

Expenditures	
*Administrative Department:	
Personal Services	\$ _____
Supplies	\$ _____
Other services and charges	\$ _____
Capital Outlay	\$ _____
Debt Service	\$ _____
Transfers Out	\$ _____
Total Expenditures	\$ _____
Balance General Fund Dec. 31, 2012	\$ _____

<b>STREET FUND</b>	
Balance January 1, 2012	\$ _____
Cash Receipts	
State Revenues	\$ _____
Property Taxes	\$ _____
Sales Taxes	\$ _____
Franchise Fees	\$ _____
Transfers In	\$ _____
Other	\$ _____
Total Street Receipts	\$ _____
Total Street Fund Available	\$ _____

Expenditures	
Personal Services	\$ _____
Supplies	\$ _____
Other services and charges	\$ _____
Capital Outlay	\$ _____
Debt service	\$ _____
Transfers out	\$ _____
Total Expenditures	\$ _____
Balance Street Fund Dec. 31, 2012	\$ _____

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

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

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

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



# Municipalities must publish annual financial statement

The time is rapidly arriving for the annual reporting of each city and town's financial statement. Refer to the *Handbook for Arkansas Municipal Officials*, 2011-12 ed., section 14-59-116 and section 14-237-113. Although these statements were required semiannually in the past, Acts 620 § 11 and 621 § 10 of 2011 amended the law to provide for annual publication instead.

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

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

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

What if no newspaper is published in the city or town? In that case, the statements may be posted in two public places in the municipality. Note that this is a change from the previous law, which only allowed incorporated towns to post and required that the postings appear in five public places.

Suggested Forms A and B appear on these facing pages. For additional information, call the League at 501-374-3484.

The suggested **FORM B** is for use by Water and Sewer Departments to comply with 14-237-113.

<b>Form B</b>		
City or Town of _____		
Financial Statement January 1, 2012-Dec. 31, 2012		
<b>WATER AND SEWER DEPARTMENTS</b>		
Balance January 1, 2012	\$ _____	
Cash Receipts		
Water Payments	\$ _____	
Sewer Payments	\$ _____	
Sanitation Funds	\$ _____	
Other	\$ _____	
Total Receipts	\$ _____	
Total Funds Available	\$ _____	
Expenditures		
Personal Services	\$ _____	
Supplies	\$ _____	
Other services and charges	\$ _____	
Capital Outlay	\$ _____	
Debt Service	\$ _____	
Transfers Out	\$ _____	
Total Expenditures	\$ _____	
Balance Water and Sewer Fund Dec. 31, 2012	\$ _____	
	<b>INDEBTEDNESS</b>	
<b>Type of Debt</b>	<b>Amount</b>	<b>Date Last Payment Due</b>
Short term financing obligations	\$ _____	_____
Water Revenue Bonds	\$ _____	
Sewer Revenue Bonds	\$ _____	
		Date Free of Debt
Total	\$ _____	_____
All financial records of the Water and Sewer Department of (City or Town) of _____ are public records and are open for public inspection during regular business hours of ____ A.M. to ____ P.M., Monday through Friday, at the Water Department in _____, Arkansas.		
If the record is in active use or in storage and, therefore, not available at the time a citizen asks to examine it, the custodian shall certify this fact in writing to the applicant and set a date and hour within three (3) days at which time the record will be available for inspection and copying.		

# Summaries of attorney general opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Dustin McDaniel

## Residency required of elected officials

Opinion: 2012-122

Requestor: Stone, Van—Pros. Att’y, 19th Judicial District West

Can an elected city official, such as a city attorney, legally continue to serve even though they actually reside outside the city limits? Q2) What legal remedies or procedures are available to a mayor, city council, or any other interested party when it is believed that a city attorney has moved outside the political subdivision to which he or she was elected? Q3) Is there any legal authority that allows a city council to declare a vacancy in the office of city attorney? **RESPONSE:** Q1) An elected city attorney must continue to reside within the city throughout his or her term of office in order to remain eligible to hold that office. I must stress, however, that I cannot opine on the purely factual question of whether the city attorney at issue in your request is a qualified resident of the city. The residency determination will turn on the specific surrounding facts, and will not be decided based solely on the address listed on a driver’s license or other documents. Q2) Under *State v. Jernigan*, 2011 Ark. 487, \_\_\_ S.W.3d \_\_\_ (2011), a statute requiring certain municipal officials to “reside” within the city limits does not include a domiciliary requirement. The court in *Jernigan* did not discuss the “qualifications of an elector” requirement under Article 19, Section 3 of the Arkansas Constitution—a requirement addressed in *Op. Att’y Gen. 2007-302*. We therefore cannot draw any clear conclusions from this case that would cause a change in that opinion. Q3) If the elected city attorney in fact no longer meets the residency requirement for holding office, then there are three possible causes of action that might be employed to remove him from office. Q4) No. Although the city council of a city of the first class is plainly authorized to fill a vacancy in the office of elected city attorney, it seems equally clear that this authority does not include the power to declare the existence of a vacancy.

## Shielding personnel records not consistent with FOIA

Opinion: 2012-145

Requestor: Witherell, Stacey—Labor & Empl. Relations Mgr., HR Dept.

A records custodian has received a request under the Freedom of Information Act (FOIA) for a fit-for-duty exam for two city employees. The custodian has decided to shield the documents from disclosure as either medical records or as personnel records the release of which would be a clearly unwarranted invasion of personal privacy. Is the custodian’s decision consistent with the FOIA? **RESPONSE:** It is my opinion that your decision is not consistent with the FOIA. First, the records in question are best classified as personnel records, not medical records. Second, the test for release of these records is met, except that some information must be redacted before release.

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

## WHO you gonna CALL?

We don’t know either, without your help. Fill out the Directory Information Request Forms and return them to the League. Watch for the new Directory in early 2013.





# Municipal Property Program



Your Municipal Property Program offers broad coverage for your municipal property. The limits of coverage are \$500 million per occurrence per member for damages from fire, windstorm and other incidents in excess of \$5,000.

Coverage is \$50 million for losses exceeding \$100,000 on earthquakes and flooding.

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

FIRE CLASS I	—	.0021	X	covered value	=	Premium
FIRE CLASS II	—	.0022	X	covered value	=	Premium
FIRE CLASS III	—	.0023	X	covered value	=	Premium
FIRE CLASS IV	—	.0024	X	covered value	=	Premium
FIRE CLASS V	—	.0025	X	covered value	=	Premium
FIRE CLASS VI	—	.0026	X	covered value	=	Premium
FIRE CLASS VII	—	.0027	X	covered value	=	Premium
FIRE CLASS VIII	—	.0028	X	covered value	=	Premium
FIRE CLASS IX	—	.0029	X	covered value	=	Premium
FIRE CLASS X	—	.003	X	covered value	=	Premium
FIRE CLASS Unincorporated	—	.003	X	covered value	=	Premium

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



# League involvement matters

By Chad Gallagher

From month to month this space is used to advise municipal officials about utilizing grant programs to enhance their local budgets. The successes of grant stories across the state are impressive. Cities have used grant funds to expand parks, lay new sewer lines, build community centers, renovate facilities, purchase fire equipment, construct sidewalks, and so much more.

Pursuing these grants successfully is a result of thoughtful planning and is both an art and a science. It takes time and effort, and nothing is a better teacher than a few failures. Of course we want to reduce the learning curve for League members. In pursuing and receiving grants, knowledge is power. To this end it is important to know about the life of a grant before it makes it to your town.

There are tremendous grant opportunities in the private sector and with private foundations. Nothing is more exciting than partnering with the private sector to achieve a greater public good. Arkansas is fortunate to have so many philanthropic corporations with a determination to help make Arkansas a better place through charitable giving. However, the majority of grants received by Arkansas cities and towns continue to be state and federal government grants. These grants begin as an idea and eventually end up as a check received in your community.

Grant programs exist because somewhere along the way someone determined that the local government could better execute a project or that it benefits our citizens to promote certain types of projects in our local communities. Even when these ideas take shape into a true grant opportunity for local governments, they still must be funded. For state grants this requires support for the program and concept by the funding agency, the Governor, and ultimately the General Assembly. The

General Assembly has an extraordinary impact on the lives of Arkansans and the cities they live in.

When the Legislature convenes this month, their decisions will impact your city. They will craft laws that impact municipalities, create programs that could lead to assistance, make determinations about how economic development is done, create new tax policies, and determine where the money in state coffers flows. Cities are also impacted when the programs through which they request grant funds are expanded or shelved.

Arkansas municipalities are fortunate that they are represented by the most respected lobbying team in the Capitol. Don Zimmerman puts together a great team every session, and year after year the League transcends partisan politics in protecting and advancing the rights and needs of Arkansas cities and towns. I strongly encourage you not to leave all the work to them. What happens in the Legislature can significantly impact your work as a city official. Consequently, you should be involved.

When the League sends out updates and asks for help in contacting legislators, I hope you'll respond quickly—the need is often time sensitive. I also hope you will consider contacting the League and offer to come to Little Rock and help lobby on behalf of cities in person. This year's session will be one for the history books. Cities must be engaged, and the League will be there from the opening bell until the fat lady sings.



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

# NEWSLETTER

---

---

JANUARY 2013

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

## Pill that curbs binge drinking on horizon

News about a new alcoholism pill being on the market soon is causing a lot of excitement. It's being called the "new anti-binge drinking pill." Danish pharmaceutical company H. Lundbeck A/S is counting on the connection between depression and alcoholism to help sell the new pill.

Academic researchers indicate about 15 percent of people suffering from major depression are alcohol dependent. Lundbeck plans to market the drug to psychiatrists who treat patients suffering from this dual diagnosis. The drug is called Selincro and it is as effective in alcohol dependency treatment as the drug Lexapro is for depression. The treatment plans for alcoholism and depression are similar.

Selincro, if approved, would be the first drug designed to treat alcohol abuse while allowing patients to consume alcohol. The company that manufactures Selincro plans to market the drug in the European Union first and then on to Russia. Interestingly, it has been reported that every fifth person that dies in Russia is due to alcohol abuse. It is an option for the new drug to shift from the treatment of alcohol dependency away from abstinence, according to David Nutt, a professor of neuropsychopharmacology at London's Imperial College.

Selincro is designed to curb a person's urge to have more than a few drinks in one sitting. It accomplishes this by blocking the brain signals that make drinking and other activities feel good. Some side effects have been shown to occur: insomnia and nausea, which appear to decrease over the treatment course.

Lundbeck has not conducted any trials to study the interaction between antidepressants and Selincro, so the recommendation might be to ask physicians to take a sequential approach in treatment (decide which condition to treat first).

A study conducted by the University of Pennsylvania and published in the *American Journal of Psychiatry* in 2010 showed the antidepressant Zoloft combined with naltrexone, a generic drug, produced a 54 percent rate of alcohol abstinence, compared with 21 percent and 28 percent, respectively, for the drugs taken on their own. Fewer side effects were reported with the drug combination than with the single one.

Alcohol abuse related deaths are staggering—2.5 million deaths per year. Studies show that Russia and their neighboring countries have the greatest proportion of alcohol problems and death globally.

Let's watch for this new drug and hope that the anticipated results will come to fruition.



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

# Local health information provides spark for change

By Ann Bynum

**R**esidents of 23 percent of Arkansas counties, all of them rural, have a life expectancy six to 10 years less than residents of Benton County, which has the highest life expectancy in the state.

That startling fact and other health statistics are presented in “The Picture of Rural Health in Arkansas: A Call to Action,” published recently by the Center for Rural Health at the University of Arkansas for Medical Sciences (UAMS).

The 56-page report pulls together information from almost 100 different surveys, studies and databases to raise awareness about key health issues for rural Arkansans. It’s intended to motivate dialogue and creative thinking between local communities, institutions of higher education, and health care agencies that could improve rural health.

Working to improve the health of the state’s rural communities and their residents is what the UAMS Center for Rural Health is all about. We encourage partnerships, look for collaborative opportunities, and leverage existing resources to address key rural health needs. One of the most useful parts of this report is its 11-page “Call to Action” that outlines six steps to take when communities address public health issues and comes with a pledge of support. Any community that requests support in addressing its health needs will be connected to UAMS professionals who will work with the community’s leadership in implementing needed changes. Just call the UAMS Center for Rural Health at 501-686-2595.

## Painting the picture

In its other 45 pages, the report uses graphs, maps, and tables to provide at-a-glance access to information to cover a wide range of issues. They range from colorectal cancer to teen pregnancy and fast-food consumption. It also includes data on socio-economic factors that indirectly affect public health, such as household income and literacy. Color-coded maps show how each county stands in comparison to all other counties in a particular data set.

Among the many county-to-county comparisons and other information the report presents are that:

- Benton County ranks first in health outcomes, and Phillips County is 75th out of 75 counties.

- Heart disease, cancer, stroke, chronic low respiratory disease, and unintentional injury are the five leading causes of death among Arkansans aged 1-85.
- Hypertension (high-blood pressure) increased from 25.1 percent of the state population in 1995 to 31.6 percent in 2011.
- Of the 19 counties with the highest proportion of fast-food restaurants, 10 are in or near the Delta region and six are in the southwest corner of Arkansas.

With quick access to the information, we hope fact-based, productive discussions will take place in each community about the public health issues they face. It’s up to each community to pick out what problem or issue it wants to address. The report provides a wide array of choices.

## Taking action

For example, Arkansas ranks number one in heart disease as a leading cause of death. Fifteen counties had the highest incidence with 533-709 cardiovascular deaths per 100,000 people from 2007-2009. Center for Rural Health facilitators can join community leaders in one or more of those 15 counties in public discussions and creative thinking about how to lower those numbers and improve cardiovascular health.

Many other potential partners also are available on local, state, and regional levels that can offer essential resources, cooperation and guidance to action teams as they implement their plans. The report contains an overview of clinical resources and facilities available in each community.

With the desire to improve public health, some brainstorming and action using existing resources, rural Arkansas residents in the future could enjoy longer, healthier lives. The full report can be found at [www.ruralhealth.uams.edu/centerforruralhealth](http://www.ruralhealth.uams.edu/centerforruralhealth) under the “Reports and Publications” section.



*Ann Bynum is Director of the Center for Rural Health, University of Arkansas for Medical Sciences.*



# Paragould opens new fire station

Paragould in November celebrated the opening of a new, \$1.2 million fire station on the east side of town. The new station replaces a 1969-era facility that the city now plans to convert to a police substation. Paragould paid for the new station out of its reserve funds, which allowed the city to build it without raising taxes or cutting budgets.



The new station's amenities include three drive-through truck bays with a Plymovent exhaust removal system, a turnout gear washer/extractor and drying cabinet, a cascade SCBA cylinder refill system, a 20,000-gallon pit for pump testing, sleeping quarters for six firefighters per shift, large living area, workout facility, training room, and a backup generator.

## Make Benefits Work for You and Your Employees.



We help you handle employee benefit needs and budget constraints with voluntary benefits.

American Fidelity can enhance your current benefit program with voluntary benefit plans for your employees without adding costs to your bottom line. Our diverse portfolio of voluntary benefits can be a great complement to the standard core benefit offerings and can help complete your benefit program.

Voluntary benefits are a great source of financial protection for your employees because benefits are paid directly to the employee, giving them the freedom to use the money however best fits their financial needs. In addition, employees enjoy the convenience of paying for their benefits through payroll deduction.

### Our Voluntary Benefits

- Disability Income Insurance
- Life Insurance
- Accident Only Insurance
- Cancer Insurance
- Critical Illness Insurance



To learn more about what American Fidelity can do for your organization, contact:

**Shawn Veninga**  
District Manager

**800-450-3506, ext. 3296**  
Shawn.Veninga@af-group.com



Our Family, Dedicated to Yours.™

SB-25112

# Determining website credibility

By Siobhan Bartley

In last month’s issue we covered using advanced search features to source information more quickly. But when these search features lead you to a website, how can you guarantee the information on it is accurate? In other words, is this site a *New York Times* or a *National Enquirer*?

Choosing the right source is another dimension of successful information gathering, and there are a number of ways that can help you determine if you are looking at a credible site. Start by asking yourself a few questions.

## What can the URL tell me?

A site’s online address can be very informative, particularly its domain name. Take a look at the URL in the address bar. You’ll find the domain name at the very end of the address, following the last period. This suffix can help indicate how reliable a site is. Some common top-level domain names are highlighted in the table below.

Although domain names can serve as a fairly good indication of the kind of information you can hope to find, it is always prudent to retain a degree of skepticism. Always question and compare with other sources. If in doubt, it’s worth seeing if the site has an “about us” or “mission statement” page, which can tell you if that .org site you’re looking at is a well-known national charity, a niche community group, or a commercial enterprise. Looking at the URL also goes some way to answering the next question.

## Who authored the site?

Authorship is a broad church online. Pretty much anyone with computer access can post material on the Internet, from the sublime to the ridiculous, the sacred

to the profane. There isn’t necessarily going to be any peer reviewing, any editing, or any fact checking (even spell-checking isn’t guaranteed). So ask yourself: Can I trust this author? Are they associated with a credible institution? Is this someone’s personal page, filled with opinion rather than fact? Is this author an academic or someone whose self-confidence outpaces their expertise?

## Is it authoritative?

Generally speaking, the better documented the sources of a website’s content, the more reliable that information is going to be. Having access to sources allows you to crosscheck facts. Did the website’s author get her data from census.gov, or from someone’s personal blog? This kind of information can enable you to make a quality assessment.

## Is there evidence of bias?

Considering potential bias when evaluating the value of a site is absolutely vital. As mentioned above, authorship is a big indicator, and personal sites may be less trustworthy than official ones. The tone and language of a site can also act as a measure. Does it use provocative, inflammatory language, full of broad, unsubstantiated statements and exhortations? Chances are you’re looking at opinion at best, propaganda at worse. Does the site provide alternative viewpoints, or does it stick to a party line? Is the author as objective as they appear? Some authors are very good at manipulating opinion to sound like fact, and seemingly rock solid statistics may have been used selectively—taken out of context or with unfavorable findings omitted. Again, remember the mantra—be skeptical, question, compare.

Domain name	Usage	Notes & Caveats
.com (commercial)	Commercial and non-commercial entities	For-profit sites less likely to offer objective, unbiased information
.biz (business)	Commercial only	[As above]
.org (organizations)	Noncommercial, commercial, and entities	Frequently but not exclusively used by nonprofits and community groups. Some commercial sites use .org (e.g. Craigslist.org)
.edu (education)	Mainly accredited post-secondary educational institutions	Before 2001 anyone could register a .edu site. Often good sources of information, but quality of institutions may vary and commercial factors may still influence output
.gov (government)	Reserved exclusively for local and national government entities	Often provide excellent information. Frequently reliable, well-sourced, timely, and often primary source data

## Is the information current?

As well as the accuracy of information, timeliness is an important factor. Access to regularly updated, current information is imperative in making informed decisions. Many websites will have a “last updated” date somewhere on the page (often at the very bottom), so look for that. If the material is copyrighted, it should also be indicated somewhere on the page. In some cases, information written a few years previously could still be useful if it provides insights into a particular topic. When it comes to things like directories, demographics, or employment statistics, you’re probably going to want the most recently available information.

And if the wonderful world of the World Wide Web can’t accommodate your searching needs, there are people who can help. I humbly offer you: The Librarian. These days, we are mostly housebroken, and very rarely bite. Finding stuff for people is what we do for a living. A chat with your friendly local librarian can help you identify your search goals, focus your search strategy, and hopefully result in you getting exactly what you need. Public libraries will often provide free access to databases with high-quality information that just doesn’t come for free on the web. The CALs library system, for example, provides free access to a variety of high-quality databases such as Business Source Elite, which provides full text articles from over 1,000 business journals, and Reference USA, an extensive directory of businesses and households in the US.

Here at IEA, we have access to a fantastic array of academic and reference databases through UALR. If you’re in need of research assistance, IEA is happy to help you navigate these databases, whether you’re interested in demographics, statistics, workforce issues, or economic and community development. Visit the IEA website at [www.iea.ualr.edu](http://www.iea.ualr.edu), or contact me directly at [stbartley@ualr.edu](mailto:stbartley@ualr.edu), or 501-569-8482.

*Siobhan Bartley is Research Librarian, Institute for Economic Advancement, University of Arkansas at Little Rock. Contact Siobhan at 501-569-8482 or email [stbartley@ualr.edu](mailto:stbartley@ualr.edu).*



# NEW!

## Having a hard time connecting?



- ✓ No Menus!
- ✓ No Waiting!

You may now reach the Municipal Health Benefit Fund and the Workers' Compensation Trust directly, by phone or by fax, 8 a.m. to 5 p.m., Mon.–Fri.

**Municipal Health Benefit Fund**

**501-978-6137**

fax 501-537-7252

**Municipal League Workers' Compensation Trust**

**501-978-6127**

fax 501-537-7253





# 2013 Winter Conference

Peabody Hotel/Statehouse Convention Center  
January 16-18, 2013

REGISTRATION

**Registration and payment must be received in League office by Friday, December 14, 2012, to qualify for advance registration.**

Advance registration for municipal officials . . . . .	\$150
Registration fee after <b>December 14, 2012</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 **Handbook for Arkansas Municipal Officials, 2011-2012 edition**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after December 14, 2012.**
- Cancellation letters must be postmarked by **December 14, 2012**.
- **Peabody guests:** In order to avoid a cancellation penalty of one night's room and tax, reservations must be cancelled at least seven (7) days prior to arrival. **See page 34** for more information.

HOTEL RESERVATION

## Hotel Room Rates

<b>SOLD OUT</b>		
<b>Peabody Hotel</b> (headquarters hotel)		
Single/Double. . . . .	<del>\$129</del>	Check-in..... 3 p.m.
<b>Capital Hotel</b>		
Single/Double. . . . .	\$160	Check-in..... 3 p.m.
<b>Doubletree Hotel</b>		
Single/Double. . . . .	\$136	Check-in..... 3 p.m.
<b>Wyndham Hotel</b>		
Single/Double. . . . .	\$94	Check-in..... 3 p.m.

- Cut-off date for hotel reservations is **December 14, 2012**.
- Rooms in Little Rock are subject to an 11.5 percent tax.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- Contact the hotel directly to make changes or cancellations in hotel accommodations.
- Hotel confirmation number will come directly from the hotel.
- Please check on cancellation policy for your hotel.

# TWO WAYS TO REGISTER OR

# 2

Complete the steps and **mail with payment** to:  
 ARKANSAS MUNICIPAL LEAGUE  
 Attn: 2013 Winter Conference  
 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.

## Step 1: Delegate Information

I am a newly elected official.

Name: .....

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

Address: .....

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

Spouse/Guest will attend:  Yes  No Name: .....

Children will attend:  Yes  No Name(s): .....

## Step 2: Payment Information

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

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

• **HOW ARE YOU PAYING?**

**Check**

Mail payment and form to: Arkansas Municipal League  
 2013 Winter Conference  
 P.O. Box 38  
 North Little Rock, AR 72115

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

Credit Card:  Visa  MasterCard

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

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

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

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

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

## Step 3: Hotel Reservations

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

**SOLD OUT**  
**Reebody Hotel** Reservations \_\_\_\_\_ 800-732-2639 or 501-906-4000 (Jeanna Pearson, lead reservationist)  
**Capital Hotel** Reservations \_\_\_\_\_ 877-637-0037 or 501-374-7474  
**Doubletree Hotel** Reservations \_\_\_\_\_ 800-222-8733 or 501-372-4371  
**Wyndham Hotel** Reservations \_\_\_\_\_ 866-657-4458 or 501-371-9000

## Step 4: Hotel Payment

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

**Capital Hotel** Accounting \_\_\_\_\_ 501-370-7062  
**Doubletree Hotel** Accounting \_\_\_\_\_ 501-372-4371  
**Wyndham Hotel** Accounting \_\_\_\_\_ 501-371-9000

# TENTATIVE 2013 WINTER CONFERENCE

LITTLE ROCK, AR

WEDNESDAY - JANUARY 16

## 1:00 P.M. – 7:00 P.M.

REGISTRATION ..... Osage & Caddo Rooms, SCC

## 1:00 P.M. – 7:00 P.M.

VISIT WITH STATE AGENCIES ..... Governor's Hall I & II, SCC

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

## 2:30 P.M. – 5:30 P.M.

CITY GOVERNMENT 101: WHO DOES WHAT? ..... Peabody Ballroom

*This is the first part of a 5 hour workshop which is part of the Voluntary Certification Program for Mayors, Aldermen, City Managers and City Directors. It will include information on The Basics of Local Government and Who Does What At City Hall. (This session will count for 3 hours of the required 5 hours Certification Class.)*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

Speakers: AML staff

## 3:30 P.M. – 4:15 P.M.

MLWCT Board of Trustees ..... Manning Room, Peabody Hotel

## 3:30 P.M. – 6:00 P.M.

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

Presiding: Clerk/Treasurer Johnnie Brigham, President,  
Arkansas City Clerks, Recorders, and Treasurers  
Association

## 7:00 P.M.

OPENING NIGHT BANQUET ..... Governor's Hall III, SCC

*Constitutional Officers and Legislators have been invited to attend. At the conclusion of tonight's meal we will recognize those city officials who have completed the required 21 hours of course work to become certified municipal officials. We will also recognize two new lifetime members followed by the presentation of the AML Dean's chair to the retiring senior municipal official who has served their city and the League for the longest period of time.*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

Invocation: Mayor Doug Sprouse, Springdale

## 8:30 P.M.

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

*After the opening night banquet ease over to Governors's Hall I & II and enjoy delicious desserts and easy listening music, while visiting with fellow municipal officials.*

**Sponsored by The Friday Law Firm**

\*SCC: Statehouse Convention Center

THURSDAY AM - JANUARY 17

## 7:15 A.M. – 5:00 P.M.

REGISTRATION OPENS ..... Osage & Caddo Rooms, SCC

## 7:30 A.M. – 8:45 A.M.

HOST CITY BREAKFAST BUFFET ..... Governor's Hall I & II, SCC

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

## 7:30 A.M. – 4:30 P.M.

VISIT WITH GOVERNMENTAL AGENCIES .... Governor's Hall I & II, SCC

## 9:00 A.M. – 10:30 A.M.

OPENING GENERAL SESSION ..... Peabody Ballrooms A, B & C

*The Winter Conference officially begins with the singing of our National Anthem, followed by welcoming remarks from Little Rock Mayor Mark Stodola. Our opening keynote speech will be given by Dr. Gary McCaleb, former three term Mayor of Abilene, Texas and the 1999 President of the Texas Municipal League. At the conclusion of Dr. McCaleb's speech we will recognize the recipients of this year's Arkansas Business City of Distinction Awards. (This session will count towards 1.5 hours of continuing education credit.)*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

National Anthem: Park Hill Baptist Church Quartet

Address of Welcome: Mayor Mark Stodola, Little Rock

Speaker: Dr. Gary McCaleb, Vice President  
Abilene Christian University

## 10:30 A.M. – 11:00 A.M.

BREAK ..... Governor's Hall I, II & Peabody Foyer

**Exhibit Hall Breaks: Courtesy of American Fidelity**

## 11:00 A.M. – 12:00 P.M.

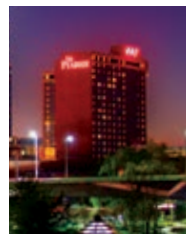
GENERAL SESSION: WORDS OF WISDOM  
FROM AML PAST PRESIDENTS ..... Peabody Ballrooms A, B & C

*Our past presidents collectively represent decades of institutional experience. They will share with us words of wisdom from their time in office.*

Presiding: Mayor Jackie Crabtree, Pea Ridge  
First Vice President, Arkansas Municipal League

## Attention Winter Conference Peabody Guests:

“Reservations must be made in advance before the Peabody cut-off date of Friday, December 14, 2012. Reservations may be accepted after this date subject to availability. Once reservations are made, in order to avoid a cancellation penalty of one night's room and tax, reservations must be cancelled at least seven (7) days prior to arrival. Reservations canceled after that date will be billed one night's room and tax (\$150.29), to the credit card on file.”



**Peabody Hotel**

Reservations 800-732-2639 or 501-906-4000

(Jeanna Pearson, lead reservationist)



## THURSDAY PM - JANUARY 17

### NOON

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

*Governor Beebe will address our luncheon. At the conclusion of his remarks the 2012 Volunteer Community of the Year Awards will be announced and the winners recognized.*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

Invocation: Mayor JoAnne Bush, Lake Village

Speaker: Honorable Mike Beebe, Governor  
State of Arkansas

### 2:00 P.M. - 3:00 P.M.

THE 89TH GENERAL ASSEMBLY:  
WHAT TO EXPECT ..... Peabody Ballrooms A, B & C

*Legislative leaders will share with us their perspective on key legislative issues that will be a part of the 89<sup>th</sup> General Assembly.*

Presiding: Mayor Jackie Crabtree, Pea Ridge  
First Vice President, Arkansas Municipal League

### 3:00 P.M. - 3:30 P.M.

BREAK ..... Governor's Hall I, II & Peabody Foyer

### Exhibit Hall Breaks: Courtesy of American Fidelity

### 3:30 P.M. - 5:00 P.M.

DEALING WITH THE MEDIA ..... Peabody Ballrooms A, B & C

*Local government's relationship with the media can become contentious and confrontational. What steps can you take to have a cordial and professional relationship with your local media? (This session will count towards 1.5 hours of continuing education credit.)*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

Speakers: Tom Larimer, Executive Director  
Arkansas Press Association

Byron Tate, Publisher/Editor  
Pine Bluff Commercial

Amy Sherrill, Executive Director  
Next Stop Day Room, Fort Smith

Tracy Winchell, Economic Development Coordinator  
Fort Smith

### DINNER ON YOUR OWN

### 7:30 P.M. - 10:00 P.M.

STEPHENS' RECEPTION ..... Capital Hotel

## FRIDAY - JANUARY 18

### 7:15 A.M. - 12:00 P.M.

REGISTRATION OPENS ..... Osage Room, SCC

### 7:30 A.M. - 8:45 A.M.

BREAKFAST BUFFET ..... Governor's Hall I & II, SCC

### 8:00 A.M. - 4:30 P.M.

CITY ATTORNEYS ..... Arkansas Room, Peabody Hotel  
*City Attorneys will meet for six hours of CLE.*

### 9:00 A.M. - 10:00 A.M.

UNDERSTANDING THE NEW HIGHWAY  
STREET AID PROGRAM ..... Peabody Ballrooms A, B & C

Presiding: Mayor Jackie Crabtree, Pea Ridge  
First Vice President, Arkansas Municipal League

Speakers: Scott Bennett, Director  
Arkansas Highway & Transportation Department  
David Mayo, State Aid Division Head  
Arkansas Highway & Transportation Department

### 10:00 A.M. - 10:30 A.M.

BREAK ..... Governor's Hall I, II & Peabody Foyer

### Exhibit Hall Breaks: Courtesy of American Fidelity

### 10:30 A.M. - 11:30 A.M.

PREPARING FOR 2013:  
GREAT CITIES MAKE A GREAT STATE ..... Peabody Ballrooms A, B & C

*2013 will be a year of challenges. What might some of these challenges be, and how do we prepare?*

- *The Best Ways to Communicate With Your Legislator*
- *How We Serve You: From City Hall to D.C.*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

Speakers: Jack Critcher, Legislative Liaison  
Arkansas Municipal League  
Don Zimmerman, Executive Director  
Arkansas Municipal League

### 11:30 A.M.

CONCLUDING REMARKS ..... Peabody Ballroom A, B & C

Speaker: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

### NOON

LUNCH BUFFET ..... Governor's Hall I & II, SCC

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

Other Friday Meetings:

### 1:00 P.M.

MHBF Board Meeting ..... Manning Room, Peabody Hotel

### 1:00 P.M. - 3:00 P.M.

CITY GOVERNMENT 101 Continued:

WHO DOES WHAT AT CITY HALL ..... Peabody Ballrooms A & B

*Post Conference Certification: This session is a continuation from Wednesday's session on City Government 101. The afternoon session will focus on conducting your council meeting, proper ways to pass an ordinance, and record maintenance. (This session is the remaining 2 hours of the required 5 hour core Certification Class.)*

Presiding: Mayor Chris Claybaker, Camden  
President, Arkansas Municipal League

Speakers: Mark Hayes, General Counsel  
Arkansas Municipal League  
Ken Wasson, Assistant Director  
Arkansas Municipal League

# Conference keynote focus on building community



Dr. Gary McCaleb, vice president of Abilene Christian University, executive director of the Center for Building Community, and a professor of management at ACU, will discuss the importance of building community at the League's 2013 Winter Conference. McCaleb will address the conference during the opening general session, 9 a.m. Thursday, Jan. 17, in Peabody Ballrooms A, B, and C.

McCaleb was elected to the Abilene, Texas, City Council in 1985 and served there until 1990, when he was elected mayor. He spent three terms as Abilene's mayor, and was the Texas Municipal League's president in 1993.

McCaleb is a frequent speaker, nationally and internationally, on city issues, and he has recently produced two books: *Community: The "Other" Side of Self* and *The Gift of Community: Reflections on the Way We Live and Work Together*.

**SUSTAINABLE**

## DISTRIBUTION SYSTEM SOLUTIONS

*Solutions from Utility Service...*

**Water Quality**

- Ice Pigging
- Tank Mixing · THM Removal
- Chemical Cleaning: *tanks, filter media, clear wells*

**Asset Management**

- Storage Tanks
- GPS locating, mapping and GIS Services
- Valve & Hydrant locating, exercising, maintenance & repairs

**Water Conservation**

- Water Loss Reduction
- Helium Leak Detection Services

**Metering Services**

- Smart Metering



**Utility Service**



**AQUALOGY**  
*Water Technology*

Innovative, flexible and comprehensive solutions from a company you've trusted since 1963.





To learn more contact your local Utility Service Representative...

**Brian Woodring • 501.920.1900**  
[bwoodring@utilityservice.com](mailto:bwoodring@utilityservice.com)  
visit [www.utilityservice.com](http://www.utilityservice.com)

## CSA software solutions

Accounting & Billing Specialists

### CenterPoint

### Fund Accounting & Payroll

#### Key Features

- \* Direct Deposit Module
- \* Accrue and track vacation/sick leave
- \* Unlimited funds, departments & accounts
- \* Detailed general ledger and activity report
- \* Easy bank reconciliation
- \* Print Semi-Annual Financial Report in seconds
- \* Drill-down to detail of transaction
- \* Print income statements with budgets
- \* Receive on-site installation and training

Call us today for a free information packet!

1.800.264.4465

WWW.CSASoftwareSolutions.com



## **2013 Directory of Arkansas Municipal Officials**

Price: **\$25 each**

Orders must be pre-paid

To get your copy of this valuable resource, fill out form below, and send it to the Arkansas Municipal League at the address below.

Please send me \_\_\_\_\_ copies of the **2013 Directory of Arkansas Municipal Officials** at: \$25 each.

My check of \$\_\_\_\_\_ is enclosed, payable to:

**The Arkansas Municipal League.**

Send **Directory** to:

Name \_\_\_\_\_

Title \_\_\_\_\_

Mailing Address:

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Clip and mail to: **Arkansas Municipal League**

**2013 Directory**

**P.O. Box 38**

**North Little Rock, AR 72115-0038**

## **Municipal Budget Q&A**

**Q Must a city adopt a budget and, if so, how does that occur?**

**A** Yes. Before December 1 of each year, mayors of all cities and incorporated towns with a mayor-council form of government must submit to the governing body of those cities a proposed budget. That proposed budget should be for January 1 through December 31 of the following year. See Ark. Code Ann. § 14-58-201.

Further, it is mandatory for the governing body of the municipality to adopt a budget for the operation of the city on or before February 1 of each year. See Ark. Code Ann. § 14-58-202.

The statutes contemplate that the mayor will present the council with a proposed budget as noted above before December 1 of each year. This will enable the council to study the document, make any proposed changes and get the budget adopted before February 1 of the following year.

**Q Can the budget be altered periodically?**

**A** Yes. Under Ark. Code Ann. § 14-58-203, the governing body of the city, from time to time, may alter or revise the budget to better suit city governmental needs. There are two exceptions: Taxes that are levied for specific purposes may not be diverted for other purposes and creditors may not be prejudiced by the diversion of funds.

**Q Must our budget be in the form of an ordinance?**

**A** No. The budget may be adopted by an ordinance or resolution of the city council. See Ark. Code Ann. 14-58-201 (as amended by Act 622 § 1, of 2011.) The Arkansas Municipal League recommends using a resolution for ease of adoption and amendment.



# Jonesboro improves through public/private collaboration

By Sherman Banks

Public and private sector collaboration is bringing about noticeable changes in Jonesboro. Mayor Harold Perrin, League 2012-2013 District 1 Vice President, has made it a priority to get the business community to reinvest in Jonesboro in order to effect progress. After a study was completed on the impoverished north side of the city leading to Main Street, Perrin took the results of the study and began his campaign in earnest to encourage local businesses to invest in the revitalization of the city.

Perrin approached the Arkansas Glass Company of Jonesboro and the City Water and Light Company (a privately owned corporation) to sponsor the landscaping and the welcome sign to downtown Jonesboro. Each company donated about \$4,200 for the cost of the brick columns, marble top, and raised lettering sign welcoming visitors to downtown Jonesboro and the landscaping to beautify the surrounding area.

The mayor continued the public/private partnership by asking the St. Bernard Medical Center and Barton Lumber Company to sponsor the entrances to the city cemetery. An arch was erected on brick columns on either side of each entryway. The total expense for this

project was \$20,000. Each organization donated \$10,000 to continue the mayor's efforts of city revitalization.

The city pool is another major project in Jonesboro that has impacted the total community. Jonesboro purchased the existing pool from a holding company that owned the YMCA. The city then invested \$300,000 to completely renovate the pool. Walmart and Home Depot donated all the poolside furniture and umbrellas. The pool was dedicated and opened in June 2012.

The public sector often requests donations from the private sector to complete various community projects. Perrin appealed to the local businesses' civic pride by emphasizing that their donations would be an investment in the city's future. A vital and energized municipality yields a vital and energized business community. It was a win-win situation.



Contact Sherman Banks at 501-374-8493, email [sbanks@aristotle.net](mailto:sbanks@aristotle.net), or write to P.O. Box 165920, Little Rock, AR 72216.

Creating an attractive entrance to Jonesboro's historic downtown is one of several recent projects the city has completed through public/private collaboration.





# RICE SIGNS

Your Leader In Transportation Safety

- Traffic Signs
- Roll-Up Construction Signs
- Sign Stands
- Traffic Cones & Barricades
- Custom Street Name Signs
- Sign Posts & Hardware



**Free Traffic Sign Catalog:**

**Call 888-728-7665**

**- or -**

**Visit [www.RiceSigns.com](http://www.RiceSigns.com)**

**Contact Us / Bids / Quotes:**

**Toll-Free: 888-728-7665**

**Fax: 877-546-6165**

**Email: [sales@RiceSigns.com](mailto:sales@RiceSigns.com)**

**Web: [www.RiceSigns.com](http://www.RiceSigns.com)**



# The mightiest pollution fighter of all

By John Slater

Let's face it. Most human activities—from breathing to burning fossil fuels—cause air pollution. And while we may not want Big Brother watching over us, it's a good thing Mother Nature is. It's as if she knew we'd need saving from ourselves and created trees to reduce the atmospheric levels of carbon dioxide created by everyday living.

The USDA Forest Service says a single acre of trees absorbs the same amount of carbon dioxide produced by driving a car 26,000 miles. This intake of carbon dioxide happens during photosynthesis, which is fortunate for us.

Not only do trees clean the air we need to breathe, they also fight air pollution by directly reducing nitrogen oxide and sulfur dioxide, major components of photochemical smog, ozone pollution, and acid rain. On a more tangible front, trees act as a giant filter. Their leaves, stems, and twigs trap and filter out particulate matter, such as dust, ash, pollen, and smoke from the air.

Trees also help keep water clean. As paving increases in neighborhoods and business districts, rain from storms flows more quickly across paved areas than it does across treed areas. The faster this storm runoff moves, the more it erodes and washes sediment and chemicals into drainage channels. The runoff carries with it oil and grime from parking lots, soil from construction sites, fertilizers from lawns, and chemicals from industrial discharges.

This storm runoff—with its sediment and pollutants—flows into drainage pipes and ditches and then into creeks, rivers, and lakes. Increased sediment clouds streams and destroys fish habitat. Chemicals make water undrinkable. So how can we promote clean water? Trees.

Tree leaves help interrupt and slow rainfall, allowing the water to soak into the soil. This reduces runoff and decreases the need for additional erosion control. Tree roots also hold soil in place, further slowing erosion.

In fact, trees are a great low-cost way for municipalities to save money on materials and the installation and maintenance of sewer and drainage infrastructure. Trees in our backyards, along the streets, and in city parks help prevent erosion and filter pollutants from stormwater runoff, making smaller drainage pipes sufficient—another economical boost. A city's urban forest can reduce storm runoff by seven percent according to the Maryland Department of Natural Resources Forest Service. Bottom line: Trees clean the water that eventually flows into our rivers.

Picture your community without trees. Now picture it with more trees. There are an estimated 60 to 200 million spaces along our city streets where new trees



Trees clean the air we breathe, the water we drink, and beautify the cities where we live.

could be planted. These new trees could absorb more pollutants from our air and help prevent soil erosion and flooding. Public trees are a good municipal investment, right up there with bridges, roads, and storm drains. And trees are naturally green and beautiful.

Trees make the world a leafier, greener place. They calm the wind and reduce noise in our neighborhoods. They shade us. They moderate our climate, improve the look of our communities, conserve water, prevent erosion, and reduce flooding. And they take on specific problems: air and water pollution.

Many cities have increased the livability of their communities by actively managing their community trees, a relatively low-cost investment that provides high returns. Although often taken for granted, trees provide economic, environmental, and social worth that all communities can enjoy.

To ensure the efficient continuation of these benefits, this natural resource needs to be properly managed. Help your community enjoy all the benefits Mother Nature offers through trees. Contact the Arkansas Forestry Commission to find out how to start an urban forestry program in your area, or visit [www.treelink.org](http://www.treelink.org).

An earlier version of this article appeared in the April 2006 issue of *City & Town*.

**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).*



# Municipal Notes

## Fort Smith named top "true western town"

Fort Smith's heritage as a major settlement on the Western frontier is getting broader exposure in the form of its designation by *True West* magazine as the "Top True Western Town" for 2013, the AP has reported.

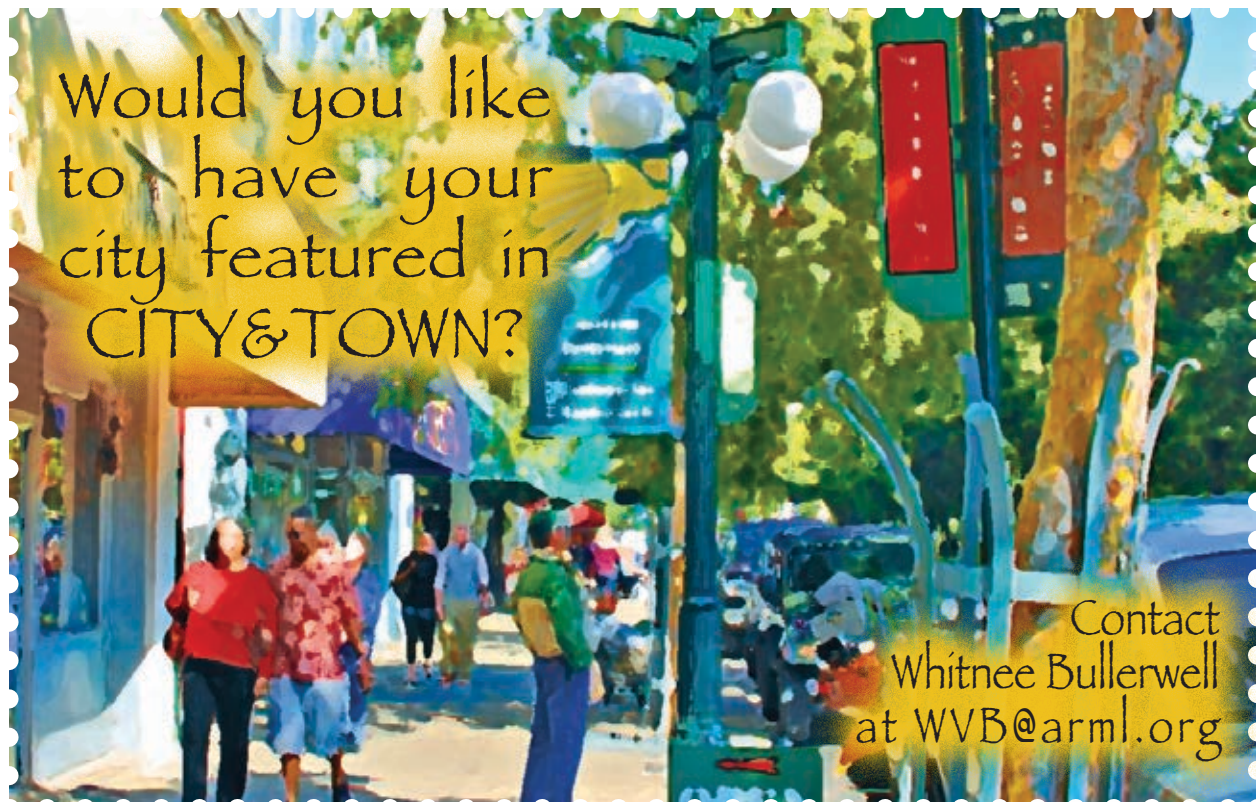
This marks the eighth year that *True West* has presented the award. Determination is based upon criteria demonstrating how a town has preserved its history and commitment to preserving its Old West heritage through old buildings, museums and other institutions, events and promotions of historic resources.

An article focusing on Fort Smith will appear in the February issue of *True West*. Included in the article are photos of Civil War re-enactors firing cannons at the Fort Smith National Historic Site and the recently installed downtown statue as a tribute to Bass Reeves, a celebrated deputy marshal in the service of Judge Isaac Parker.

Fort Smith Mayor Sandy Sanders said the "outstanding recognition" of the city by *True West* will communicate to a wider audience "all the exciting things Fort Smith has to offer." He also noted the cooperative effort in preparing the applications exemplifies the community spirit at work in the city.

## Obituaries

**STEVE BRYLES**, 55, a former state Senator, died Dec. 28.



# Bryant goes H.U.M.A.N. for health

By Brandon Griffin

**D**efine “irony”: Serving fatty foods that are riddled with empty calories at a health and wellness center. So what’s the solution you ask? We think it has to do with a little convenience and a lot of cosmetic appeal.

The Bryant Parks and Recreation Department proudly announced its installation of a brand new health food vending machine at the Bishop Park Community Center on Dec. 7, 2012. Driven by requests from the community for healthier choices, the contracted machine is installed on a trial basis with H.U.M.A.N. (Help Unite Mankind and Nutrition) Healthy Vending, LLC for a period of three months. With contracts all over the United States, the City of Bryant joins the North Little Rock Air Force Base and the Little Rock School District as the first to deploy the machines in Central Arkansas.

Named by *Forbes Magazine* as one of “America’s Most Promising Companies,” the H.U.M.A.N. vending machine offers healthy snack food options to help fuel your body and fill your heart, as 10 percent of proceeds goes to charities fighting childhood obesity. The interactive machine includes a credit card reader for increased accessibility, and it can also be used for digital advertising by featuring an LCD monitor.



Local swim team participants Luke Jameson, left, and Kalee Jackson demonstrate the healthy snack options now available at Bryant's Bishop Park Community Center.

The installation of the machine requires no upfront costs to the department, but rather a tiered commission contract reliant upon the number of vends the machine dispenses per day. In addition, on-line tracking of the machine allows for increased sales transparency between the vendor and the facility administrator.

The Bryant Parks and Recreation Department is committed to the health and well being of the community. We think that any means to increase the accessibility and likelihood of an individual making healthy nutritional choices is incredibly valuable to our community. In addition to its continued involvement with the Arkansas Coalition for Obesity Prevention (ArCOP), Bishop Park Community Center recently received the Built Environment Award from the Governor’s Council for Physical Fitness in 2012.

This machine can be utilized at any high-traffic facility dedicated to offering healthy options in the community. By making healthy food more accessible than junk food, you can effect positive change in your community.

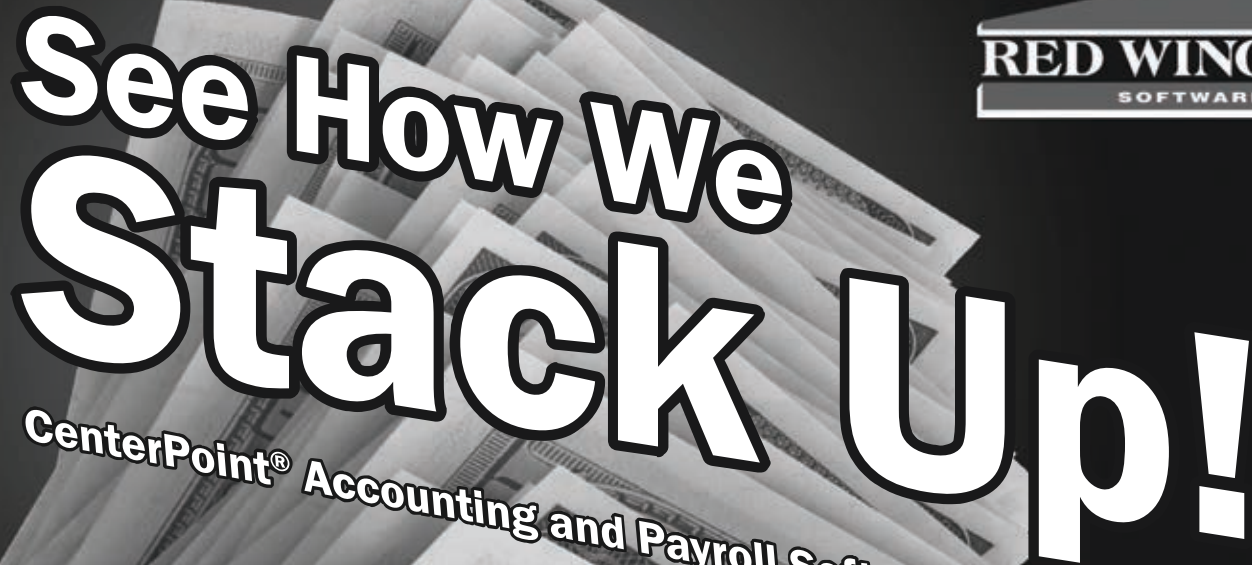
*Brandon Griffin is the Bryant Parks and Recreation Superintendent.*

## CALENDAR

**Arkansas Municipal League  
Winter Conference  
Wednesday-Friday  
January 16-18, 2013  
Little Rock, AR**

**National League of Cities  
2013 Congressional Cities Conference  
March 9 - 13, 2013  
Washington, DC**





# See How We Stack Up!

CenterPoint® Accounting and Payroll Software for Municipals

CSAsolutions  
Accounting & Billing Specialists

[www.csasolutions.com](http://www.csasolutions.com) • 800-264-4465

## CLE Offered at League Winter Conference

Six (6) hours of continuing legal education (CLE) will be available for city attorneys who attend the Arkansas Municipal League's 2013 Winter Conference, Jan. 16-18, 2013, at the Peabody Hotel and Statehouse Convention Center in Little Rock. The Arkansas City Attorneys Association (ACAA) sponsors the CLE. All CLE will occur on Friday, Jan. 18 in the Arkansas Room of the Peabody Hotel.

Brian Albright, city attorney for Hot Springs and ACAA president, urges members and non-members to register for the Conference as soon as possible. A registration form is in this issue of *City & Town*. Copies also are being mailed to city attorneys.

CLE topics are selected based on the requests from our city attorney members and will include, among other topics, land use basics and urban blight, basics on drafting and passing ordinances and resolutions, as well as one (1) hour of ethics.

To attend the CLE program, registration is required at the Winter Conference. For registration information, call Whitnee Bullerwell at 501-978-6105. For CLE information, call ACAA secretary/treasurer and League General Counsel Mark Hayes at 501-978-6102, or his assistant, Jamie Adams, at 501-978-6124.



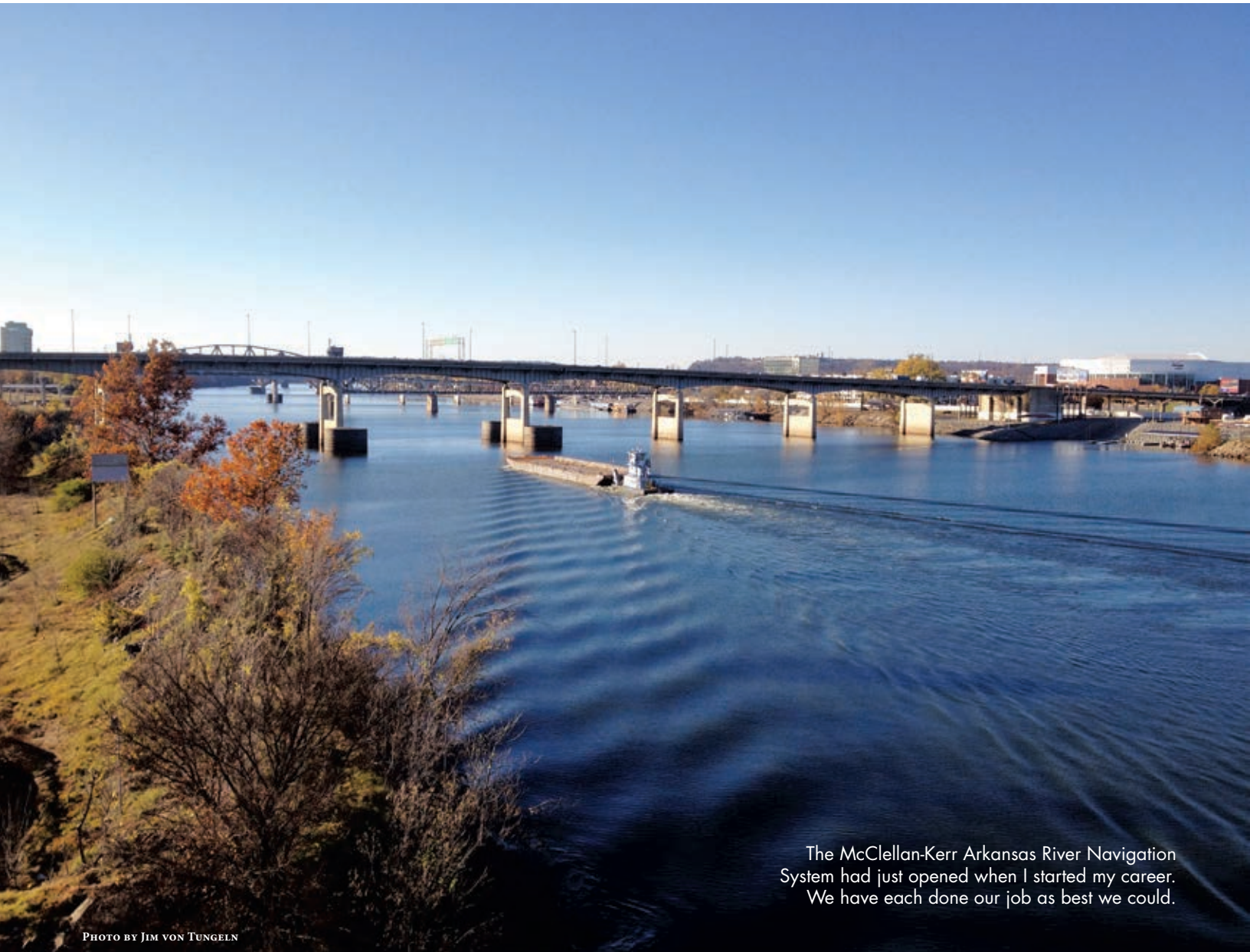
# Reflections on a career in urban planning

By Jim von Tungeln

A lot of water has flowed down the Arkansas River since I started my first planning job on Jan. 4, 1971. Back then, the lack of experience proved my major obstacle. Today, youth and enthusiasm confront me. Fortunately, I have learned some lessons along the way that compensate.

This month, as it sets us on a new year, seems an appropriate time to share a few of those lessons. Admittedly, these are not supported by empirical analysis. Rather, they are lessons picked up “by the seat of my pants” during 42 years of service to communities. Here goes.

For killing an unwanted project or mandate, the most effective tool for elected officials is the so-called blue-ribbon task force, or its cousin, the blue-ribbon committee. Their primary function is to make sure nothing fruitful occurs and they do a darn fine job of it. If you doubt what I am saying, consider the cities in our state that actually accomplish great things for their citizens and count the number of times that committees produce those results. One reason lies in demographics. The socio-economic makeup of those who serve on blue-ribbon committees rarely matches that of the citizens affected by the committee’s actions.



The McClellan-Kerr Arkansas River Navigation System had just opened when I started my career. We have each done our job as best we could.

PHOTO BY JIM VON TUNGELN

Is this a critique of committees or commissions in general? No. Committees serve a valid function as a sounding board or for vision development. It is only when they are placed in charge of policy outputs that the trouble begins. It is the difference between asking your children what they want for dinner and having them prepare it.

Another lesson learned is that we can never build enough roads or parking lots and someday we must quit trying. As Donald Shoup has pointed out in his epic work, *The High Cost of Free Parking*, the personal vehicle now rules our lives in ways both wasteful and needless. Some architects now program more money for parking facilities than for the primary building itself.

My experience also teaches me that many cities “over-require” for parking, compounding an already serious problem. There is no doubt in my mind that a national “big-box” developer like Walmart, knows to the final digit how many parking spaces it needs for the busiest shopping day of the year. It seems ludicrous for a municipality to require more spaces than requested by such sophisticated national chains. This will become more apparent as cities address water quality issues resulting from more and more runoff from asphalt parking lots. This is an area in which cooperation between the public and private sectors could develop alternate approaches to parking requirements that might benefit us all.

Another lesson I have learned is that elected officials and public workers represent the best that our society can offer. The rate of malfeasance in office or employment within municipal government would be the envy of any profession. In my career, I haven’t met any municipal official who would resemble, say, an Enron executive or a Bernie Madoff.

I have learned that patience is a teacher as well as a virtue. Early in my career, I encountered the wrath of a powerful newspaper editor, now the voice of a statewide publication. My sin? I didn’t think it seemed quite right for a city to enact an ordinance depriving property owners of any use of their property except to leave it completely undeveloped to serve as a natural “greenbelt.”

It took a while, but the United States Supreme Court finally agreed with me in the landmark case, *Lucas v. South Carolina Coastal Council*, 505 U.S. 1003 (1992). The court ruled that such a total ban on construction deprives a property owner of all “economically viable use” of his property and therefore effects a “taking” under the Fifth and Fourteenth Amendments that requires the payment of just compensation. To date, the editor has not apologized.

Finally, I have learned that compromise is not an inherently evil word. The best ideas I have encountered grow from the push and pull of competing, often opposing, ideas.

A public administration study I encountered during my grad school days looked at cities from the viewpoint of “advocates” and “guardians.” Those controlled by advocates bought into every new idea and every new gadget, no matter how expensive. Innovation was their guiding force. They tended to develop massive financial problems.

Guardians didn’t spend money on uncritical items at all but simply guarded the status quo. They viewed new ideas the way a father views his daughter’s suitor. Over time, their cities tended to rust and stop growing.

Successful cities have enjoyed representatives of each who, by their interactions, produced sustainable growth and good health. I think that still holds true.

My hope is to continue learning. I estimate that I have attended more than a thousand municipal meetings during my career. Like a fisherman who can remember each fish ever caught, I can, when pressed, remember every one of those meetings. It proves helpful from time to time, but it tends to keep me from thinking that I am always right. It certainly makes me appreciate cities and the women and men who run them. Our state depends increasingly on their dedication. May they find this year to be a prosperous one.



*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).*

# 2012 State Turnback Funds

<b>Actual Totals Per Capita</b>						
	<b>STREET</b>		<b>SEVERANCE TAX</b>		<b>GENERAL</b>	
<b>MONTH</b>	<b>2011</b>	<b>2012</b>	<b>2011</b>	<b>2012</b>	<b>2011</b>	<b>2012</b>
January	\$3.5720	\$3.4786	\$0.3285	\$0.2859	\$3.3436	\$3.1339
February	\$4.0199	\$3.7795	\$0.2906	\$0.2584	\$1.0700	\$1.0053
March	\$3.2159	\$3.2521	\$0.3725	\$0.4307	\$1.0000	\$1.0055
April	\$3.3681	\$3.4633	\$0.3751	\$0.2705	\$1.0000	\$1.0017
May	\$3.7030	\$3.6848	\$0.3460	\$0.1999	\$0.9900	\$1.0053
June	\$3.6759	\$3.8035	\$0.3406	\$0.2104	\$1.0100	\$1.0056
July	\$3.6615	\$3.7480	\$0.3633	\$0.1996	\$2.9000	\$3.1087
August	\$3.8180	\$3.5350	\$0.4115	\$0.1567	\$1.0100	\$1.0052
September	\$3.7317	\$3.6430	\$0.3947	\$0.1899	\$1.0100	\$1.0056
October	\$3.5307	\$3.4734	\$0.4021	\$0.2654	\$1.0100	\$1.0056
November	\$3.5115	\$3.4269	\$0.3930	\$0.2902	\$0.9200	\$1.0054
December	\$3.2842	\$3.4321	\$0.3761	\$0.2501	\$1.0100	\$0.91
<b>Total Year</b>	<b>\$43.0924</b>	<b>\$42.7203</b>	<b>\$4.3940</b>	<b>\$3.0077</b>	<b>\$16.2736</b>	<b>\$16.1978</b>

<b>Actual Totals Per Month</b>						
	<b>STREET</b>		<b>SEVERANCE TAX</b>		<b>GENERAL</b>	
<b>MONTH</b>	<b>2011</b>	<b>2012</b>	<b>2011</b>	<b>2012</b>	<b>2011</b>	<b>2012</b>
January	\$6,297,470.92	\$6,537,582.03	\$578,646.75	\$537,347.01	* \$5,889,430.45	* \$5,889,623.14
February	\$7,080,721.02	\$7,103,104.25	\$511,874.74	\$485,627.91	\$1,889,837.05	\$1,889,245.23
March	\$6,041,952.97	\$6,111,822.72	\$699,895.94	\$809,523.74	\$1,878,361.11	\$1,889,603.23
April	\$6,328,001.75	\$6,508,820.12	\$704,744.69	\$508,320.37	\$1,883,619.31	\$1,882,530.42
May	\$6,957,111.57	\$6,925,015.17	\$650,134.81	\$375,733.12	\$1,860,445.27	\$1,889,362.42
June	\$6,906,168.25	\$7,148,252.90	\$639,925.58	\$395,417.87	\$1,889,921.24	\$1,889,865.20
July	\$6,879,119.02	\$7,043,886.87	\$682,553.18	\$375,173.84	** \$5,443,030.68	** \$5,842,460.26
August	\$7,173,125.80	\$6,643,716.19	\$773,146.02	\$294,503.90	\$1,889,129.92	\$1,889,164.55
September	\$7,011,103.63	\$6,846,853.12	\$741,466.34	\$356,918.13	\$1,890,081.33	\$1,890,041.23
October	\$6,633,476.96	\$6,528,081.50	\$755,415.22	\$498,817.98	\$1,890,081.33	\$1,890,041.23
November	\$6,597,419.28	\$6,440,629.62	\$738,267.62	\$545,491.57	\$1,734,293.45	\$1,889,559.03
December	\$6,170,333.10	\$6,450,883.49	\$706,663.00	\$470,059.64	\$1,890,081.33	\$1,703,306.66
<b>Total Year</b>	<b>\$80,076,004.27</b>	<b>\$80,288,647.98</b>	<b>\$8,182,733.89</b>	<b>\$5,652,935.08</b>	<b>\$30,028,312.47</b>	<b>30,434,802.60</b>

\* Includes \$4 million appropriation from the Property Tax Relief Fund

\*\* Includes \$3,517,657 supplemental in July



# Local Option Sales and Use Tax in Arkansas



**2012 ELECTIONS**

**PIKE Co.,** Feb. 14  
Passed. 3/8% removed

**CONWAY,** Feb. 14  
Passed. 1/4% continued

**SALESVILLE,** Feb. 14  
Passed. 1%

**STUTT GART,** Feb. 14  
Passed. 1% continued

**BATESVILLE,** Mar. 13  
Passed. 1/2% temporary  
Passed. 1/2% permanent

**BLYTHEVILLE,** Mar. 13  
Passed. 1%

**FORT SMITH,** Mar. 13  
Passed. 1% continued

**LINCOLN,** Mar. 13  
Passed. 1%

**TONTITOWN,** Mar. 13  
Failed. 1%

**DEWITT,** April 10  
Passed. 1.5%

**MELBOURNE,** April 10  
Passed. 1%

**TRUMANN,** May 22  
Failed. 1%

**WASHINGTON Co.,** May 22  
Failed. 1/4% increase

**MAGNOLIA,** May 26  
Passed. 1/4% increase

**VAN BUREN,** July 10  
Passed. 1/2% increase  
Passed. 1/2% increase

**BRADLEY Co.,** Aug. 14  
Failed. 1/2%

**YELLVILLE,** Aug. 14  
Passed. 1%

**STRONG,** Oct. 9  
Passed. 1%

**BAXTER Co.,** Nov. 6  
Failed. 1/4%

**BRINKLEY,** Nov. 6  
Failed. 1%

**COLT,** Nov. 6  
Failed. 1%

**EUREKA SPRINGS,** Nov. 6  
Passed. 1/8%

**HARRISON,** Nov. 6  
Failed. 1%

**INDEPENDENCE Co.,** Nov. 6  
Passed. 1/2%

**MONROE Co.,** Nov. 6  
Failed. 1/2%

**OAK GROVE HEIGHTS,** Nov. 6  
Failed. 3/4%

**OLA,** Nov. 6  
Passed. 1%

KEY: Counties not collecting sales tax

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 2012 with 2011 Comparison (shaded gray)								
Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$37,846,866	\$35,123,247	\$37,289,267	\$35,666,555	\$75,136,134	\$70,789,802	\$12,533	\$27,640
February	\$46,523,853	\$42,235,810	\$44,592,756	\$42,753,266	\$91,116,609	\$84,989,076	\$22,619	\$34,351
March	\$40,360,002	\$33,606,662	\$36,819,087	\$34,174,199	\$77,179,089	\$67,780,861	\$13,222	\$35,321
April	\$41,324,697	\$35,244,719	\$37,882,489	\$35,257,864	\$79,207,186	\$70,502,583	\$27,247	\$23,355
May	\$46,157,943	\$39,976,322	\$41,661,276	\$40,107,935	\$87,819,219	\$80,084,257	\$8,489	\$9,286
June	\$43,883,127	\$37,765,150	\$40,430,123	\$37,056,613	\$84,313,250	\$74,821,762	\$30,892	\$25,409
July	\$44,736,261	\$37,831,729	\$40,688,525	\$36,634,846	\$85,424,786	\$74,466,575	\$11,606	\$14,470
August	\$45,618,216	\$40,620,093	\$41,616,180	\$40,946,986	\$87,234,396	\$81,567,078	\$27,685	\$22,415
September	\$44,215,998	\$39,596,088	\$40,815,883	\$39,895,996	\$85,031,881	\$79,492,083	\$14,110	\$14,702
October	\$45,686,669	\$39,356,921	\$42,353,132	\$40,657,852	\$88,039,801	\$80,014,774	\$28,246	\$24,979
November	\$45,434,409	\$39,576,203	\$41,142,702	\$40,429,029	\$86,577,110	\$80,005,232	\$14,114	\$13,218
December	\$44,662,489	\$39,176,568	\$40,506,136	\$38,869,097	\$85,168,625	\$78,045,666	\$26,648	\$25,669
<b>Total</b>	<b>\$526,450,530</b>	<b>\$460,109,512</b>	<b>\$485,797,556</b>	<b>\$462,450,238</b>	<b>\$1,012,248,086</b>	<b>\$922,559,749</b>	<b>\$237,411</b>	<b>\$270,815</b>
Averages	\$43,870,878	\$38,342,459	\$40,483,130	\$38,537,520	\$84,354,007	\$76,879,979	\$19,784	\$22,568

# December 2012 Municipal Levy Receipts and December 2012 Municipal/County Levy Receipts with 2011 Comparison (shaded gray)

CITY SALES AND USE	AMOUNT	LAST YEAR	Gilbert	130.13	Ozark	74,129.91	69,726.54	Bella Vista	345,314.34	317,390.61
Alexander	48,130.60	37,075.54	Gillett	8,629.32	Palestine	16,159.87	8,388.20	Bentonville	460,675.76	423,423.37
Alma	177,696.84	182,476.43	Gillham	1,559.04	Paragould	270,533.11	419,721.59	Bethel Heights	30,954.45	28,451.33
Almyra	2,237.78	2,119.29	Gilmore	512.35	Paris	24,119.36	25,568.22	Cave Springs	22,563.34	20,738.76
Alpena	2,999.41	2,810.45	Glenwood	58,184.64	Patmos	76.66	104.80	Centerston	124,170.13	114,129.16
Alzheimer	3,043.69	1,328.88	Gosnell	14,371.55	Patterson	1,478.22	1,503.60	Decatur	22,174.84	20,378.92
Altus	6,407.80	7,434.69	Gould	5,004.03	Pea Ridge	25,471.79	32,475.77	Elm Springs	495.90	455.80
Amity	8,486.62	10,195.59	Grady	2,622.51	Perla	2,220.11	1,646.62	Garfield	6,551.07	6,021.32
Anthonyville	257.16	198.99	Gravette	101,235.63	Perryville	17,600.52	19,420.47	Gateway	5,285.22	4,857.84
Arkadelphia	158,589.27	155,934.41	Green Forest	22,404.88	Piggott	59,907.07	52,021.89	Gentry	41,211.70	37,879.13
Ash Flat	73,262.89	73,738.79	Greenbrier	130,303.83	Pine Bluff	924,731.26	957,588.15	Gravette	30,341.10	27,887.58
Ashdown	113,808.35	114,095.21	Greenland	19,001.96	Pineville	933.82	1,023.93	Highfill	7,608.11	6,992.88
Atkins	44,586.74	47,971.83	Greenwood	151,612.27	Plainview	4,020.92	3,054.76	Little Flock	33,734.08	31,006.19
Augusta	26,597.04	22,915.25	Guion	9,462.93	Plumerville	9,269.15	4,661.53	Lowell	95,616.88	87,884.85
Austin	10,336.62	6,960.70	Gurdon	17,458.07	Pocahontas	107,496.64	111,807.92	Pea Ridge	62,561.39	57,502.38
Avoca	2,211.98	2,484.65	Guy	5,182.13	Portia	2,396.90	2,011.53	Rogers	730,326.57	671,268.96
Bald Knob	51,858.30	59,320.83	Hackett	4,236.71	Pottsville	19,578.92	25,357.35	Siloam Springs	196,257.98	180,387.64
Barling	18,822.62	18,252.16	Hamburg	28,140.60	Prairie Grove	71,562.26	77,379.93	Springdale	79,004.31	72,615.65
Batesville	554,090.49	297,481.08	Hardy	15,648.14	Prescott	47,859.84	44,197.52	Springtown	1,135.34	1,043.54
Bauxite	12,537.48	10,607.90	Harrisburg	22,506.98	Pyatt	688.88	917.53	Sulphur Springs	6,668.51	6,129.24
Bay	6,316.33	1,202.83	Harrison	257,518.15	Quitman	24,367.98	26,033.12	Boone County	345,848.82	338,048.61
Bearden	11,466.75	9,088.06	Hartford	1,685.52	Ravenden	2,417.05	2,513.38	Alpena	3,649.46	3,567.15
Beebe	76,951.22	75,290.57	Haskell	18,886.07	Rector	25,490.75	22,887.24	Bellefonte	5,193.90	5,076.75
Beedeville	108.74	97.52	Hatfield	2,919.44	Redfield	12,392.05	17,245.12	Bergman	5,022.29	4,909.02
Bella Vista	113,804.28	116,843.86	Havana	2,485.91	Rison	12,605.52	11,078.91	Diamond City	8,946.31	8,744.54
Belleville	2,181.13	5,872.83	Hazen	52,961.74	Rockport	37,892.05	2,558.15	Everton	1,521.56	1,487.24
Benton	636,112.61	608,918.28	Heber Springs	137,868.39	Roe	590.01	454.87	Harrison	148,071.79	144,732.20
Bentonville	1,548,023.48	1,546,301.95	Helena-West Helena	232,263.55	Rogers	2,179,851.31	2,075,681.08	Lead Hill	3,100.32	3,030.40
Berryville	211,366.05	208,098.85	Hemitage	4,828.12	Rose Bud	18,204.18	19,588.62	Omaha	1,933.41	1,889.80
Bethel Heights	43,404.33	44,804.67	Highfill	71,284.96	Russellville	901,770.38	849,702.54	South Lead Hill	1,166.91	1,140.59
Black Rock	6,171.10	5,345.47	Highland	24,563.93	Salem	19,882.41	18,715.09	Valley Springs	2,093.57	2,046.36
Blevins	1,797.11	2,503.69	Holly Grove	7,575.49	Salesville	2,999.28	NA	Zinc	1,178.35	1,151.78
Blue Mountain	145.72	267.87	Hope	159,778.80	Searcy	774,079.88	263,485.50	Bradley County	114,485.40	114,800.70
Bluytheville	519,115.40	297,721.76	Horseshoe Bend	18,752.45	Shannon Hills	10,704.42	9,709.69	Banks	884.00	886.44
Bonanza	1,775.00	2,377.04	Hot Springs	1,341,365.63	Sheridan	180,403.17	167,685.80	Hermitage	5,917.11	5,933.41
Bono	9,132.91	6,538.36	Hoxie	NA	Sherill	1,194.61	1,304.77	Warren	42,795.69	42,913.54
Booneville	83,500.08	85,931.50	Hughes	10,738.89	Sherwood	373,763.88	356,351.22	Calhoun County	52,188.50	50,000.70
Bradley	2,460.63	664.96	Humphrey	2,244.68	Shirley	2,617.18	2,819.06	Hampton	11,491.37	11,009.63
Branch	1,791.84	1,722.33	Huntington	2,249.14	Siloam Springs	468,460.64	458,417.46	Harrell	2,204.54	2,112.12
Briarcliff	2,070.76	564.39	Huntsville	45,816.32	Sparkman	3,229.15	3,679.73	Thornton	3,532.47	3,384.38
Brinkley	98,339.08	104,690.46	Imboden	7,471.59	Springdale	1,696,349.27	1,787,343.90	Tinsman	468.67	449.04
Brookland	12,353.04	7,141.55	Jacksonville	586,006.69	Springtown	9.59	126.43	Carroll County	156,283.86	158,930.87
Bryant	884,847.61	846,263.74	Jasper	25,231.81	St. Charles	2,005.59	2,186.15	Beaver	572.13	581.82
Bull Shoals	13,070.36	11,852.82	Jennette	103.85	Stamps	14,929.26	16,497.81	Blue Eye	171.64	174.55
Cabot	622,165.59	620,448.77	Johnson	42,060.63	Star City	79,968.48	61,637.92	Chicot County	213,356.26	197,093.22
Caddo Valley	38,326.70	36,809.86	Joiner	2,019.00	Stephens	6,481.26	6,945.15	Dermott	22,278.75	16,163.88
Calico Rock	28,585.00	27,514.79	Jonesboro	1,832,817.11	Stuttgart	400,130.19	381,266.71	Eudora	17,497.57	15,835.85
Camden	271,770.58	276,138.00	Keiser	2,730.86	Sulphur Springs	1,293.29	1,886.46	Lake Village	19,857.33	17,971.50
Caraway	7,065.66	NA	Keo	1,464.72	Summit	3,984.96	2,718.67	Clark County	363,143.19	359,861.74
Carlisle	50,714.91	29,164.06	Kibler	1,721.05	Sunset	1,634.14	1,347.15	Clay County	50,302.94	46,386.06
Cave Springs	15,268.16	15,044.20	Kingsland	1,163.04	Swifton	2,797.14	3,347.72	Datto	347.49	320.43
Centerston	76,435.25	68,860.00	Lake City	10,528.16	Taylor	7,045.68	6,968.91	Greenway	726.26	669.71
Charleston	26,328.56	30,843.54	Lake Village	69,488.11	Texarkana	365,037.59	372,509.06	Knobel	997.30	919.65
Cherokee Village	11,513.63	NA	Lakeview	2,801.38	Texarkana Special	181,810.78	185,560.98	McDougal	646.34	596.01
Cherry Valley	5,510.77	4,367.44	Lamar	12,982.96	Thornton	1,031.15	1,456.84	Nimmons	239.77	221.10
Chidester	2,222.19	2,364.48	Lepanto	20,272.33	Tontitown	96,176.12	94,849.91	Peach Orchard	469.11	432.59
Clarendon	42,111.27	41,191.57	Lepanto	5,575.41	Trumann	65,929.69	64,025.32	Pollard	771.43	711.36
Clarksville	324,376.08	174,871.51	Lewisville	9,386.19	Tuckerman	12,576.78	15,074.90	St. Francis	868.73	801.09
Clinton	78,971.39	78,941.77	Lincoln	33,321.71	Turrell	4,646.74	5,427.25	Success	517.77	477.44
Conway	1,795,057.26	1,807,352.87	Little Flock	7,026.60	Twin Groves	5.02	666.23	Cleburne County	375,526.47	406,429.79
Corning	82,660.99	81,600.80	Little Rock	5,856,908.64	Tyronza	3,485.11	2,851.52	Concord	2,787.92	3,017.35
Cotter	8,942.07	8,980.47	Lonoke	131,174.78	Van Buren	275,738.63	289,265.98	Fairfield Bay	2,090.94	2,263.01
Cotton Plant	2,025.63	1,586.49	Lowell	337,067.89	Vandervoort	696.88	635.64	Greers Ferry	10,180.48	11,018.26
Cove	9,879.65	7,293.58	Luxora	3,245.70	Vilonia	79,956.00	90,597.09	Heber Springs	81,866.57	88,603.64
Crosscut	166,898.34	404,047.08	Madison	1,127.69	Viola	2,307.52	2,239.68	Higden	1,371.11	1,483.94
Damascus	6,298.18	NA	Magazine	7,973.15	Wabbaseka	926.67	1,365.34	Quitman	8,363.75	9,052.04
Dandville	47,061.44	44,332.42	Magnolia	404,799.23	Waldenbron	7,616.66	7,510.69	Cleveland County	34,878.17	35,588.70
Dardanelle	152,997.76	137,683.64	Malvern	158,904.41	Waldron	42,927.24	41,817.13	Kingsland	1,718.87	1,753.88
Decatur	14,992.15	15,928.97	Mammoth Spring	7,585.18	Walnut Ridge	64,302.50	63,857.45	Rison	5,168.13	5,273.42
Delight	3,202.17	3,333.31	Manila	38,737.00	Ward	17,409.25	14,960.67	Columbia County	378,364.09	391,592.98
De Queen	91,372.76	95,046.42	Mansfield	27,127.89	Warren	61,077.74	61,549.83	Emerson	674.05	697.62
Dermott	30,457.20	26,419.02	Marianna	77,421.12	Washington	1,458.02	1,642.06	Magnolia	21,205.10	21,946.50
Des Arc	18,020.53	16,933.63	Marion	177,227.03	Weiner	11,186.61	10,505.22	McNeil	945.14	978.18
DeWalls Bluff	7,563.88	10,020.69	Marked Tree	50,960.82	West Fork	30,705.44	23,564.64	Taylor	1,036.72	1,072.97
DeWitt	172,362.99	153,836.93	Marmaduke	16,563.49	West Memphis	526,048.32	506,387.56	Waldo	2,513.03	2,600.89
Diamond City	3,537.05	2,041.00	Marshall	13,200.79	Wheatley	14,851.11	3,780.54	Conway County	353,782.98	325,043.79
Diaz	3,857.65	2,550.04	Marvell	23,555.20	White Hall	68,117.14	58,652.03	Menifee	3,742.06	3,438.08
Dierks	14,832.95	17,823.69	Maumelle	239,084.77	Wickes	3,038.41	2,636.72	Morrilton	83,849.48	77,038.06
Dover	22,985.69	15,433.41	Mayflower	60,759.79	Widener	1,670.58	NA	Oppelo	9,677.32	8,891.20
Dumas	139,758.77	132,309.09	Maynard	3,973.05	Wiederkehr Village	2,798.57	3,192.98	Plumerville	10,234.92	9,403.49
Dyer	1,242.76	1,123.52	McCrotry	16,075.91	Wilton	1,013.79	2,353.51	Craighead County	261,762.20	243,141.47
Earle	22,207.89	20,310.05	McGehee	164,717.93	Wynne	116,543.66	95,008.09	Bay	26,150.08	24,289.87
East Camden	4,552.41	2,905.00	Melbourne	62,011.73	Yellville	17,867.78	19,311.77	Black Oak	3,804.18	3,533.56
El Dorado	461,056.68	492,070.33	Mena	132,983.26				Bono	30,941.60	28,740.54
Elkins	58,997.90	38,549.52	Menifee	4,639.00				Brookland	23,841.44	22,145.46
Elm Springs	4,396.06	4,202.71	Mineral Springs	3,567.90				Caraway	18,570.77	17,249.72
England	64,217.48	60,151.50	Monticello	174,071.56				Cash	4,965.76	4,612.51
Etowah	810.35	602.63	Moro	2,756.90						



Earle	14,055.46	13,487.50	Jacksonport	1,843.16	1,835.42	Manila	38,918.56	37,150.05	St. Joe	879.74	837.15
Edmondson	2,486.20	2,385.73	Newport	68,501.04	68,213.43	Marie	978.20	933.75	Sebastian County	697,199.76	725,758.81
Gilmore	1,378.18	945.35	Swifton	6,937.91	6,908.79	Osceola	90,332.53	86,227.70	Barling	63,720.72	66,330.88
Horseshoe Lake	1,700.16	1,631.46	Tuckerman	16,188.47	16,120.50	Victoria	430.88	411.30	Bonanza	7,881.14	8,203.97
Jennette	602.62	578.28	Tupelo	1,564.94	1,558.37	Wilson	10,515.68	10,037.85	Central City	6,880.58	7,162.42
Jericho	692.87	664.88	Weldon	652.08	649.32	Monroe County	NA	NA	Fort Smith	1,181,608.80	1,230,010.46
Marion	71,878.49	68,973.96	Jefferson County	681,963.95	667,113.91	Montgomery County	39,558.20	54,383.22	Greenwood	122,699.04	127,725.11
Sunset	1,037.57	995.64	Alzheimer	9,825.81	9,611.85	Black Springs	511.26	702.86	Hackett	11,129.54	11,585.43
Turrell	3,222.74	3,092.52	Humphrey	3,075.56	3,008.59	Glenwood	216.90	298.18	Hartford	8,799.46	9,159.91
West Memphis	152,810.96	146,635.99	Pine Bluff	490,122.23	479,449.62	Mount Ida	5,556.74	7,639.21	Huntington	8,703.52	9,060.04
Cross County	240,634.07	247,657.40	Redfield	12,951.30	12,669.28	Norman	1,952.09	2,683.66	Lavaca	31,373.78	32,658.93
Cherry Valley	6,180.82	6,361.21	Sherrill	838.79	820.52	Oden	1,198.10	1,647.13	Mansfield	9,909.67	10,315.60
Hickory Ridge	2,582.46	2,657.83	Wabbaseka	2,546.32	2,490.88	Nevada County	32,318.83	28,941.99	Midland	4,454.56	4,637.03
Parkin	10,491.25	10,797.45	White Hall	55,180.32	53,978.74	Bluff City	896.14	802.51	Sevier County	238,596.98	258,356.28
Wynne	79,439.14	81,757.74	Johnson County	104,095.04	104,171.82	Bodcaw	997.32	893.11	Ben Lomond	1,086.89	1,176.90
Dallas County	135,386.70	131,684.15	Clarksville	76,461.33	76,517.73	Cale	570.93	511.27	DeQueen	49,427.31	53,520.61
Desha County	102,077.35	100,616.04	Coal Hill	8,430.91	8,437.13	Emmet	3,432.79	3,074.12	Gilham	1,199.33	1,298.65
Arkansas City	3,950.55	3,881.27	Hartman	4,323.76	4,326.94	Prescott	23,819.96	21,331.12	Horatio	7,825.62	8,473.69
Dumas	50,795.82	49,905.05	Knoxville	6,089.91	6,094.41	Rosston	1,886.23	1,689.15	Lockesburg	5,539.40	5,998.14
McGehee	45,539.22	44,740.63	Lamar	13,371.14	13,381.01	Willisville	1,098.48	983.71	Sharp County	65,105.15	64,070.33
Mitchellville	3,885.78	3,817.64	Lafayette County	87,867.11	81,768.65	Newton County	49,560.98	44,804.63	Ash Flat	7,787.51	7,663.73
Reed	1,856.54	1,495.24	Bradley	4,141.05	3,853.64	Jasper	1,983.29	1,792.95	Cave City	13,842.69	13,622.67
Tillar	226.67	227.70	Buckner	1,813.36	1,687.50	Western Grove	1,634.30	1,477.46	Cherokee Village	30,816.28	30,326.47
Watson	2,277.50	2,237.56	Lewisville	8,440.36	7,854.55	Ouachita County	314,415.02	328,045.50	Evening Shade	3,432.86	3,378.30
Drew County	405,811.49	385,099.66	Stamps	11,163.69	10,388.88	Bearden	8,249.36	8,606.98	Hardy	5,800.90	5,708.70
Jerome	441.04	418.53	Lawrence County	131,022.58	123,707.81	Camden	104,039.28	108,549.58	Highland	8,304.03	8,172.04
Monticello	107,060.64	101,596.67	Alicia	706.63	667.18	Chidester	2,467.98	2,557.15	Horseshoe Bend	63.57	62.56
Tillar	2,307.00	2,189.26	Black Rock	3,772.48	3,561.87	East Camden	7,950.47	8,295.14	Sidney	1,438.31	1,415.44
Wilmar	5,778.81	5,483.87	College City	2,592.87	2,448.11	Louann	1,400.51	1,461.23	Williford	595.98	586.50
Winchester	1,888.57	1,792.18	Hoxie	15,842.15	14,957.71	Stephens	7,608.88	7,938.74	St. Francis County	148,370.01	139,048.12
Faulkner County	648,154.99	672,540.88	Imboden	3,857.96	3,642.58	Perry County	92,860.92	87,124.53	Caldwell	9,762.34	9,148.98
Damascus	NA	798.30	Lynn	1,641.20	1,549.58	Adona	827.54	776.42	Colt	6,648.94	6,231.20
Enola	1,973.63	2,044.14	Minturn	621.15	586.47	Bigelow	1,247.25	1,170.20	Forrest City	270,372.90	253,385.72
Holland	3,252.39	3,368.60	Portia	2,490.30	2,351.27	Casa	677.08	635.25	Hughes	25,346.91	23,754.40
Mount Vernon	846.67	876.92	Powhatan	410.30	387.39	Fourche	245.49	230.33	Madison	13,526.56	12,226.06
Twin Groves	1,956.11	NA	Ravenden	2,678.35	2,528.82	Houston	685.00	642.68	Palestine	11,978.66	11,226.06
Wooster	5,021.65	5,201.08	Sedgwick	866.19	817.83	Perry	1,069.07	1,003.03	Phellips County	100,362.03	99,310.01
Franklin County	151,273.45	166,642.91	Smithville	444.49	419.68	Perryville	5,780.92	5,423.82	Elaine	11,234.71	11,116.94
Altus	5,926.62	6,519.33	Strawberry	1,720.98	1,624.90	Helena-West Helena	178,025.22	176,159.10	Lake View	7,825.44	7,743.41
Branch	2,869.49	3,156.46	Walnut Ridge	27,866.24	26,310.52	Lexa	5,052.09	4,999.13	Marvell	20,950.27	20,730.66
Charleston	19,718.91	21,450.15	Lee County	31,579.97	30,208.49	Marvell	20,950.27	158,708.07	Antoine	858.53	826.08
Denning	3,682.64	4,050.93	Aubrey	978.60	936.10	Antoine	858.53	826.08	Daisy	843.85	811.96
Ozark	28,804.31	31,684.99	Haynes	863.47	825.97	Delight	2,047.25	1,969.89	Glenwood	16,040.49	15,434.37
Wiederkehr Village	297.12	326.83	LaGrange	512.33	490.08	Glenwood	16,040.49	15,434.37	Murfreesboro	12,041.37	11,586.37
Fulton County	90,620.30	81,905.53	Marianna	23,687.86	22,659.12	Poinsett County	111,438.75	111,501.21	Polk County	235,514.25	244,531.47
Ash Flat	358.52	405.81	Moro	1,243.40	1,189.40	Fisher	1,666.75	1,600.24	Cove	7,064.50	7,334.98
Cherokee Village	2,787.31	3,154.96	Rondo	1,139.77	1,090.27	Harrisburg	17,205.65	17,034.16	Grannis	10,245.38	10,637.64
Hardy	147.63	167.10	Lincoln County	54,127.15	52,243.12	Lepanto	14,148.70	14,093.39	Hatfield	7,637.80	7,930.24
Horseshoe Bend	59.75	67.63	Gould	4,284.51	4,135.38	Marked Tree	19,178.85	19,103.87	Mena	106,097.00	110,159.17
Mammoth Spring	3,434.04	3,887.00	Grady	2,298.38	2,218.38	Trumann	54,531.91	53,924.14	Vandervoort	1,608.94	1,670.54
Salem	5,746.84	6,004.86	Star City	11,640.36	11,235.19	Tyronza	5,695.36	5,673.09	Wickes	13,944.06	14,477.95
Viola	1,184.51	1,340.76	Little River County	164,134.76	147,845.74	Waldenburg	455.93	454.15	Pope County	308,593.32	290,383.27
Garland County	1,401,580.37	637,927.55	Ashdown	33,479.46	30,156.90	Weiner	5,351.54	5,330.62	Atkins	37,061.18	34,874.21
Fountain Lake	3,283.83	3,389.90	Foreman	7,166.57	6,455.35	Polk County	235,514.25	244,531.47	Dover	16,933.13	15,933.90
Lonsdale	613.68	633.50	Ogden	1,275.95	1,149.32	Cove	7,064.50	7,334.98	Hector	5,529.69	5,203.38
Mountain Pine	5,026.93	5,189.30	Wilton	2,651.14	2,388.03	Grannis	10,245.38	10,637.64	London	12,767.43	12,014.03
Grant County	168,807.93	157,047.76	Winthrop	1,361.01	1,225.95	Hatfield	7,637.80	7,930.24	Pottsville	34,873.88	32,815.98
Greene County	445,339.68	125,050.28	Logan County	78,395.91	110,979.17	Mena	106,097.00	110,159.17	Russellville	343,086.27	322,840.79
Delaplaine	1,148.74	1,082.28	Blue Mountain	772.43	1,093.48	Vandervoort	1,608.94	1,670.54	Prairie County	34,524.83	34,458.46
Lafe	4,535.54	4,273.16	Booneville	24,854.96	35,185.29	Wickes	13,944.06	14,477.95	Briscoe	2,295.61	2,857.11
Marmaduke	11,002.15	10,365.67	Caulksville	1,326.84	1,878.31	Pope County	308,593.32	290,383.27	Des Arc	13,540.23	13,514.20
Oak Grove Heights	8,803.70	8,294.40	Magazine	5,276.23	7,469.16	Atkins	37,061.18	34,874.21	DeValls Bluff	4,881.42	4,872.04
Paragould	258,595.21	243,635.22	Morrison Bluff	398.68	564.38	Dover	16,933.13	15,933.90	Hazen	11,576.62	11,554.37
Hempstead County	618,698.41	569,418.34	Paris	22,001.93	31,146.48	Hector	5,529.69	5,203.38	Ulm	1,340.63	1,338.04
Blevins	3,844.53	3,538.31	Ratcliff	1,258.32	1,781.31	London	12,767.43	12,014.03	Pulaski County	836,742.24	784,988.20
Emmet	483.01	483.01	Scranton	1,395.37	1,975.31	Pottsville	34,873.88	32,815.98	Alexander	4,050.52	3,799.99
Fulton	2,453.18	2,257.78	Subiaco	3,563.17	5,044.10	Russellville	343,086.27	322,840.79	Cammack Village	13,181.37	12,366.08
Hope	123,208.16	113,394.48	Lonoke County	230,312.79	229,866.67	Pope County	308,593.32	290,383.27	Jacksonville	486,818.12	456,707.53
McCaskill	1,171.67	1,078.34	Allport	931.29	929.49	Atkins	37,061.18	34,874.21	Little Rock	3,321,498.72	3,116,057.93
McNab	829.93	763.83	Austin	16,504.13	16,472.16	Dover	16,933.13	15,933.90	Maumelle	294,572.68	276,352.82
Oakhaven	768.91	707.66	Cabot	192,542.79	192,169.83	Hector	5,529.69	5,203.38	North Little Rock	1,069,338.46	1,003,197.92
Ozan	1,037.41	954.78	Carlisle	17,929.41	17,894.68	London	12,767.43	12,014.03	Sherwood	506,710.31	475,369.35
Patmos	781.11	718.90	Coy	777.43	775.92	Pottsville	34,873.88	32,815.98	Wrightsville	36,283.10	34,038.90
Perrytown	3,319.72	3,055.30	England	22,877.41	22,833.10	Russellville	343,086.27	322,840.79	Biggers	2,718.35	2,777.94
Washington	2,196.88	2,021.90	Humnoke	2,299.89	2,295.43	Prairie County	34,524.83	34,458.46	Maynard	3,337.23	3,410.38
Hot Spring County	304,156.73	246,329.26	Keo	2,073.14	2,069.12	Des Arc	13,540.23	13,514.20	O'Keane	1,519.77	1,553.08
Donaldson	2,460.76	1,993.17	Lonoke	34,376.86	34,310.27	DeValls Bluff	4,881.42	4,872.04	Pocahontas	51,766.19	52,900.91
Friendship	1,438.85	1,165.44	Ward	32,935.38	32,871.58	Hazen	11,576.62	11,554.37	Ravenden Springs	924.40	944.66
Magnet Cove	NA	33.11	Madison County	153,010.64	158,472.03	Ulm	1,340.63	1,338.04	Reyno	3,572.24	3,650.54
Malvern	84,352.41	68,324.18	Hindsville	322.81	334.33	Pulaski County	836,742.24	784,988.20	Saline County	NA	NA
Midway	3,180.18	2,575.90	Huntsville	12,414.85	12,857.97	Alexander	4,050.52	3,799.99	Scott County	136,577.73	143,896.33
Perla	1,970.24	1,595.86	St. Paul	597.98	619.33	Cammack Village	13,181.37	12,366.08	Mansfield	6,427.19	6,771.59
Rockport	6,172.32	4,999.50	Marion County	74,855.65	73,843.29	Jacksonville	486,818.12	456,707.53	Waldron	25,708.74	27,086.37
Howard County	293,993.80	316,233.17	Bull Shoals	12,895.89	12,721.48	Little Rock	3,321,498.72	3,116,057.93	Searcy County	40,827.88	38,850.85
Dierks	14,402.36	15,491.84	Flippin	8,960.99	8,839.80	Maumelle	294,572.68	276,352.82	Big Flat	6.66	6.34
Mineral Springs	15,355.74	16,517.34	Pyatt	1,461.53	1,441.77	North Little Rock	1,069,338.46	1,003,197.92	Gilbert	186.61	177.57
Nashville	58,817.06	63,266.33	Summit	3,994.42	3,940.40	Sherwood	506,710.31	475,369.35	Leslie	2,939.13	2,796.80
Tollette	3,050.81	3,281.58	Yellville	7,962.38	7,854.68	Wrightsville	36,283.10	34,038.90	Marshall	9,030.65	8,593.36
Independence County	482,785.07	479,1									



# PROFESSIONAL

  
CIVIL ENGINEERING ASSOCIATES, LLC

---

Drainage • Parks • Water • Wastewater

---

Arkansas • Texas • Missouri  
1-888-228-4516

 **McCLELLAND  
CONSULTING  
ENGINEERS, INC.**  
DESIGNED TO SERVE

Water & Wastewater Systems ♦ Streets & Drainage ♦ Airports & Parks  
Surveying & Land Planning ♦ Environmental & Materials Testing Laboratories

900 W. Markham, Little Rock, AR 72201, Ph. 501-371-0272  
1810 N. College, Fayetteville, AR 72703, Ph. 479-443-2377

  
Associates Ltd.  
water resources/environmental consultants

- Environmental Assessments
- Sustainable Site Designs
- Stormwater - Management, Permitting & Modeling
- Floodplains - Management, Administration & Modeling
- Wetlands - Section 404 Delineation, Permitting, & Mitigation

3 Innwood Circle • Suite 220 • Little Rock, AR 72211-2492  
(501) 225-7779 • Fax (501) 225-6738 • [www.ftn-assoc.com](http://www.ftn-assoc.com)

Visit Us.  
**[www.arml.org](http://www.arml.org)**  
[www.facebook.com/Arkansas.Municipal.League](https://www.facebook.com/Arkansas.Municipal.League)



# DIRECTORY



**Miller-Newell  
Engineers, Inc.**

*Consulting Engineers and Surveyors*

510 Third St.  
Newport, Ark.  
870-523-6531



- Engineers
- Surveyors
- Planners
- Landscape Architects
- Environmental Scientists

3108 SW Regency Parkway  
PO Box 1408  
Bentonville, AR 72712

479.273.9472  
www.ceieng.com



- Water and Wastewater • Streets and Drainage
  - Pedestrian Facilities
- 118 East Broad Street  
Texarkana, Arkansas 71854  
Phone: 870.216.1906 Fax: 870.216.1907

**URBAN  
PLANNING  
ASSOCIATES, INC.**

*Urban Planning | Zoning | GIS  
Mapping | City Management*

**James P. Walden, AICP**

james@planyourcity.com  
www.planyourcity.com  
(501) 372-3232



## 911 Phone Service

E911, Jonesboro introduces-Jan. '11, p.13  
Smart911 system-July '12, p.42

## Aldermen

Coleman, Herman, bio-Aug. '11, p.9; profile-Sept. '11, p.10  
Gies, Joe, bio-Sept. '08, p.10; profile-Nov. '08, p.6  
Henderson, Dorothy, bio-Sept. '08, p.10; profile-March '09, p.7  
Pickett, T.C., bio-Aug. '10, p.10; profile-Dec. '10, p.6  
Ray, Reedie, bio-Aug. '09, p.10; profile-Dec. '09, p.7  
Wilkinson, Rose Marie, bio-Aug. '10, p.10; profile-Oct. '10, p.10  
Witcher, Murry, bio-Aug. '09, p.10; profile-Aug. '10, p.7  
Zamora, Austin-Dec. '10, p.16

## Americans with Disabilities Act (ADA)

Amendments-Feb. '09, p.16  
Compliance, aquatic facilities-Nov. '11, p.26; playground equipment-April '12, p.26  
New design standards-April '12, p.37

## Animal Control

Animal control officers, work emotionally taxing-Jan. '11, p.14; June '12, p.25; comic relief-June '08, p.34; never dull moment-Feb. '10, p.30  
Animal welfare groups, private-May '10, p.40  
Cats, feral-June '10, p.32  
Cruelty, Act 33 of 2009-April '10, p.14  
Dog parks, keep bite-free-Feb. '11, p.36  
Grooming, budgeting for-Jan. '09, p.30  
Hoarders-Feb. '11, p.32  
Jacksonville, supervisor bids farewell-Aug. '08, p.30  
Media, animals in-July '08, p.52  
Rescue groups honored-May '12, p.29  
Safety, holiday hazards-Nov. '11, p.18; through responsible pet ownership-Jan. '12, p.28  
Shelters, won't solve issues-Sept. '08, p.26; overcrowding-May '09, p.34; sharing resources-July '09, p.42; March '10, p.28  
Sterilization-reclaim fees-Jan. '08, p.20; importance of-April '09, p.34; Dec. '10, p.10; April '11, p.36; March '12, p.26; Act 994 of 2011 passes-May '11, p.20; Aug. '11, p.24  
Training-April '08, p.36; standards needed-Oct. '09, p.30  
Vaccination-Feb. '09, p.36  
Winter, safety-Dec. '12, p.14

## Arkansas City Attorneys' Association (ACAA)

Continuing Legal Education (CLE)-Dec. '08, p.17; June '08, p.24; May '09, p.10; Dec. '09, p.14; May '10, p.21; Jan. '11, p.31; May '11, p.12; Nov. '11, p.27; Dec. '12, p.35  
Officers, elected-July '08, p.23; July '09, p.23; July '10, p.27; July '11, p.53

## Arkansas City Clerks, Records and Treasurers Association (ACCRTA)

(see also City Clerks)  
ACCRTA, officers elected-July '08, p.23; July '09, p.23; July '10, p.27; July '11, p.53; silent auction-Jan. '10, p.19; May '10, p.36; Jan. '11, p.47; scholarships-Jan. '10, p.31; Feb. '10, p.35; Jan. '11, p.39; Dec. '12, p.29; president's letter-Sept. '11, p.14

## Arkansas City Managers Association (ASMA)

Officers-May '08, p.41

## Arts and Literature

Crystal Bridges Museum of American Art, endowment pays entry for schoolchildren-Oct. '11, p.34; impact upon opening-March '12, p.6  
El Dorado, Murphy Foundation gift-Dec. '12, p.36  
Eureka Springs, top art city-June '12, p.28  
IBLA Grand Prize International Music Competition, performs in Arkansas-June '10, p.13; June '11, p.18; June '12, p.19

## a'TEST Consultants, Inc.

(see also DOT, Drugs)  
Alcohol, federal regulations-Feb. '10, p.42; in moderation-Nov. '12, p.21  
Cocaine, new penalties-May '10, p.48; use down-May '12, p.30  
Driving, phone use while-June '12, p.36  
Drug testing, direct observation rules-Nov. '09, p.38; procedures amended-March '10, p.40; Nov. '11, p.23; benefits, costs-May '12, p.30; school-Oct. '12, p.30  
Heroin-July '12, p.52  
K2-May '10, p.49; Feb. '12, p.32  
Marijuana, "stoner" etiquette-April '10, p.43; medical-Jan. '11, p.32; April '12, p.32; Aug. '12, p.22; Oct. '12, p.30;  
Medical Review Officer-Sept. '12, p.26  
Pipeline and Hazardous Materials Safety Admin.-March '12, p.36  
Prescription medicine, foreign-May '10, p.48  
Record retention-Feb. '11, p.30  
Smoking, cessation-Nov. '11, p.23  
Training, DOT-April '10, p.42; HR-Sept. '12, p.24  
Workshop-Dec. '10, p.9

## Awards

Adrian L. White Municipal Leadership Award-July '08, p.12; July '09, p.22; July '10, p.12; July '11, p.12; July '12, p.14  
America's Most Wanted All-Star, North Little Rock Officer Tommy Norman nominated-March '11, p.10; Norman wins-June '11, p.41  
Ark. Environmental Stewardship-May '08, p.30

Certificates of Appreciation-July '08, p.13; July '09, p.13; July '10, p.26; July '11, p.26; July '12, p.9  
Four Star Municipality Award-July '08, p.23; July '09, p.27; July '10, p.13; July '11, p.13; July '12, p.15  
Glenn G. Zimmerman Award-July '08, p.12; July '09, p.22; July '10, p.12; July '11, p.12  
Hope mayor named citizen of year-April '09, p.24  
IABC, Woodruff Award-Feb. '08, p.14; Leroy Donald wins-Dec. '09, p.13  
Jack R. Rhodes Sr. Distinguished Service Award-July '08, p.13; July '09, p.22; July '10, p.12; July '11, p.13; July '12, p.15  
John Woodruff City Above Self Award-July '08, p.12; July '09, p.22; July '10, p.12; July '11, p.12; July '12, p.14  
Main Street-Feb. '08, p.12  
Marvin L. Vincent Commitment to Excellence Award-July '08, p.13; July '09, p.22; July '10, p.12; July '11, p.12; July '12, p.15  
Municipal Clerk of the Year-July '08, p.12; July '09, p.22; July '10, p.12; July '11, p.12; July '12, p.14  
Person(s) of Year-July '08, p.12; July '09, p.22; July '11, p.12  
Rural development grants-March '08, p.18  
Volunteer Communities of the Year, named-Feb. '08, p.12; Nov. '08, p.27; Feb. '09, p.10; Nov. '09, p.30; Feb. '10, p.11; Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.16  
Water/Wastewater awards-Jan. '08, p.25

## Books

Review: A Better Way to Zone-Dec. '08, p.22

## Census

2010 Census, get counted-Nov. '09, p.30; Be Counted in 2010-Nov. '09, p.32; jobs avail.-Feb. '10, p.28; economic impact-Feb. '10, p.44; "Take 10" challenge-March '10, p.21; results-March '11, p.42; impact on cities, planning-April '11, p.26; analysis of results-April '11, p.50  
Northwest Arkansas, growing-April '08, p.26  
Redistricting, laws governing-March '11, p.40; help available-March '11, p.41; time to redistrict-Sept. '11, p.32  
Special census, Bella Vista-March '08, p.18

## Centennial/Sesquicentennial Incorporation

Centennial celebrations, profiled-April '09, p.13; April '10, p.12; April '11, p.30; April '12, p.28; Haskell celebrates-Aug. '10, p.11  
Sesquicentennial celebrations, profiled-April '09, p.12; April '11, p.30

## Cities

Adona, Tree City USA-May '08, p.44  
Alpena, Tree City USA-May '08, p.44; Mayor Bailey profile-April '09, p.22  
Arkadelphia, Tree City USA-May '08, p.44; green vehicles-June '10, p.7; Mayor Hollingshead profile-Dec. '11, p.6; Southwest Arkansas Preparatory Academy-Dec. '12, p.30  
Arkansas City, gets DRA grant-Dec. '08, p.26  
Atkins, tornado recovery-March '10, p.7  
Augusta, Shine Award-Nov. '08, p.26; sesquicentennial-April '11, p.30  
Austin, new city hall-June '11, p.42  
Batesville, water upgrade-March '08, p.27; planning-May '08, p.38; Elumbaugh, profile-Sept. '10, p.12; AHPP grant-Aug. '12, p.17  
Bay, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.10  
Beaver-Tree City USA-May '08, p.44  
Beebe, CDBG-Jan. '12, p.34  
Bella Vista, special census-March '08, p.18; Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.14; named best place to retire-Nov. '09, p.30; "Top 100 Places to Live"-May '10, p.36  
Benton, Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.16; Dec. '12, p.36  
Bentonville, Tree City USA-May '08, p.44; plaza, ice rink-April '10, p.40; All-America City finalist-April '10, p.48; budget award-Aug. '10, p.13; Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.16; Dec. '12, p.36; Crystal Bridges Museum of American Art, impact-March '12, p.6; tree & landscape committee-Dec. '12, p.32  
Berryville, receives trail grant-Oct. '11, p.34  
Big Flat, Dept. of Rural Services grant-April '11, p.46  
Bischoe, centennial-April '09, p.13  
Blytheville, AHPP grant-Aug. '12, p.17; Volunteer Community of the Year-Dec. '12, p.36  
Booneville, fire-May '08, p.30; Preserve America Community-Aug. '10, p.13; grants-Dec. '11, p.37; Voluntary Community of the Year-Feb. '12, p.16  
Branch, centennial-April '09, p.13  
Brookland, centennial-April '11, p.30  
Bryant-Tree City USA-May '08, p.44; Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.14; Mayor Mitchell profile-Dec. '08, p.6; Top 100 Best Places to Live-Aug. '09, p.18; community center opens-March '11, p.6  
Buckner, Kyle Petty Charity Ride-June '10, p.45  
Bull Shoals, CDBG-March '11, p.54  
Cabot, Tree City USA-May '08, p.44; named boomtown-April '09, p.11  
Calico Rock, Preserve America Community-Aug. '10, p.13  
Camden, brownfields grant-Aug. '08, p.31; Shine Award-Nov. '08, p.26  
Caraway, young alderman-Dec. '10, p.16  
Carlisle, Tree City USA-May '08, p.44; employee retires-Sept. '10, p.16; Airport Day-Nov. '10, p.16; opens community center, honors Sen. Bobby Glover-Sept. '11, p.40; FAA funds for airport-July '12, p.42; dedicates highway-Sept. '12, p.27  
Camden, extends water service-Jan. '12, p.17; Mayor Claybaker profile-Aug. '12, p.6



Cave City, former fire chief in hall of fame-Aug. '12, p.17  
Cave Springs, centennial-April '10, p.12  
Cedarville, walking trail grant-Jan. '11, p.48  
Center Point, Tree City USA-May '08, p.44  
Charleston, new city offices-Aug. '10, p.39  
Clarkridge, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.14; Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.16  
Clarksville, Volunteer Community of the Year-Feb. '09, p.14; Feb. '12, p.17; Dec. '12, p.36; Helms, profile-Nov. '10, p.6; FAA funds for airport-July '12, p.42  
Clinton, clerk elected to IIMC board-July '08, p.35; tornado recovery-March '10, p.7; CDBG-Jan. '12, p.34; EDA grant-Oct. '12, p.28  
Concord, CDBG-Jan. '12, p.34  
Conway, Tree City USA-May '08, p.44; Sister Cities Intl.-Aug. '08, p.12; new sports complexes-May '09, p.42; growth continues-Aug. '09, p.12; receives grant-Oct. '09, p.26; budget award-Aug. '10, p.13; affordable cities list-Aug. '10, p.13; Aug. '12, p.17; AHPP grant-Aug. '12, p.17; bike friendly-Nov. '10, p.40; recycling-Nov. '12, p.30  
Cotter, Tree City USA-May '08, p.44  
Crawfordsville-March '08, p.18; centennial-April '12, p.29  
Crossett, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.14; profile-Oct. '09, p.7; Kyle Petty Charity Ride-June '10, p.45; AHPP grant-Aug. '12, p.17  
Daisy, centennial-April '10, p.12  
Dardanelle, firefighter grant-March '10, p.31  
Delaplaine, centennial-April '12, p.29  
Dell, Tree City USA-May '08, p.44; lawsuit settlement-Sept. '10, p.31  
De Queen, Tree City USA-May '08, p.44; new wastewater plant-Jan. '09, p.20; AEDC grant-Aug. '12, p.16; CDBG-Dec. '12, p.36  
DeWitt, airport grant-June '09, p.26  
Dierks, Tree City USA-May '08, p.44; tornado recovery-March '10, p.7  
Dumas, tornado recovery-Jan. '08, p.25; March '10, p.7; Pickett, profile-Dec. '10, p.6  
Edmondson, centennial-April '11, p.30  
El Dorado, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.14; Kyle Petty Charity Ride-June '10, p.45; AHPP grant-Aug. '12, p.17; Murphy Foundation gift-Dec. '12, p.36  
Elkins, creative financing-Sept. '08, p.14; CDBG-Dec. '12, p.36  
Etowah, Tree City USA-March '08, p.18; May '08, p.44  
Eureka Springs, Tree City USA-May '08, p.44; Shine Award-Nov. '08, p.26; Shine Award-Oct. '10, p.20; top art city-June '12, p.28; AHPP grant-Aug. '12, p.17  
Fairfield Bay, EDA grant-Oct. '12, p.28  
Farmington, new sports complex-May '12, p.28  
Fayetteville, Tree City USA-May '08, p.44; new wastewater plant-March '08, p.18; hires sustainability dir.-Sept. '08, p.16; Shine Award-Nov. '08, p.26; receives grant-Oct. '09, p.26; Dec. '09, p.24; Good Neighbors program-Jan. '10, p.29; named top sports town-April '10, p.48; green vehicles-June '10, p.7; budget award-Aug. '10, p.13; pedicabs-Sept. '10, p.14; Shine Award-Oct. '10, p.20; top 25 place to retire-Oct. '10, p.37; Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.17; Dec. '12, p.36; green grant-Dec. '10, p.29; innovative community development award winner-Dec. '10, p.44; downtown gets Wi-Fi-May '11, p.14; top website-May '11, p.58; livable bargain city-Aug. '11, p.29; Let's Move! campaign-Oct. '11, p.38; top digital city-Dec. '11, p.36; least expensive city-May '12, p.22; farmers market honored-Oct. '12, p.29  
Fordyce, Tree City USA-May '08, p.44; receives COPS funds-July '12, p.42  
Forrest City-March '08, p.18  
Fort Smith, Fitness, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.15; Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.17; Dec. '12, p.36; Tree City USA-May '08, p.44; Sister Cities Intl.-Oct. '08, p.21; hosts NLC meeting-Nov. '08, p.12; Vice Mayor Campbell profile-Aug. '09, p.7; police on TV-July '10, p.33; budget award-Aug. '10, p.13; affordable cities list-Aug. '10, p.13; Aug. '12, p.17; Development Services Dept. honored-Nov. '10, p.29; preservation conference-April '12, p.44; least expensive city-May '12, p.22; AHPP grant-Aug. '12, p.17; volunteers honored-Sept. '12, p.24  
Fouke, centennial-April '11, p.30  
Garfield, Mayor Hamilton profile-Nov. '11, p.10  
Gassville, tornado-May '08, p.7; tornado recovery-March '10, p.7  
Gilbert, Sister Cities Intl.-June '08, p.8; Feb. '12, p.26  
Glenwood, Tree City USA-May '08, p.44; centennial-April '09, p.13  
Greenland-centennial-April '10, p.12  
Greenwood, firefighter grant-March '10, p.31; Shine Award-Oct. '10, p.20  
Grubbs, centennial-April '09, p.13  
Gurdon, R/T named citizen of year-May '09, p.26; receives COPS funds-July '12, p.42  
Hamburg, Kyle Petty Charity Ride-June '10, p.45  
Hardy, firefighter grant-March '10, p.31; USDA nutrition program-Aug. '10, p.30  
Harrison, embraces diversity-July '11, p.42; April '12, p.21  
Hartman, centennial-April '11, p.30  
Haskell-March '08, p.18; centennial-April '10, p.12; Aug. '10, p.11; Wilkinson, profile-Oct. '10, p.10  
Hatfield, Tree City USA-May '08, p.44; centennial-April '12, p.29  
Haynes, AEDC grant-Aug. '12, p.16; CDBG-Dec. '12, p.36  
Heber Springs, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.15; Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.17; new aquatic center-June '10, p.10; Top Towns for Sportsmen-July '10, p.32; visits Omoa, Honduras-April '11, p.28; forms sister city partnership-May '11, p.21; EDA grant-Oct. '12, p.28  
Helena-West Helena, HOME grant-Aug. '10, p.13; King Biscuit Festival, name returns-Nov. '10, p.8; CDBG-Jan. '12, p.34 Fort Curtis dedication-June '12, p.8; AHPP grant-Aug. '12, p.17; Sonny "Sunshine" Payne-Sept. '12, p.14  
Higden, centennial-April '09, p.13  
Highland, tornado-May '08, p.8  
Holiday Island, Tree City USA-May '08, p.44  
Hope, mayor named citizen of year-April '09, p.24  
Horseshoe Bend, environmental award-May '08, p.30  
Hot Springs, Tree City USA-May '08, p.44; Sister Cities Intl.-July '08, p.36; Shine Award-Nov. '08, p.26; Oct. '10, p.20; hosts Sister Cities meeting-Dec. '09, p.10; ISO rating-June '10, p.28; aids Hanamaki, Japan-May '11, p.58; perfect fit with sister city-Sept. '11, p.24; celebrates 20-year sister city relationship-Oct. '11, p.24; stormwater utility fee upheld-Oct. '11, p.30; AHPP grant-Aug. '12, p.17  
Hot Springs Village, "Top 100 Places to Live"-May '10, p.36  
Jacksonville, landfill habitat-Aug. '08, p.10; profile-Dec. '09, p.7; breaks ground on police HQ-Nov. '11, p.13; underwater egg hunt-Dec. '12, p.34  
Jonesboro, Tree City USA-May '08, p.44; gives \$5 million for center-Nov. '08, p.26; sesquicentennial-April '09, p.12; cloverleaf cleanup-Sept. '09, p.12; Comprehensive Planning Advisory Commission-Feb. '10, p.14; police website-May '10, p.9; incinerator-Nov. '10, p.9; creates CNT internship-Dec. '10, p.15; introduces E911 service-Jan. '11, p.13; workforce training grant-March '11, p.15; broadens communication-July '11, p.47; holiday celebration-Dec. '11, p.12; free dental clinic-June '12, p.34; Winthrop Rockefeller Foundation grant-Aug. '12, p.16; new fire station-Aug. '12, p.19; Volunteer Community of the Year-Dec. '12, p.36; Mayor Per-rin, profile-Sept. '12, p.10  
Keiser, Tree City USA-May '08, p.44  
Kensett, centennial-April '11, p.30; fire damage Feb. '12, p.40  
Lakeview, Alderman Gies profile-Nov. '08, p.6  
Lake City, clerk certified-June '10, p.44; police grant-Sept. '10, p.14; two grants-April '12, p.44  
Lake Village, Tree City USA-May '08, p.44; Mayor Bush profile-Aug. '08, p.7; Kyle Petty Charity Ride-June '10, p.45; bridge opens; Tushek building opens-July '12, p.50  
Lepanto, centennial-April '09, p.13  
Letona, centennial-April '11, p.30  
Lewisville, Kyle Petty Charity Ride-June '10, p.45  
Lincoln, Tree City USA-May '08, p.44  
Little Rock, best for young people-Feb. '08, p.24; Tree City USA-May '08, p.44; Junction bridge opens-June '08, p.9; wastewater award-Sept. '08, p.14; Sister Cities, Commission-Jan. '09, p.7; Chinese delegation visit-Jan. '12, p.7; longtime employee honored-June '09, p.26; City Year Little Rock/North Little Rock-Oct. '09, p.14; River Market receives national honor-Nov. '09, p.16; to host 35th Neighborhoods USA Conference-Nov. '09, p.24; Feb. '10, p.33; March '10, p.26; May '10, p.20; La Petite Roche Project-Nov. '09, p.44; named "most livable"-Dec. '09, p.26; stimulus funds-Feb. '10, p.28; Capitol View neighborhood honored-March '10, p.31; "Top 100 Places to Live"-May '10, p.36; green vehicles-June '10, p.7; fight childhood obesity-June '10, p.28; Clinton Park Bridge, breaks ground-July '10, p.59; leadership grant-Aug. '10, p.12; budget award-Aug. '10, p.13; Oct. '11, p.35; EPA assistance-Dec. '10, p.44; airport grows-April '11, p.46; happiest city-May '11, p.58; best value-Sept. '11, p.34; Healthy Food and Active Living Summit-Oct. '11, p.12; Sustainability Summit-May '12, p.6; district makes National Register-May '12, p.22; AHPP grant-Aug. '12, p.17; fleet services honored-Sept. '12, p.24; top 10 downtown-Nov. '12, p.40  
Lonoke, Tree City USA-May '08, p.44  
Lowell, Tree City USA-May '08, p.44; Shine Award-Nov. '08, p.26; firefighter grant-March '10, p.31  
Magnolia, Kyle Petty Charity Ride-June '10, p.45  
Malvern, firefighter grant-March '10, p.31; money for bulletproof vests-Feb. '11, p.44  
Mammoth Spring, Tree City USA-May '08, p.44; June '12, p.28  
Marianna, new city hall-Oct. '10, p.14  
Marion, Mayor Fogleman profile-Aug. '11, p.6  
Marked Tree, hosts vet wall-Nov. '08, p.9; Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.15  
Marshall-March '08, p.18; recorder/treasurer retires-Oct. '12, p.27  
Marvell, Tree City USA-May '08, p.44  
Maumelle, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.15; Feb. '12, p.17; Dec. '12, p.36; Tree City USA-May '08, p.44; new police, fire substations-June '10, p.12; NLC youth delegation-April '11, p.11; Mayor Watson, profile-Oct. '12, p.10  
Maynard, USDA grant-March '10, p.12  
McCrory, Tree City USA-May '08, p.44; Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.11  
McGehee, Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.11; jail makes National Register-March '11, p.54; hosts medical mission-July '11, p.36; CDBG-Jan. '12, p.34  
Melbourne-Tree City USA-May '08, p.44  
Mena, tornado recovery-March '10, p.7; New York Says Thank You-Oct. '10, p.6; firefighter grant-March '10, p.31; ReGreen Mena-April '10, p.38  
Mineral Springs, Tree City USA-May '08, p.44  
Monticello, CDBG-Dec. '12, p.36  
Montrose, grant-Dec. '10, p.29  
Morrilton, Tree City USA-May '08, p.44; workforce training-May '11, p.62; AHPP grant-Aug. '12, p.17  
Morrison Bluff, centennial-April '12, p.29  
Mount Vernon, Tree City USA-May '08, p.44  
Mountain Home, Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.11; Feb. '12, p.17; Dec. '12, p.36; best fishing-Feb. '08, p.24; trail grant-March '08, p.18; attorney turns 90-July '08, p.44  
Mountain View, Tree City USA-May '08, p.44  
Mulberry, gets water loan-Aug. '08, p.31; new senior center-Nov. '12, p.38  
Nashville, Tree City USA-May '08, p.44; receives Growing Healthy Communities grant-Jan. '11, p.48; CDBG-Jan. '12, p.34  
Nimmons, centennial-April '12, p.29  
Norfolk, centennial-April '10, p.13; Volunteer Community of the Year-Dec. '12, p.36  
North Little Rock, Tree City USA-May '08, p.44; Junction bridge opens-June '08, p.9; Sister Cities Intl.-Nov. '08, p.14; City Year Little Rock/North Little Rock-Oct. '09, p.14; to convert fleet to natural gas-Dec. '09, p.24; stimulus funds-Feb. '10, p.28; green vehicles-June '10, p.7; fight childhood obesity-June '10, p.28; Alderman Witcher, profile-Aug. '10, p.7; PD achieves accreditation-Dec. '10, p.44; CNG fueling station-Feb. '12, p.34 teen court-May '12, p.20; drones-May '12, p.22; animal rescue groups honored-May '12, p.29; AHPP grant-Aug. '12, p.17; Officer Norman honored-Nov. '12, p.41  
Oil Trough, tornado-May '08, p.7; CDBG-Jan. '12, p.34  
Oklahoma City, the Survivor Tree-Aug. '11, p.26  
Pangburn, centennial-April '11, p.30  
Paragould, airport of the year-Nov. '10, p.40; new pool-Sept. '11, p.18

Parkin, centennial-April '12, p.29  
 Pea Ridge, Civil War battle anniversary-April '11, p.17; 150th Civil War anniversary-April '12, p.18  
 Peach Orchard, centennial-April '10, p.13; AEDC grant-Aug. '12, p.16; CDBG-Dec. '12, p.36  
 Pine Bluff, DRA meeting-March '08, p.28; Norman Pugh-April '08, p.14; Sister Cities Intl.-April '08, p.16; wastewater honored-Nov. '08, p.26; receives communications grant-Dec. '08, p.26; stimulus energy grant-Feb. '10, p.28; receives COPS funds-July '12, p.42; FAA funds for airport-July '12, p.42; AHPP grant-Aug. '12, p.17  
 Plainview, Tree City USA-May '08, p.44; CDBG-Dec. '12, p.36  
 Pleasant Plains, CDBG-Dec. '12, p.36  
 Prairie Grove, creative financing-Sept. '08, p.14; stimulus funds-Feb. '10, p.28  
 Quitman, Volunteer Community of the Year-Feb. '12, p.17  
 Redfield, grant success-Aug. '11, p.30  
 Rison, new city hall-Oct. '12, p.18  
 Rogers, Tree City USA-May '08, p.44; World Trade Center-June '09, p.22; 10th best small city-Aug. '10, p.12; Police Department CALEA accredited-Feb. '11, p.44; hosts green workshop-April '11, p.34; livable bargain city-Aug. '11, p.29; hosts Main Street conference-Oct. '11, p.34; FAA funds for airport-July '12, p.42; AHPP grant-Aug. '12, p.17; top 100 city-Sept. '12, p.24; Oct. '12, p.29  
 Russellville, FAA Airport of the Year-Dec. '09, p.24; airport grant-June '10, p.44; budget award-Aug. '10, p.13; restored city hall-March '12, p.16; AHPP grant-Aug. '12, p.17; complete streets-Sept. '12, p.16  
 Scranton, centennial-April '10, p.13  
 Searcy, top recycler-Oct. '10, p.23; ISO Class 1 rating-Nov. '10, p.40; new airport terminal-July '12, p.33  
 Sedgwick, CDBG-Jan. '12, p.34  
 Sheridan, firefighter grant-March '10, p.31  
 Sherwood, Mayor Hillman profile-Oct. '11, p.8  
 Shirley, centennial-April '11, p.30  
 Siloam Springs, Walton gift for trail-April '09, p.44; stimulus funds-Feb. '10, p.28; best small town-May '12, p.22; CDBG-Dec. '12, p.36  
 Smackover, clerk honored-Oct. '08, p.22  
 Springdale, local donates \$1 million-Oct. '08, p.22; Playful City USA-Dec. '08, p.34; July '09, p.50; Aug. '09, p.21; March '11, p.38; "Top 100 Places to Live"-May '10, p.36; replants after ice storm-May '10, p.46; new alert system-Dec. '10, p.36; livable bargain city-Aug. '11, p.29; Mayor Sprouse, profile-Nov. '12, p.6  
 Springtown, centennial-April '09, p.13  
 St. Charles, mayor honored-Oct. '09, p.15; new fire station, tanker-Nov. '11, p.12  
 Stamps, Kyle Petty Charity Ride-June '10, p.45; CDBG-Jan. '12, p.34  
 Star City, Sister Cities Intl.-May '08, p.12  
 Stephens, CDBG-Jan. '12, p.34; Mayor Harry Brown profile-Dec. '12, p.6; new training center-Dec. '12, p.8  
 Strong, Kyle Petty Charity Ride-June '10, p.45  
 Stuttgart, Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.11; Tree City USA-May '08, p.44; profile-Nov. '09, p.8; Grand Prairie Center opens-May '11, p.6; AEDC grant-Aug. '12, p.16; community center grant-Aug. '12, p.16; CDBG-Dec. '12, p.36; EDA grant-Oct. '12, p.28  
 Subiaco, centennial-April '12, p.29  
 Sulphur Springs, CDBG-Jan. '12, p.34  
 Texarkana, dog park competition-Sept. '12, p.24; Oct. '12, p.26  
 Tinsmann, centennial-April '09, p.13  
 Tollette, Tree City USA-May '08, p.44  
 Tontitown, centennial-April '09, p.13; student initiative-May '11, p.64  
 Trumann, Tree City USA-May '08, p.44; Volunteer Community of the Year-Nov. '10, p.29; Feb. '11, p.11; AEDC grant-Aug. '12, p.16; CDBG-Dec. '12, p.36  
 Ulm, centennial-April '09, p.13  
 Van Buren, Volunteer Community of the Year-Nov. '08, p.27; Feb. '09, p.15; Nov. '10, p.29; Feb. '11, p.11; Feb. '12, p.17; Dec. '12, p.36; Tree City USA-May '08, p.44; profile-Sept. '09, p.10; Shine Award-Oct. '10, p.20; AHPP grant-Aug. '12, p.17; Passen officer of the year-Nov. '12, p.40  
 Wabbaseka, firefighter grant-March '10, p.31; CDBG-Jan. '12, p.34  
 Waldron, Shine Award-Oct. '10, p.20; airport grant-Aug. '11, p.29  
 Warren, Tree City USA-May '08, p.44; Alderman Henderson profile-March '09, p.7; FAA funds for airport-July '12, p.42; Volunteer Community of the Year-Dec. '12, p.36  
 Washington, CDBG-Jan. '12, p.34  
 West Fork, clerk retires-June '08, p.24; creative financing-Sept. '08, p.14  
 West Memphis, Alderman Coleman profile-Sept. '11, p.10; holiday celebration-Dec. '11, p.13; trail grant-July '12, p.42  
 West Point, sesquicentennial-April '09, p.13  
 Western Grove, USDA grant-March '10, p.31  
 White Hall, Mayor Morgan profile-May '08, p.13; gets DRA grant-Dec. '08, p.26  
 Widener, centennial-April '09, p.13  
 Winchester, centennial-April '12, p.29  
 Winthrop, centennial-April '12, p.29  
 Wooster, Tree City USA-May '08, p.44  
 Wynne, Tree City USA-May '08, p.44; mayor profile-May '09, p.10

## City Clerks

ACCRTA, officers elected-July '08, p.23; July '09, p.23; July '10, p.27; July '11, p.53; silent auction-Jan. '10, p.19; May '10, p.36; Jan. '11, p.47; scholarships-Jan. '10, p.31; Feb. '10, p.35; Jan. '11, p.39; president's letter-Sept. '11, p.14  
 Blackard, Barbara, elected to ILMC board-July '08, p.35  
 Caudle, Paula, retires-June '08, p.24  
 Childers, Tandra, named citizen of year-May '09, p.26  
 ILMC, elects Clarksville clerk-July '08, p.35; celebrates 40th anniversary-April '09, p.29  
 Municipal Clerks Week-April '10, p.25; March '11, p.54; March '12, p.44; April '12, p.44  
 Simpson, Linda, certified-June '10, p.44  
 Smith, Janice, Master Municipal Clerk-Aug. '09, p.21  
 Willett, Carolyn-Oct. '08, p.22

## City Councils

Meeting, statutes governing-Dec. '11, p.10; Dec. '12, p.37  
 Ordinances and resolutions, overview of local authority-July '11, p.28  
 Sample ordinances, 2009 legislation-Dec. '09, p.31  
 Youth councils, go to D.C.-April '08, p.12

## City Officials

Advice, leadership tips-Jan. '11, p.40; Feb. '11, p.34; March '11, p.60  
 Homelessness, what leaders can do-Jan. '12, p.20  
 Integrity, public trust-July '10, p.34  
 Internet, stay connected-Feb. '10, p.51  
 Know your statutes-Feb. '09, p.22  
 Top 10 reasons to be-Jan. '08, p.6

## Communications

Bandwidth licenses, FCC narrowbanding deadlines-Oct. '11, p.33  
 Broadband Internet, USDA grant for rural access-Sept. '11, p.34  
 Digital TV, conversion-June '08, p.24; extension-March '09, p.16  
 Jonesboro, broadens access-July '11, p.47  
 Pine Bluff, gets federal grant-Dec. '08, p.26  
 Wi-Fi, downtown Fayetteville-May '11, p.14

## Counties

Ark. Historic Preservation Program, County Courthouse Restoration Subgrants-Aug. '12, p.17  
 Baxter Co., AHPP grant-Aug. '12, p.17  
 Bradley Co., AHPP grant-Aug. '12, p.17  
 Chicot Co., CDBG-Jan. '12, p.34  
 Cleveland Co., AHPP grant-Aug. '12, p.17  
 Crawford Co., AHPP grant-Aug. '12, p.17  
 Dallas Co., AHPP grant-Aug. '12, p.17  
 Desha Co., CDBG-Jan. '12, p.34  
 Drew Co., AHPP grant-Aug. '12, p.17  
 Garland Co., AHPP grant-Aug. '12, p.17  
 Greene Co., AHPP grant-Aug. '12, p.17  
 Independence Co., AHPP grant-Aug. '12, p.17  
 Logan Co., AHPP grant-Aug. '12, p.17  
 Lonoke Co., CDBG-Jan. '12, p.34; AHPP grant-Aug. '12, p.17  
 Miller Co., AHPP grant-Aug. '12, p.17  
 Monroe Co., AHPP grant-Aug. '12, p.17  
 Poinsett Co., AHPP grant-Aug. '12, p.17  
 Pope Co., CDBG-Jan. '12, p.34  
 Prairie Co., AHPP grant-Aug. '12, p.17  
 Scott Co., AHPP grant-Aug. '12, p.17  
 St. Francis Co., CDBG-Jan. '12, p.34  
 Union Co., AHPP grant-Aug. '12, p.17  
 Van Buren Co., AHPP grant-Aug. '12, p.17  
 White Co., AHPP grant-Aug. '12, p.17  
 Woodruff Co., AHPP grant-Aug. '12, p.17

## Delta

Arkansas Delta Rural Heritage Development Initiative, expo-April '08, p.34  
 Delta Byways, Delta Awards-March '10, p.13; March '11, p.8; March '12, p.34  
 Delta Regional Authority (DRA), grants awarded-Dec. '08, p.26; meets in Pine Bluff-March '08, p.28; April '08, p.17; invests in projects-Nov. '11, p.40; 2011 Policy Conference, Dec. '11, p.8  
 Digital Connectors program, donation aids Delta students-May '11, p.58  
 Miss. Delta Grassroots Caucus, coverage-Oct. '09, p.10; March '10, p.53; May '10, p.7; June '11, p.6; Nov. '11, p.6; June '12, p.6; Nov. '12, p.8  
 Transportation-April '08, p.17

## Disaster

(see also Emergency Preparedness)  
 FEMA, aid-April '08, p.15  
 Mena, New York Says Thank You-Oct. '10, p.6  
 Tornadoes, cities recovering-March '10, p.7

## DOT

(see also aTEST Consultants, Inc.)  
 Changes-Dec. '12, p.19  
 Custody and Control Form-Feb. '12, p.32  
 Driving, phone use while-June '12, p.36  
 Testing, procedures amended-March '10, p.40  
 Training-April '10, p.42  
 Workshop-Dec. '10, p.9

## Drugs

(see also aTEST Consultants, Inc.)  
 Record retention-Feb. '11, p.30  
 Testing, direct observation-Oct. '09, p.26; Nov. '09, p.38

## Economic Development

Arkansas Cradle to Prison Pipeline-Dec. '10, p.38  
 Arkansas Economic Development Commission, plan drafted-Jan. '09, p.20; cooperate for success-Nov. '11, p.42  
 Arkansas World Trade Center-June '09, p.22  
 Career Pathway Councils-Sept. '12, p.38  
 Career Readiness Certificate Program-Aug. '11, p.34  
 Census 2010, economic impact-Feb. '10, p.44  
 Communication skills, email-June '11, p.46  
 Economic Development: General, trade area-Dec. '09, p.36; Economic Development Districts-March '10, p.42; community gateways-July '10, p.42; new trends-Aug. '10, p.25; Sept. '10, p.25; Oct. '10, p.35; Nov. '10, p.32; downtown revitalization-Sept. '10, p.24; economic forecasting-Nov. '10, p.34; impact analysis-Jan. '11, p.44; infrastructure-Feb. '11, p.42; ethics-March '11, p.58; innovation-Sept. '11, p.38; support existing industry-Dec. '11, p.38  
 Employment, workforce expansion-April '10, p.44; outsource to Arkansas-Aug. '10, p.33; data, online tools-July '12, p.54; loss in manufacturing and construction-Oct. '12, p.34  
 Ethics-June '12, p.42  
 Fayetteville, innovative community development award winner-Dec. '10, p.44



Geographic Information Systems-Aug. '10, p.24; Feb. '12, p.38; June '12, p.26  
Grants, cities receive-Oct. '12, p.28  
Internet, create city website-May '10, p.50; website necessities-June '10, p.40; make data  
available online-July '11, p.54; online research tips-Dec. '12, p.22  
Natural disaster, local business-Jan. '10, p.36  
OneKC-Jan. '12, p.32  
Regional Community Initiative-Oct. '10, p.32  
Retail and service sector, rise of-Oct. '09, p.38; impact on local economy-Nov. '09, p.40  
Rogers-Lowell Chamber of Commerce, 5-star accreditation-Aug. '10, p.12  
Sales tax, revenue forecasting-Oct. '11, p.36  
Sharp Electronics Corp.-Nov. '12, p.20  
Unemployment rate-March '12, p.42  
Urban planning, collaboration-Aug. '12, p.30  
Website, city-May '12, p.34; delivering content-April '12, p.36  
Winrock, celebrates 25th anniv.-Oct. '10, p.37  
Workforce training, Morrilton mill-May '11, p.62

#### Education

Southwest Arkansas Preparatory Academy, Dec. '12, p.30

#### Elections

Ballot measures, League stance-Oct. '08, p.12; Sept. '10, p.33  
Campaign, finance rules-Sept. '08, p.15  
Municipal election info-Feb. '08, p.16; July '08, p.24; Feb. '10, p.18; July '10, p.46; Jan. '12,  
p.38; July '12, p.34  
Special election, called on GARVEE highway bonds-Sept. '11, p.15; support GARVEE bonds-Oct.  
'11, p.6  
Turnout, results-Nov. '08, p.9

#### Emergency Preparedness

(see also Disaster)

Alert system, cell phone-Aug. '08, p.14; Springdale, new-Dec. '10, p.36  
Arkansas Employer Support for Guard and Reserves-March '08, p.7  
Chemical Stockpile Emergency Preparedness Program-May '08, p.14  
Disaster plan-March '10, p.14  
National Preparedness Month-Sept. '09, p.17  
Rural Domestic Preparedness Consortium-Dec. '08, p.8; Feb. '09, p.24

#### Employment

DBDescriptions, HR software endorsed-Nov. '09, p.10  
Document retention, guidelines-Jan. '11, p.34  
Employment liability tax, form options-Dec. '09, p.26  
Equal Employment Opportunity Commission (EEOC), compliance-April '12, p.46; new guidance  
on veterans-April '12, p.47  
Fair Labor Standards Act (FLSA), overview-April '11, p.22; July '12, p.28  
Funding, workforce-April '08, p.32  
Genetic Information Non-discrimination Act of 2008-March '11, p.22  
Human resources, productivity-Jan. '09, p.18; employee retention-April '09, p.14; improving job  
performance-July '09, p.26  
Leave time, state statutes overview-May '11, p.18  
Recordkeeping, online-Aug. '08, p.14

#### Energy

American Recovery and Reinvestment Act, energy grants-Feb. '10, p.28  
CitySmart Program, Energy-June '11, p.17  
Compressed Natural Gas (CNG), North Little Rock fueling station-Feb. '12, p.34  
Energy Code, must adopt-Dec. '12, p.10; Nov. '12, p.12  
Energy Efficiency Conservation Block Grant (EECBG), available-March '10, p.31  
Natural gas, state rebate on vehicles-Sept. '11, p.34; drilling, lawsuit seeks to halt-Nov. '11,  
p.41  
U.S. Dept. of Energy, grants-July '10, p.30  
Wind-solar lighting-Jan. '11, p.18; March '11, p.33; June '11, p.15; Aug. '11, p.20

#### Engineering

Building permits-Sept. '08, p.28  
Donated buildings-March '08, p.34  
Energy, conservation-Oct. '08, p.34  
Flood, control-June '08, p.36  
Housing-May '08, p.42  
Levee certification-Aug. '08, p.32  
Pollution, watershed monitoring-Jan. '08, p.24  
Storm water, runoff-July '08, p.54  
Streets, maintenance-April '08, p.38  
Water, physics of-Feb. '08, p.32

#### Environment

ADEQ, asbestos rules-Oct. '08, p.18; meets at League-April '12, p.45; mosquito control-May  
'12, p.17  
Ark. Environmental Stewardship Award-May '08, p.30  
Asbestos, ADEQ eases rules-Oct. '08, p.18  
Brownfields, grants awarded-April '08, p.26; Camden gets grant-Aug. '08, p.31  
Cigarette litter, tax credit-Jan. '10, p.26  
Electronics recycling, Searcy top recycler-Oct. '10, p.23  
Energy Efficiency and Conservation Block Grant-April '08, p.11  
Fayetteville, hires sustainability dir.-Sept. '08, p.16  
Green vehicles, municipal fleets-June '10, p.7  
Keep Arkansas Beautiful, Great American Cleanup in Arkansas-March '09, p.18; March '11,  
p.24; March '12, p.38  
Landfill, wildlife habitat-Aug. '08, p.10  
Lead paint, new EPA rule-May '10, p.52  
Little Rock Sustainability Summit-May '12, p.6  
Natural gas, North Little Rock fleet conversion-Dec. '09, p.24; drilling, lawsuit seeks halt-Nov.  
'11, p.41  
Recycling, Conway-Nov. '12, p.30  
Sustainability, League hosts seminar-Dec. '10, p.37; Feb. '11, p.17; EPA program picks Little  
Rock-Dec. '10, p.44

#### Ethics

Economic development-March '11, p.58  
Integrity-July '10, p.34

#### FEMA

Aid-April '08, p.15  
Fire Prevention and Safety grants-Jan. '11, p.30

#### Finances

Bank deposits, securing-May '10, p.14  
Budgeting, seminar-Oct. '09, p.12; Q&A-Dec. '12, p.9  
Campaign, rules-Sept. '08, p.15  
Creative financing-Sept. '08, p.14  
Department of Finance and Administration, Justice Assistance Grant-May '10, p.36  
Financial statements, semiannual-Jan. '08, p.17; July '08, p.38; Jan. '09, p.15; July '09, p.52;  
Jan. '10, p.18; July '10, p.54; Jan. '11, p.16; July '11, p.38; annual-March '12, p.18  
Government Finance Officers Association, budget award-Aug. '10, p.13; Oct. '11, p.35  
NLC FAIR steering committee-Oct. '08, p.14  
Outlook, 2009-Feb. '09, p.9  
Red Flags Rule, enforcement delayed-Aug. '09, p.18

#### Fire Fighting

Arkansas Forestry Commission, grants awarded-Dec. '10, p.29  
Assistance to Firefighters Grant Program-March '10, p.31  
FEMA grant-May '10, p.56  
Fire Boat School-July '12, p.32  
International Association of Fire Chiefs, preparedness checklist-Oct. '11, p.35  
State Fire Code, sprinkler regulations-Aug. '09, p.18  
St. Charles, new station and tanker-Nov. '11, p.12  
Tax exemption, volunteer fire departments-June '11, p.40

#### FireWise

(see Urban Forestry)

#### Freedom of Information Act (FOIA)

(see also Legal Articles, Questions, Opinions, 2008-2012 index)  
Record retention/destruction, personnel-Feb. '11, p.41

#### Grants

Act 1237 of 2011, Small Municipality Law Enforcement Vehicle Grant Program-May '11, p.14  
Airports, receive funds-July '10, p.30; Sept. '10, p.14; July '11, p.46; Magnolia airport lands  
grant-Dec. '12, p.36  
American Recovery and Reinvestment Act, preparing for-March '09, p.32; April '09, p.40; cities  
receive stimulus-April '09, p.24; Feb. '10, p.28, 33; NLC briefs 75th Conv.-July '09, p.10  
Ark. Economic Development Commission-Jan. '10, p.9; Feb. '10, p.17; March '10, p.21; Oct.  
'10, p.21; cities receive grants-Aug. '12, p.16  
Ark. GIFT Plan-Sept. '12, p.30  
Ark. Historic Preservation Program, grants awarded-Aug. '08, p.18; Sept. '09, p.22; Aug. '10,  
p.32; Aug. '11, p.11; Aug. '12, p.17  
Broadband Internet, USDA grant for rural areas-Sept. '11, p.34  
Budgeting, realistically-Aug. '08, p.38; May '11, p.16; for the big picture-Oct. '08, p.40; fill gaps  
with grants-Sept. '09, p.38; act now for new year-Oct. '09, p.44; with a purpose-Nov. '10,  
p.28; Nov. '11, p.20; engage dept. heads-Oct. '12, p.12  
CDBG, cities receive-Jan. '12, p.34; Dec. '12, p.36  
Downtown revitalization-March '12, p.22  
Economic development, important for small cities-July '09, p.48; grants for six cities-Oct. '12,  
p.28  
Edward Byrne Memorial Justice Assistance Grant (JAG)-May '10, p.36  
Energy Efficiency and Conservation Block Grant (EECBG)-April '08, p.11; available-March '10,  
p.31  
Fire department, FEMA grant-May '10, p.56  
Giving grants-Aug. '12, p.26  
Grant Writing: General, overcome challenges-Feb. '08, p.38; organization-March '08, p.40;  
management-Nov. '08, p.42; collaboration, partners-Dec. '08, p.32; April '10, p.50; compe-  
tition-July '08, p.60; applying online-May '09, p.40; take a retreat-Aug. '09, p.30; find grants  
that fit needs-Nov. '09, p.46; Sept. '12, p.34 copy for success-June '10, p.48; Aug. '11, p.30;  
why proposals fail-Oct. '10, p.22; networking-Dec. '10, p.28; preparation-Feb. '11, p.20;  
March '11, p.18; Feb. '12, p.22; Dec. '12, p.18; be resourceful-June '11, p.16; federal grants  
continue-Oct. '11, p.18; learn from past-Dec. '11, p.16; determination-April '12, p.22; creati-  
vity key-July '12, p.48; public input-Nov. '12, p.16  
Health, broadband access-Jan. '11, p.46  
Internment camp, WWII camp at Rohwer gets grant-July '11, p.46  
League services, take advantage-Jan. '10, p.52; Legacy Consulting, the Grant Book Co.-June  
'09, p.36  
Legacy Consulting, help available-Feb. '09, p.42  
Libraries, USDA grants-March '10, p.50  
New opportunities-Sept. '10, p.34  
Parks-April '08, p.44; Feb. '10, p.52  
Planning-Jan. '08, p.30; Jan. '09, p.36; April '11, p.20; June '12, p.32  
Private sources-May '08, p.48; local business help-Sept. '08, p.34; July '10, p.56; Aug. '10,  
p.34; take advantage of-July '11, p.50  
Public-private partnerships-Dec. '09, p.40  
Redfield, grant success-Aug. '11, p.30  
Sources-May '12, p.26  
Stewardship-Jan. '12, p.16  
Trails, Cedarville-Jan. '11, p.48; Berryville-Oct. '11, p.34  
U.S. Dept. of Agriculture, rural broadband-Sept. '11, p.34  
U.S. Dept. of Energy, grant-July '10, p.30  
U.S. Dept. of Housing and Urban Development, housing grants-Aug. '10, p.12; Dec. '11, p.36  
U.S. Economic Admin., northwest Ark. tech grant-Oct. '11, p.34  
Wildlife Observation Trails Grant Program-June '09, p.38  
Winthrop Rockefeller Foundation, Jonesboro grant-Aug. '12, p.16  
Workforce training, Jonesboro-March '11, p.15

## Health

Act 393 of 2009-Feb. '11, p.26  
Allergies-March '11, p.30  
Aneurysm, treatment-Aug. '12, p.18; Sept. '12, p.20  
Arkansas Poison Hotline-May '11, p.36  
Arkansas SAVES program-March '09, p.30  
AR SAVES, telemedicine program-Sept. '11, p.30  
Breast cancer-Dec. '09, p.38; MammovAn-April '10, p.46; men-July '12, p.43  
Broadband, grant for access-Jan. '11, p.46  
Cardiovascular disease-Jan. '12, p.14  
Cervical cancer-March '10, p.44  
Clinics, rural-Feb. '08, p.36  
Colorectal cancer, early detection-May '09, p.38  
Community Match Physician Recruitment Program-Jan. '08, p.14  
Cord Blood Bank of Arkansas, opens-July '11, p.48; donating tax refund-Feb. '12, p.20  
Dental care, free Jonesboro clinic-June '12, p.34  
Depression, seasonal-Nov. '12, p.36  
Diet, healthy holiday eating-Nov. '08, p.40; Dec. '10, p.40; Nov. '11, p.16; gluten-free-Dec. '12, p.20  
Education, inequality-March '08, p.38  
Elderly, Schmieding Home Caregiver Training Program-April '11, p.38  
Exercise, outdoors-June '08, p.38; staying pain-free-July '09, p.46  
Eyesight-Aug. '10, p.26  
Flu (see influenza)  
Genetics, new UAMS program-Sept. '09, p.34  
Glaucoma-April '12, p.20  
Grant, broadband access-Jan. '11, p.46  
Growing Healthy Communities program, Nashville receives grant-Jan. '11, p.48  
Health and Wellness, new League program introduced-March '09, p.10  
Healthy Food and Active Living Summit, Little Rock hosts-Oct. '11, p.12  
Heart disease-women at risk-Feb. '10, p.46  
Heat, safety-Aug. '09, p.28; July '10, p.44; Aug. '11, p.28; June '12, p.24  
HPV, vaccine-Oct. '12, p.24  
Influenza-Oct. '08, p.38; vaccination-Nov. '09, p.42; Nov. '10, p.36; Oct. '11, p.10; workplace preparedness-Nov. '09, p.12  
Innovative Readiness Training (IRT), McGehee hosts-July '11, p.36  
KIDS FIRST-Sept. '08, p.32  
Lead paint, new EPA rule-May '10, p.52  
Let's Move Cities and Towns campaign-Sept. '10, p.27; Feb. '11, p.16  
Medicare/Medicaid, SHIP program-Oct. '08, p.32  
MHBf, seminar-Jan. '10, p.7; Jan. '11, p.38; Dec. '11, p.10  
Nanomedicine-Jan. '10, p.38  
Newborn, screening-July '08, p.58  
NLC Prescription Discount Card-Nov. '08, p.17  
Nutrition, USDA program in Hardy-Aug. '10, p.30  
Palliative care-March '12, p.20  
PHACS, new website-Oct. '10, p.36  
Poison, Arkansas Poison Hotline-May '11, p.36  
Post Traumatic Stress Disorder-Feb. '09, p.40  
Pregnancy, ANGELS program-Jan. '09, p.34; prenatal screening-Dec. '11, p.14  
Prescription drugs, abuse-April '08, p.42  
Prostate cancer-Sept. '10, p.26  
Psychiatry, new UAMS program-Oct. '09, p.40  
Race for the Cure, League participates-Nov. '08, p.11; Nov. '09, p.15; Nov. '10, p.20; Nov. '11, p.14  
Resources, CDC online tools-Sept. '09, p.26  
Skin cancer, protect yourself-June '09, p.34; June '11, p.34  
Staph infection, on rise-Aug. '08, p.36  
Stress, during holidays-Dec. '08, p.30  
Tanning beds-May '12, p.18  
Trauma system, new-Feb. '11, p.26  
UAMS, umbilical cell research-May '08, p.46; Program for Weight Loss and Metabolic Control-April '09, p.38  
Vision, protect-Jan. '08, p.28  
Weight loss, holiday-April '09, p.38

## Highway and Transportation Department

GARVEE Bonds, support for-Oct. '11, p.6

## History

Arkansas Historic Preservation Program, tours-Jan. '10, p.9; Jan. '11, p.48; Dec. '11, p.36  
Civil War, Pea Ridge anniversary-April '11, p.17; Pea Ridge 150th anniversary-April '12, p.18  
Defense Advisory Committee on Women in the Services (DACOWITS), 60th anniv.-Nov. '11, p.28  
Events, presidential inauguration-Feb. '09, p.23  
Union Pacific No. 844, Beebe helms steam engine-July '11, p.32  
World War II, internment camp gets grant-July '11, p.46

## Holidays and Celebrations

Jonesboro-Dec. '11, p.12  
Global Peace and Reconciliation (GLOPAR), day of peace and poster contest-Oct. '11, p.14  
West Memphis-Dec. '11, p.13

## Housing

Planning, affordable housing-Oct. '09, p.34

## Human Resources

Abundance mentality-Feb. '10, p.48  
Behavior, bullying-Feb. '11, p.38  
Document retention, guidelines-Jan. '11, p.34  
Employee retention, trust-Aug. '11, p.14  
FOIA, releasing records-Feb. '11, p.41  
Productivity-Jan. '09, p.18  
Seminar, League continuing education program-Nov. '10, p.10; Nov. '11, p.18; Nov. '12, p.35  
Training, success-Aug. '10, p.15

## Jails

Legislation, new-Dec. '09, p.31

## Keep Arkansas Beautiful Commission

Great American Cleanup, Arkansas-March '08, p.10; March '09, p.18; Sept. '09, p.12; March '10, p.23; April '10, p.27  
Shine Awards-Oct. '10, p.20

## Law Enforcement

Act 1237 of 2011, Small Municipality Law Enforcement Vehicle Grant Program-May '11, p.14  
America's Most Wanted All-Star, North Little Rock Officer Tommy Norman nominated-March '11, p.10; Norman wins-June '11, p.41  
Ark. Assoc. of Chiefs of Police, honors mayor, others-Nov. '08, p.15; grant awarded-Sept. '10, p.14; officers named-Oct. '10, p.20; chief of the year-Oct. '10, p.37; Oct. '11, p.35; Sept. '12, p.13  
COPS program, cities receive funds-July '12, p.42  
Fatalities, decline in 2008-Feb. '09, p.26  
Fort Smith PD, on TV-July '10, p.33  
League Loss Control, help available-Jan. '09, p.9  
Malvern PD, money for bulletproof vests-Feb. '11, p.44  
North Little Rock, PD accredited-Dec. '10, p.44; teen court-May '12, p.20; Officer Norman honored-Nov. '12, p.41  
Rogers PD, CALEA accreditation-Feb. '11, p.44  
Taser, target zone revised-Dec. '09, p.14  
Use of force, seminar-Nov. '09, p.7  
Van Buren, Officer Passen honored-Nov. '12, p.40  
Vehicles, Act 1237 of 2011-May '11, p.14  
Website, Jonesboro-May '10, p.9

## Legal

(see also Legal Articles, Questions, Opinions, 2008-2012 index)

Act 33 of 2009, animal cruelty-April '10, p.14  
Act 209 of 2009, applies to seatbelt law-Oct. '09, p.24  
Act 393 of 2009, trauma system online-Feb. '11, p.26  
Act 994 of 2011, animal sterilization-May '11, p.20  
Budgeting, Q&A-Dec. '12, p.9  
City councils, organization-Dec. '11, p.10  
Clean Water Act, stormwater utility fee upheld-Oct. '11, p.30  
Copyright, license agreements-Aug. '11, p.12, 13  
Curfew-May '08, p.15  
Document retention, personnel-Jan. '11, p.34  
Edward Byrne Memorial Justice Assistance Grant (JAG)-May '10, p.36  
Energy Code, must adopt-Dec. '12, p.10; Nov. '12, p.12  
Fair Labor Standards Act (FLSA), overview-April '11, p.22  
Genetic Information Non-discrimination Act of 2008 (GINA)-March '11, p.22  
Labor, teen-May '08, p.16; July '08, p.40; FLSA, overview-April '11, p.22; leave time, state law overview-May '11, p.18  
Legal Articles, Questions, Opinions index-Jan. '08, p.41; Jan. '09, p.48; Jan. '10, p.48; Jan. '11, p.62; Jan. '12, p.59  
Ordinances and resolutions, overview of local authority-July '11, p.28  
Railroad crossing fees-April '10, p.18  
Redistricting-laws governing-March '11, p.40; Sept. '11, p.32  
Searches, of vehicle-Oct. '09, p.22

## Legislature

87th General Assembly, preview-Feb. '09, p.7; review-May '09, p.7  
88th General Assembly, League watches legislation-Feb. '11, p.7; review-April '11, p.29; new acts of municipal interest-May '11, p.42; review at Convention-July '11, p.6  
Election, municipal officials seek-Jan. '10, p.26  
Fiscal session, first-Jan. '10, p.8; March '10, p.39; 2012 session completed-April '12, p.10  
New legislation, sample ordinances-Dec. '09, p.31  
Wildlife Observation Trails Grant Program-June '09, p.38

## Loss Control

(see also Safety)

Foreman, Neil, joins League staff-March '11, p.9  
Law enforcement, help available-Jan. '09, p.9  
Reduce claims, set goals-Nov. '11, p.22  
Safety, seasonal workers-May '11, p.26; snakes-April '12, p.30  
Tornados, prepare-March '12, p.32

## Main Street Arkansas/USA

Destination Downtown conference, Rogers to host-Oct. '11, p.34

## Mayors

Bailey, Bobbie, new VP-Sept. '08, p.10; profile-April '09, p.22  
Brown, Harry, bio-Aug. '12, p.11; profile-Dec. '12, p.6  
Bush, JoAnne, Rockefeller award-June '08, p.10; president profile-Aug. '08, p.7; FAIR steering committee-Oct. '08, p.14; AACP honors-Nov. '08, p.15  
Campbell, Gary, new first VP-Sept. '08, p.10; new president-July '09, p.10; profile-Aug. '09, p.7; named to NLC Board of Directors-Dec. '09, p.11; seeks House seat-Jan. '10, p.26  
Claybaker, Chris, bio-Aug. '11, p.9; profile-Aug. '12, p.6  
Crabtree, Jackie, bio-Aug. '12, p.11  
Elumbaugh, Rick, bio-Aug. '10, p.10; profile-Sept. '10, p.12  
Fogleman, Frank, AACP Mayor of the Year-Oct. '09, p.18; bio-Aug. '10, p.10; profile, Aug. '11, p.6  
Freeman, Bob, new VP-Aug. '09, p.10; profile-Sept. '09, p.10  
Hamilton, Laura, bio-Aug. '11, p.9; profile-Nov. '11, p.10  
Hayes, Patrick Henry, addresses Ark. Urban Forestry Council Conference-Aug. '12, p.14  
Helms, Billy, bio-Aug. '10, p.10; profile-Nov. '10, p.6  
Hillman, Virginia, bio-Aug. '11, p.9; profile-Oct. '11, p.8  
Hollingshead, C.T. (Chuck), bio-Aug. '11, p.9; profile-Dec. '11, p.6  
Maynard, Marianne, new VP-Aug. '09, p.10; profile-Nov. '09, p.8  
McCormick, Scott, new VP-Aug. '09, p.10; profile-Oct. '09, p.7  
Mitchell, Larry, new VP-Sept. '08, p.10; profile-Dec. '08, p.6  
Morgan, James "Jitters"-May '08, p.13



Nichols, Paul-May '09, p.10  
Patrick, Robert, Community Service Award winner-Oct. '09, p.15; Feb. '10, p.29  
Perrin, Harold, bio-Aug. '12, p.11; profile-Sept. '12, p.10  
Riley, Joseph P. Jr., Charleston, S.C., speaks-June '11, p.15  
Sprouse, Doug, bio-Aug. '11, p.11; profile-Nov. '12, p.6  
Travis, Lloyd-Nov. '08, p.6  
Watson, Mike, bio-Aug. '12, p.11; profile-Oct. '12, p.10  
Yarbrough, Gene, African conference-Aug. '10, p.36

#### **Municipal League**

Africa Global Sister Cities Foundation, conference-May '10, p.24; Aug. '10, p.36; Oct. '10, p.13  
Ballot measures, League stance-Oct. '08, p.12; Sept. '10, p.33; Oct. '10, p.19; GARVEE Bonds-Oct. '11, p.6; severance tax-Oct. '11, p.17; Oct. '12, p.6  
Building, expansion-March '08, p.37; Aug. '08, p.13; Nov. '08, p.41  
Certified Continuing Education Program, announced-Sept. '10, p.16; budget seminar-Oct. '10, p.12; Oct. '11, p.15; HR seminar-Nov. '10, p.10; Nov. '11, p.19; government structure seminar-May '11, p.15; first graduating class-Aug. '11, p.22  
City & Town, index-Jan. '08, p.31; Jan. '09, p.44; Jan. '10, p.40; Jan. '11, p.54; Jan. '12, p.52; statement of ownership-Oct. '08, p.32; Oct. '09, p.43; Oct. '10, p.40; Oct. '11, p.39; Oct. '12, p.13  
DBDescriptions, HR software endorsed-Nov. '09, p.10  
Defensive driving program, simulator-Oct. '10, p.18  
Economic development, CEDS steering committee-Oct. '12, p.27  
Executive Committee, annual planning meeting-Sept. '08, p.7; Sept. '09, p.7; Sept. '10, p.6; Sept. '11, p.6; Sept. '12, p.6; preps for legislature-Dec. '08, p.9; opens Good Roads membership to all mayors-July '09, p.32  
Franchise management, help avail.-Nov. '08, p.25  
Ghana, African summit connects leaders-Sept. '09, p.15; chieftaincy conference-July '10, p.58  
Hayes, Mark, IMLA award-Nov. '12, p.14  
Health and Wellness Program, introduced-March '09, p.10; June '09, p.7; seminar-Jan. '10, p.7  
International, Georgia delegation visits League-May '11, p.40; exploring international league relationships-Dec. '11, p.22  
Lifetime League membership, outgoing officials honored-Jan. '11, p.23  
Lipscomb, Sheryll, receives Stutz Award-Dec. '12, p.12  
Loss Control, Neil Foreman joins staff-March '11, p.9  
Municipal Health Benefit Fund, mid-year rates unchanged-May '09, p.44; seminar-Jan. '10, p.7; Jan. '11, p.38; Dec. '11, p.10; Dec. '12, p.12  
Municipal Vehicle Program, driving simulator-June '09, p.7; new driver safety program-June '12, p.40  
Natural Resources Commission, agreement with-Oct. '08, p.8  
NLC State League of the Year, AML wins-Jan. '12, p.6  
Officers, named-July '08, p.8; July '09, p.10; July '10, p.9; July '11, p.12  
Person(s) of the Year, Gov. Mike Beebe-July '08, p.12; Rep. Tommy Baker and Rep. Bruce Maloch-July '09, p.22; Rep. Jon Eubanks-July '11, p.12  
Piker, Ed-March '08, p.9; law enforcement trends-Jan. '09, p.9  
Policies & Goals-Aug. '08, insert; Aug. '09, insert; Aug. '10, insert; Aug. '11, insert; Aug. '12, insert  
Race for the Cure-Nov. '08, p.11; Nov. '09, p.15; Nov. '10, p.20; Nov. '11, p.14; Nov. '12, p.18  
Sander, Lori, receives Stutz Award-Dec. '12, p.12  
Seminars, ballot measures, legislature-Oct. '08, p.12; MHBf-Jan. '10, p.7; Jan. '11, p.38; Dec. '11, p.10; Dec. '12, p.12; public safety-Dec. '08, p.8; budgeting-Oct. '09, p.12; public safety and disaster preparation-Nov. '09, p.7; municipal basics-April '12, p.45; HR, personnel matters-Nov. '12, p.35  
Southern Municipal League, League hosts tech summit-Nov. '11, p.40  
Turkish delegation visits-March '10, p.20  
White House, League leaders visit-Nov. '11, p.11  
Leroy Donald wins John K. Woodruff Award-Dec. '09, p.13  
Workers' Comp, Rule 32-Nov. '08, p.23  
Young, Paul-March '08, p.9  
Zimmerman, Don, celebrates 35 years-Aug. '09, p.11

#### **Annual League Convention**

Awards, cities, officials recognized-July '08, p.12; July '09, p.13, 22; July '10, p.12; July '11, p.12; July '12, p.14  
Coverage-July '08, p.7; July '09, p.7; July '10, p.7; July '11, p.6; July '12, p.6  
Entertainment, John Conlee-May '08, p.27; Ronnie McDowell-May '09, p.27; June '09, p.23; The Drifters-March '10, p.19; The Platters-May '11, p.8; Cornell Gunter's Coasters-June '12, p.14  
Executive director's address-July '08, p.11; July '09, p.11; July '10, p.22; July '11, p.8; July '12, p.10  
Policies & Goals, set-July '08, p.10; Aug. '08, insert; set-July '09, p.9; Aug. '09, insert; set-July '10, p.8; Aug. '10, insert; set-July '11, p.7; Aug. '11, insert; set-July '12, p.7; insert-Aug. '12  
Program-June '08, p.18; June '09, p.18; June '10, p.24; June '11, p.24; June '12, p.20  
Speaker bios, 76th Convention-May '10, p.12; NLC President to speak-May '11, p.13

#### **Annual Winter Conference**

Coverage-Feb. '08, p.6; Feb. '09, p.7; Feb. '10, p.7; Feb. '11, p.6; Feb. '12, p.6  
Program-Jan. '08, p.10; Jan. '09, p.12; Jan. '10, p.12; Jan. '11, p.42; Jan. '12, p.26  
Speaker bios-Dec. '08, p.15; Jan. '11, p.45; Dec. '11, p.28

#### **League Officers**

New officers, named-July '08, p.8; July '09, p.10; July '10, p.10; July '11, p.7; July '12, p.8  
President, profiled-Aug. '08, p.7; Aug. '09, p.7; Aug. '10, p.7; Aug. '11, p.6; Aug. '12, p.6  
Vice Presidents, profiled-Sept. '08, p.10; March '09, p.7; April '09, p.22; Aug. '09, p.10; Sept. '09, p.10; Oct. '09, p.7; Nov. '09, p.8; Dec. '09, p.7; Aug. '10, p.10; Sept. '10, p.12; Oct. '10, p.10; Nov. '10, p.6; Dec. '10, p.6; Aug. '11, p.9; Sept. '11, p.10; Oct. '11, p.8; Nov. '11, p.10; Dec. '11, p.6; Dec. '12, p.6; Aug. '12, p.11; Sept. '12, p.10; Oct. '12, p.10; Nov. '12, p.6; Dec. '12, p.6

#### **National League of Cities (NLC)**

Agenda for the Nation-Feb. '09, p.18  
American Recovery and Reinvestment Act, report-May '09, p.12; help available-June '09, p.26; weatherization program success-Nov. '11, p.40

Awards, for Municipal Excellence-Jan. '10, p.26; Feb. '10, p.28; March '10, p.26; Stutz Award, League staff members win-Jan. '11, p.7; State League of the Year, AML wins-Jan. '12, p.6  
Campbell, Gary, named to board-Dec. '09, p.11  
Center for Research and Innovation, public engagement survey-Jan. '11, p.12  
Community and Econ. Development steering committee, Fort Smith hosts-Nov. '08, p.12  
Congress of Cities-Jan. '11, p.6; Jan. '12, p.35  
Congressional City Conf., coverage-April '08, p.7; April '09, p.7; April '10, p.7; April '11, p.6; April '12, p.6  
EENR steering committee, meets in North Little Rock-Oct. '12, p.31  
FAIR steering committee-Oct. '08, p.14  
Federal budget, impacts cities-June '09, p.10  
Institute for Youth Education and Families (YEF), childhood obesity-June '10, p.28  
Mitchell, James E. Jr., NLC pres. speaks to League Convention-May '11, p.13  
NLC-RISC program, Little Rock hosts-April '10, p.48; June '10, p.14  
Prescription Discount Card-Nov. '08, p.17; program makes gains-July '09, p.32  
Stutz Award, League employees honored-Dec. '12, p.12  
U.S. Congress, agenda-Feb. '08, p.24  
Witcher, Murry, named to board-Dec. '12, p.7  
Zimmerman, Don, named to board-Dec. '12, p.7

#### **Obituaries**

Armstrong, Tom-Dec. '10, p.43  
Ashcraft, Thomas Lee-Nov. '11, p.41  
Baker, Imogene-April '10, p.47  
Baker, Ray-March '11, p.54  
Barron, Lonnie Harrison-April '12, p.45  
Bayless, Rex Sr.-June '10, p.44  
Berkshire, Stephen-Feb. '11, p.44  
Bishop, Roy Elston-Sept. '11, p.34  
Bitner, David Paul-Nov. '09, p.30  
Boals, Alfred Ray-Dec. '12, p.37  
Brown, John Hamby-April '10, p.47  
Brt, Wallace "Wally" Charles-June '09, p.29  
Bullerwell, Ron H.-Oct. '10, p.21  
Cox, Philip-Feb. '08, p.30  
Curlin, David-June '10, p.44  
Cunningham, Edward-Aug. '10, p.33  
Daniel, Larry-June '12, p.28  
Davidson, Dean-Dec. '11, p.37  
Dean, Wanda-July '08, p.51  
Dennis, L.E. "Cajun"-May '11, p.58  
Donaldson, Jesse Walter-April '09, p.25  
Doolin, Robert Lee-July '09, p.33  
Dortch, J.W.-April '12, p.45  
Eason, David-Feb. '11, p.44  
Edwards, Bill-Aug. '08, p.44  
Evans, Thomas "Bill" -June '10, p.44  
Falls, Harold Naill Sr.-Feb. '10, p.29  
Faulk, Talmadge-Dec. '11, p.37  
Finch, William C. "Bill"-Nov. '10, p.40  
Fitch, John-March '11, p.54  
Fromdahl, Richard "Dick"-Oct. '11, p.35  
George, Lloyd-March '12, p.44  
Glaze, Tom-April '12, p.45  
Green, Laverne-Sept. '08, p.22  
Griffith, Jerry E. "Griff"-April '10, p.47  
Grimes, Donald L.-Feb. '10, p.29  
Haley, Maria-Oct. '11, p.35  
Hall, Alvin-Feb. '12, p.40  
Haltom, Houston-Jan. '10, p.19  
Harmon, Bill J. Sr.-July '09, p.33  
Harmon, Marvelle Swindle-Jan. '10, p.19  
Harper, William R. "Bud"-April '12, p.45  
Harris, Patsy-March '09, p.19  
Harris, Robert Hansel-Feb. '10, p.29  
Harris, Woody Allen-March '12, p.44  
Hashbarger, William "Bill" H.-Feb. '11, p.44  
Hausam, David C.-May '09, p.31  
Henry, William R.-March '09, p.19  
Henson, James D. "Jim" -June '10, p.44  
Houston, James (Dutch)-Jan. '12, p.34  
Howard, Wilbur L. "Bill"-Sept. '11, p.34  
Hughes, Owain-Sept. '08, p.22  
Hull, Mary Lou-April '10, p.47  
Imhoff, Anna Mae-May '10, p.39  
Jackson, Brack Rueben-April '10, p.47  
Jaggers, John-Aug. '11, p.29  
Jeffers, Mary-Dec. '12, p.37  
Jennings, Bill-March '12, p.44  
Johnson, J.D.-Nov. '11, p.41  
Jones, Donald-April '12, p.45  
Jones, Melba Aliene Moore-Jan. '12, p.34  
Jones, Myra Lee-March '12, p.44  
Jordan, James Terrell-Jan. '10, p.19  
Keith, A.M.-May '08, p.36  
Kidder, Guy-Sept. '08, p.22  
Kidder, Hubert Erwin Jr.-Nov. '11, p.41  
King, Everett-March '11, p.54  
Kirby, Bobby-Nov. '12, p.41  
Kuelper, Ruth-Aug. '08, p.44  
Land, Randy-July '12, p.42

Landfair, Robert Hutchins "Buddy"-Dec. '10, p.43  
 Laux, Gerald-May '09, p.31  
 Landers, Harold "Lacy"-Sept. '11, p.34  
 Landers, Joe-June '12, p.28  
 Lee, Ralph-April '08, p.32  
 Lester, Carroll Preston Jr. -April '10, p.47  
 Lewis, Bill-Feb. '10, p.29  
 Lingle, John Raymond-Dec. '12, p.37  
 Lovelady, Wilma-April '12, p.45  
 Mahoney, Jodie-Jan. '10, p.19  
 Maroney, Thomas-Feb. '08, p.30  
 May, Wilbert A.-April '12, p.45  
 McCraw, Ben F.-Oct. '12, p.28  
 McKewen, Charles Patrick "Pat"-April '11, p.18  
 Meiers, Earl T.-April '11, p.18  
 Merryman, Robert D.-Jan. '12, p.34  
 Miller, Robert-June '12, p.28  
 Moon, Bill-June '12, p.28  
 Moore-Woods, Cathy Marie-May '11, p.58  
 Morris, A.D.-July '10, p.55  
 Nolan, Bill-Nov. '09, p.30  
 O'Donnell, Carol-July '12, p.42  
 Osterloh, Clarence Jr.-Feb. '08, p.30  
 Overbey, Helen Arnold-Feb. '12, p.40  
 Park, James Marvin "J.M."-March '11, p.54  
 Patton, James-Sept. '08, p.22  
 Paudert, Brandon-June '10, p.44  
 Payne, Herschel W.-Feb. '11, p.44  
 Pickens, Jim-Oct. '11, p.35  
 Polk, Linda Nelson-Oct. '12, p.28  
 Province, Cecil Knight Jr.-Aug. '11, p.29  
 Purtle, John-Oct. '10, p.21  
 Rasmussen, Wayland Gene-Oct. '11, p.35  
 Reeder, Pierce A.-Sept. '12, p.24  
 Richter, Ron-June '10, p.44  
 Roberts, Russell Lynn "Jack"-July '10, p.55  
 Ross, Sharon Dianne Aaron-Aug. '11, p.29  
 Rouby, Jason-Feb. '11, p.23  
 Saunders, Marvin-March '10, p.27  
 Schinkal, Gloria Jean-Dec. '12, p.37  
 Schmidt, Jonathan-May '11, p.58  
 Schoettle, Richard H. "Dick"-Oct. '10, p.21  
 Scroggins, Frank-Sept. '11, p.34  
 Shock, Cleddie-April '12, p.45  
 Siegmund, Joe-Feb. '10, p.29  
 Smith, Norfleet "Red"-Feb. '10, p.29  
 Spencer, William R. Jr.-April '11, p.18  
 Stephenson, Robert "Bob" Jr.-Dec. '12, p.37  
 Stover, Gary-April '12, p.45  
 Swaim, Bill-Dec. '12, p.37  
 Tritch, Wayne-Feb. '09, p.27  
 Uzell, Billie-July '09, p.33  
 Vaughn, Charles Henry-April '12, p.45  
 Ware, Donald Allen-Sept. '12, p.24  
 Ware, Michelle-Jan. '10, p.19  
 Warden, Glen-Sept. '08, p.22  
 Washington, George Jr.-Aug. '12, p.16  
 Watson, Sam-March '10, p.27  
 West, C.E.-June '09, p.29  
 Wheeler, Robert E. "Bob"-May '09, p.31  
 Williams, Jerry-Jan. '12, p.34  
 Williams, Lonzo C. "L.C."-Aug. '11, p.29  
 Williams, Rodney-April '09, p.25  
 Wilson, Michael Evans-Feb. '08, p.30  
 Wimberly, George Eugene-Feb. '12, p.40  
 Yarberro, Vernon-Jan. '09, p.16  
 Yocum, Odell-May '10, p.39  
 Ziemann, Fred-April '08, p.32

**Opinion**  
 Collective bargaining-Aug. '08, p.11  
 Leadership, leave a legacy-Jan. '09, p.8  
 Peirce, Neil, recession affects municipalities-Dec. '08, p.16  
 Presidential inauguration, personal account of-Feb. '09, p.23

**Parks and Recreation**  
 Accreditation, CAPRA-Sept. '11, p.22  
 America's Backyard program-April '11, p.12  
 Americans with Disabilities Act of 1990, complying with standards-April '12, p.26  
 Annual conference-Jan. '10, p.34; mini conferences-Aug. '10, p.22  
 Aquatics, water system types-May '11, p.28; training program-July '11, p.37; new Paragould pool-Sept. '11, p.18; ADA compliance-Nov. '11, p.26  
 Ark. Game and Fish Commission, Stream Team-Feb. '09, p.44  
 Ark. Recreation and Parks Association, membership matters-June '10, p.38; Group of the Year-July '12, p.44  
 Clinton Presidential Park Bridge, opens-Oct. '11, p.11  
 Coaches, rating system-Nov. '10, p.38  
 Collaborate-March '10, p.38  
 Conway, new sports complexes-May '09, p.42  
 Dog park, bite-free-Feb. '11, p.36; Texarkana-Oct. '12, p.26  
 Farmington, new sports complex-May '12, p.28  
 Ice rink, Bentonville-April '10, p.40  
 Inclusive play, contest-June '11, p.28  
 Internet, social media-Oct. '11, p.22  
 Jacksonville, underwater egg hunt-Dec. '12, p.34  
 Land use-Jan. '09, p.38  
 Leadership, lessons for-Feb. '12, p.27; prepping new-March '12, p.28  
 Little Rock, La Petite Roche Project-Nov. '09, p.44  
 National Park and Recreation Month-June '12, p.27  
 National Recreation & Park Association, background checks-Sept. '10, p.22; CAPRA accreditation-Sept. '11, p.22  
 Needs assessment-July '10, p.40  
 Obstacles, turn to amenities-Oct. '10, p.39  
 Playful City USA, Springdale-Dec. '08, p.34; July '09, p.50; March '11, p.38  
 Playgrounds, safety-Feb. '10, p.40  
 Quapaw Line-Aug. '12, p.20  
 Razorback Regional Greenway, grant received-Nov. '10, p.40  
 Recreation, benefits-Jan. '12, p.21  
 Safe Routes to School-Sept. '12, p.22  
 Senior center, Mulberry-Nov. '12, p.38  
 Sustainability, green parks-Sept. '09, p.36; Aug. '11, p.18; Dec. '11, p.20  
 Trails, in floodplains-March '09, p.34; Wildlife Observation Trails grant program-June '09, p.38  
 Trees, Springdale replants after ice storm-May '10, p.46  
 Volunteers, covered under Fair Labor Standards Act-Oct. '09, p.42  
 Wise Kids program-Aug. '09, p.32; Dec. '10, p.42

**Personalities**  
 Beebe, Mike, speaker bio-May '10, p.12  
 Brock, Roby, speaker bio-Dec. '08, p.15; May '10, p.13  
 Burden, Dan, speaker bio-Dec. '11, p.28  
 Danuser, Roy, turns 90-July '08, p.44  
 Gwatney, Bill, slain-Aug. '08, p.10  
 Horsager, Dave, speaker bio-Dec. '08, p.15  
 McDaniel, Dustin, speaker bio-May '10, p.12  
 Mitchell, James, speaker bio-May '11, p.13  
 Payne, Sonny "Sunshine"-Sept. '12, p.14  
 Pugh, Norman-April '08, p.14  
 Scanlon, Kevin, speaker bio-Dec. '11, p.28  
 Stephens, Warren, speaker bio-Jan. '11, p.45  
 Sumek, Lyle, speaker bio-May '10, p.13

**Planning and Zoning**  
 American Planning Assoc., Ark. Chapter conference held-April '12, p.24  
 Annexing-Oct. '11, p.20; Dec. '11, p.18  
 Batesville-May '08, p.38  
 Book review, A Better Way to Zone-Dec. '08, p.22  
 Budget, make planning part of-Dec. '10, p.22  
 Census, impact on cities-April '11, p.26  
 Commission, responsibilities-May '10, p.42; checklist for success-Feb. '12, p.24  
 Community, assets-Nov. '09, p.34; types of-Oct. '10, p.26  
 Corridors-March '08, p.30  
 Delta, expo-April '08, p.34  
 Demographics, analysis of-May '12, p.24; changing-Aug. '12, p.24  
 Density, defined-April '09, p.32  
 Downtown, revitalization-Dec. '09, p.32; Sept. '10, p.18  
 Evaluating program-Dec. '12, p.38  
 Housing, affordable-Oct. '09, p.34; market-Nov. '11, p.24  
 Jacobs, Jane, Jane's Walk-April '10, p.30  
 Jonesboro, Comprehensive Planning Advisory Commission-Feb. '10, p.14  
 Jurisdiction, five-mile planning zone-March '11, p.20  
 Landscaping, regulations-Oct. '12, p.32  
 Parking lots-Oct. '08, p.30; Nov. '08, p.34; Dec. '08, p.24  
 Planning: General, music and planning-July '08, p.50; for small municipalities-May '09, p.32; walk for perspective-June '09, p.30; consistency key-Aug. '09, p.24; revisit goals-Sept. '09, p.30; mom's good advice-Jan. '10, p.32; the basics-April '10, p.36; jurisdiction-March '11, p.20; cities inspire devotion-June '11, p.22; uncertain times-Jan. '12, p.18; small victories, big dreams-Nov. '12, p.42  
 Property, value-June '08, p.32; taking private for public use-March '12, p.24  
 Public policy, evaluate from all sides-March '09, p.27; development of-June '10, p.34; building trust-July '12, p.47  
 Preservation, fighting neglect through home rule-June '12, p.30  
 Regionalism-Feb. '11, p.22  
 Regulations, be thankful for-Feb. '10, p.36; nudge don't shove-March '10, p.34; meeting community needs-Aug. '10, p.18; over-regulating-Jan. '11, p.24; Aug. '11, p.16; why bother-July '11, p.34  
 Religious Land Use and Institutionalized Persons Act-July '10, p.36  
 Rouby, Jason, dies-Feb. '11, p.23  
 Rural water districts, Winter Conf. coverage-Feb. '09, p.20  
 Safety, aging structures-Sept. '12, p.28  
 Setback requirements-Jan. '08, p.18  
 Sign ordinances-Aug. '08, p.28  
 State plan-Feb. '09, p.34  
 Streets, safety-Feb. '08, p.28  
 Sustainability, take steps-July '09, p.40  
 Transportation, promote non-vehicular traffic-Nov. '10, p.25  
 Zoning, housing-Sept. '08, p.24; keeping codes up-to-date-Jan. '09, p.28; why we zone-May '11, p.22; spot zoning-Sept. '11, p.20

**Police**  
 (see Law Enforcement)

**Preservation**  
 Cemetery, preservation-Nov. '12, p.40  
 Conference, Fort Smith hosts-April '12, p.44  
 Fort Curtis, dedication-June '12, p.8

Grants, awarded-Aug. '08, p.18; Sept. '09, p.22; Aug. '10, p.32; Aug. '11, p.11  
National Register of Historic Places, new listings-May '08, p.10; April '09, p.10; Aug. '10, p.32;  
Sept. '10, p.14; March '11, p.54; July '11, p.46; March '12, p.44; May '12, p.22; municipal  
nominees-Sept. '09, p.26; May '10, p.36; April '11, p.46; McGehee jail-March '11, p.54  
Preserve America Communities-Aug. '10, p.13  
Preserve Our Past contest-Feb. '12, p.40  
Tours, AHPP-Jan. '10, p.9; Jan. '11, p.48; Dec. '11, p.36

#### Retirement

Fayetteville, top 25 place to retire-Oct. '10, p.37

#### Safety

(see also Loss Control)

Arkansas Poison Hotline-May '11, p.36

Emergency preparedness, Rural Domestic Preparedness Consortium-Feb. '09, p.24; seminar-  
Nov. '09, p.7

Identity theft, FTC FACTA-Oct. '08, p.23; FACTA delayed-Nov. '08, p.16

Safe Routes to School-Sept. '08, p.14; Sept. '12, p.22

Snakes-April '12, p.30

Terrorism, IAFC releases preparedness checklist-Oct. '11, p.35

#### Sales Tax

(see also Taxes)

Internet sales, Marketplace Fairness Act-Nov. '11, p.27; Dec. '11, p.17

Local sales tax collection information-Jan. '12, p.36; Feb. '12, p.28; April '12, p.16

Water, sales to non-residents-Nov. '10, p.23

#### Sister Cities International

Africa Global Sister Cities Foundation, chieftaincy conference-May '10, p.24; July '10, p.58;  
Aug. '10, p.36; Oct. '10, p.13

China, economic dev.-Jan. '08, p.22; March '08, p.32

Citizen diplomacy-Aug. '12, p.12

Conway-Aug. '08, p.12

Fort Smith-Oct. '08, p.21

Ghana-Sept. '08, p.21; chieftaincy conference-July '10, p.58

Gilbert-June '08, p.8; seven-year relationship-Feb. '12, p.26

Heber Springs, visits Omoa, Honduras-April '11, p.28; partners with Omoa, Honduras-May '11,  
p.21

Hot Springs-July '08, p.36; hosts meeting-Dec. '09, p.10; aids Hanamaki, Japan-May '11, p.58;  
cities perfect fit-Sept. '11, p.24; celebrates 20-year relationship-Oct. '11, p.24

IBLA Grand Prize International Music Competition, performs in Arkansas-June '10, p.13; June  
'11, p.18

Little Rock, Sister Cities Commission-Jan. '09, p.7; Chinese delegation visit-Jan. '12, p.7

North Little Rock, Uilwang City, Korea-Nov. '08, p.14

Pine Bluff-April '08, p.16

Star City-May '08, p.12

Terhune named Ark. State Coordinator-May '12, p.19

Turkish delegation visits-March '10, p.20

#### State Offices

Ark. Insurance Dept., SHIP program-Oct. '08, p.32

State agencies, services-Feb. '08, p.9; Feb. '09, p.21; Feb. '10, p.10; Feb. '11, p.9

#### Taxes

(see also Sales Tax)

County Equalization Boards, meet-May '10, p.35; July '10, p.45; May '11, p.13; May '12, p.17

IRS, reporting changes-Dec. '11, p.11

Property tax, time to levy-Sept. '10, p.17; Aug. '11, p.29; Sept. '11, p.17; Oct. '11, p.17; Oct.  
'12, p.23; Sept. '12, p.9

Proposed Const. Amendment No. 1, 2012-Oct. '12, p.6

Proposed Const. Amendment No. 2, 2012-Oct. '12, p.6

Severance tax, increase passes-April '08, p.13; 2012 ballot initiative-Oct. '11, p.17; state-by-  
state comparison-Feb. '12, p.15; March '12, p.19

Streamline sales tax-Feb. '08, p.6

Volunteer fire departments, exemption-June '11, p.40

#### Tourism

Union Pacific No. 844, historic steam engine in Arkansas-July '11, p.32

#### Trails

Arkansas River Trail, Junction bridge opens-June '08, p.9; Two Rivers Park Bridge opens-Aug.  
'11, p.10; Clinton Presidential Park Bridge opens-Oct. '11, p.11

Berryville, grant-Oct. '11, p.34

Cedarville, grant-Jan. '11, p.48

Razorback Greenway, work continues as funds avail.-July '11, p.46; lit by alt. energy-Feb. '12,  
p.40

West Memphis, trail grant-July '12, p.42

#### Transportation

Airports, local airports get funding-July '11, p.46; July '12, p.42; Waldron gets grant-Aug. '11,  
p.29

Arkansas Good Roads Transportation Council, membership open to mayors-July '09, p.32;

Magnolia airport lands grant-Dec. '12, p.36; Searcy, new terminal-July '12, p.33

Bridge, U.S. 82 opens-Aug. '10, p.31; Bridge Inspection Program-Dec. '10, p.14

GARVEE Bonds, special election called-Sept. '11, p.15; support for-Oct. '11, p.6

Pedicabs, Fayetteville OKs-Sept. '10, p.14

Streets, pedestrian crossing signs, placement of-Sept. '09, p.17

#### Trees

(see Urban Forestry)

#### Turnback

Increase, results-Jan. '08, p.7

Outlook, 2009-Feb. '09, p.9; estimate revised-Nov. '09, p.9; Dec. '12, p.9

#### Urban Forestry

Arbor Day, celebrations-June '10, p.36

Ark. Forestry Commission, Rural Fire Protection Program-annual conference-May '10, p.44

Ark. ReLeaf Project, storm cleanup-April '09, p.36

Ark. Urban Forestry Council Conference, Mayor Patrick Henry Hays speaks-Aug. '11, p.14

Benefits, overview-May '12, p.32; save energy-May '09, p.36; Feb. '08, p.34; Jan. '11, p.26;  
Feb. '11, p.24; Dec. '11, p.30; trees good for business-July '09, p.44; Oct. '11, p.28; whole  
community benefits-Dec. '09, p.34; Aug. '10, p.20; reduce runoff-Nov. '11, p.34; Shinrin-  
yoku-Feb. '12, p.36

Bentonville, tree & landscape committee-Dec. '12, p.32

Champion Trees of Arkansas-Nov. '09, p.36

Complete streets, Russellville-Sept. '12, p.16

Drought, damage-Oct. '12, p.20

Governor's Commission on Global Warming, tree increase-June '09, p.32

Green space, green cities healthier-Dec. '10, p.24

Hazard trees, i.d.-March '10, p.36

Heat islands-April '08, p.40

Maintenance-July '10, p.38

Management, new tool-Feb. '09, p.38; helpful Internet links-Jan. '12, p.30

Natural disaster, recovery-July '08, p.56; tree inventory-March '09, p.28; Springdale replants-  
May '10, p.46; recovery training-Sept. '10, p.20

Ordinances, landscape-March '08, p.36

Planning-May '11, p.32

Protection, in work zone-June '11, p.30; Nov. '12, p.32

Public/private partnerships-Aug. '08, p.34

ReGreen, Mena-April '10, p.38

Resources, online-Aug. '09, p.26

Shinrin-yoku, benefits-Feb. '12, p.36

STOP (Shad Trees On Playgrounds) initiative-Sept. '11, p.28

Survivor Tree, Oklahoma City-Aug. '11, p.26

Tools, air spade-Sept. '09, p.32

Tree boards, funding solutions-Sept. '08, p.30; benefits-Nov. '08, p.38

Tree care, pruning, topping-July '11, p.44; plan, plant, prune-Jan. '08, p.26; Feb. '10, p.38;

March '11, p.26; remove packing material before planting-June '12, p.38

Tree City USA-May '08, p.44; how to become-Oct. '08, p.36; Dec. '08, p.28; creative funding  
for-Jan. '09, p.32; Mammoth Spring-June '12, p.28

Tree selection, fall color-Oct. '09, p.36; Oct. '10, p.30

Tree study, cities participate-Oct. '12, p.29

Walkability-March '12, p.40; April '12, p.34

Watershed, Green Development Workshop-April '11, p.34

Workshop-Dec. '12, p.32

#### Volunteerism

Fair Labor Standards Act, volunteers covered-Oct. '09, p.42

Volunteer Communities of the Year, named-Feb. '08, p.12; Nov. '08, p.27; Feb. '09, p.10; Nov.  
'09, p.30; Feb. '10, p.11; Nov. '10, p.29; Feb. '11, p.10; Feb. '12, p.16

#### Waste management

Jacksonville, landfill as habitat-Aug. '08, p.10

#### Wastewater

De Queen, new plant-Jan. '09, p.20

Little Rock, award-Sept. '08, p.14

#### Water

Ark. Water Works & Water Environment Assoc., workers honored-June '12, p.12

Camden, extends service-Jan. '12, p.17

Check Up Program for Small Cities-May '08, p.36

Clean Water Act, stormwater utility fee upheld-Oct. '11, p.30

Rural Water Districts, agreement with NRC-Oct. '08, p.8; Winter Conf. coverage-Feb. '09, p.20

Ratepayer's Survival Guide-April '10, p.48

#### Weatherization

Stimulus, success-Nov. '11, p.40

#### Wellness

(see also Health)

Aging, stay active-June '11, p.20

Diet, planning-Sept. '12, p.18

#### Exercise-June '10, p.47; March '11, p.28

High blood pressure-Sept. '10, p.30

Let's Move Cities and Towns campaign-Sept. '10, p.27; Nov. '10, p.14; Michele Obama speaks  
to NLC-April '11, p.9; Let's Move! Fayetteville-Oct. '11, p.38

Obesity-Oct. '10, p.37; partnering to fight-Nov. '10, p.12; weight shortens life-Dec. '10, p.12;

strategies to combat-Nov. '11, p.36

Outdoors, safety-March '10, p.49

Seminar-Jan. '10, p.7

Seniors, community centers-April '10, p.16

Stress-March '10, p.48

Summer, heat dangers-June '10, p.46

Wellness program, community-March '12, p.10

Winter, work dangers-Feb. '10, p.50; moderation during-Dec. '12, p.16

#### Youth

Childhood obesity, partnering to fight-Nov. '10, p.12

Springdale, named best for kids-Dec. '08, p.18

Tontitown, student initiative-May '11, p.64



# Legal Articles, Questions, Opinions

## 2008-2012

### Amendments

Amendment 7, local option elections-July '10, p.32  
First Amendment, possible violation-June '12, p.44

### American Recovery and Reinvestment Act of 2009

NLC, Congressional Cities Conf., overview-April '09, p.7; special report on-May '09, p.12; briefs available-June '09, p.26  
Energy efficiency grants awarded-April '09, p.24  
Grants, preparing for-March '09, p.32; April '09, p.40; awarded to cities-Oct. '09, p.26  
Help for cities-June '09, p.10

### Overview, NLC Congressional Cities Conf.-April '09, p.7; special report-May '09, p.12; briefs available-June '09, p.26; 75th League Convention-July '09, p.10

### Ark. General Assembly

Act 209 of 2009-July '09, p.37; Oct. '09, p.24; Nov. '09, p.31; sample ordinance-Dec. '09, p.31  
Act 637 of 2007, implementation, penalties-Sept. '08, p.20  
Act 863 of 2008-Oct. '08, p.26  
Act 1211 of 2011-Sept. '11, p.35  
Act 1980 of 2005, constitutionally suspect-July '08, p.46  
ATVs, banned from public roads-Nov. '08, p.30  
First Offenders Act-Sept. '08, p.20  
Fiscal Session, first-March '10, p.39  
General Session overview, 87th-Feb. '09, p.7; May '09, p.7; 88th-Feb. '11, p.7; April '11, p.29; May '11, p.42  
State law, trumps local ordinance-Dec. '08, p.44; when law takes effect-June '11, p.45

### Bids

(see also Financial Affairs, Purchasing)  
Local and non-local-Jan. '10, p.28

### Boundary Changes

(annexation, consolidation, etc.)  
(see also Property)  
Millage, changes-April '10, p.32  
Residence, location-Jan. '10, p.29

### Budget

(see also Financial Affairs)

### Cities

Ambulance, dispatch outside city limits-May '09, p.30  
Copyright, license agreements-Aug. '11, p.12, 13  
Facilities, use of-Dec. '10, p.21  
Interlocal Cooperation Agreements-Feb. '08, p.26; Attorney general's role-Sept. '08, p.22; Dec. '12, p.17  
Ordinances, doing business with city-July '08, p.46; overview of local authority to pass-July '11, p.28  
Organization, city council-Dec. '11, p.10  
Public housing authority, powers of-March '08, p.35  
State law, trumps local ordinance-Dec. '08, p.44  
Territorial jurisdiction-Feb. '08, p.26

### City Attorneys

Residence of-Feb. '08, p.30  
Salary, during suspension-March '10, p.30

### City Employees

ATV ban, applies to employees-Nov. '08, p.30  
Doing business with city-July '08, p.46  
Dual service-Nov. '08, p.30  
Paid leave, National Guard-April '08, p.28  
Workers' Comp, solo contractor-Feb. '08, p.26; sick leave-Aug. '08, p.22; collections-Aug. '08, p.24

### City Planning

Territorial jurisdiction-Feb. '08, p.26

### Commissions, Boards

A&P commission, creating-Jan. '08, p.16; funding city-owned museum-March '08, p.20; private beneficiaries-Nov. '08, p.30; tax, redirection of-March '09, p.24; may not fund special election-June '10, p.31; fund use-May '11, p.60  
Appointments, statute governs-Feb. '12, p.44  
Board of directors, vacancy-Feb. '09, p.32  
Civil service commission, probationary period-Nov. '09, p.29; procedures, bypassing-March '10, p.30  
Compensation of-Dec. '08, p.44  
Conflict of interest, dual service-Nov. '08, p.30; Feb. '12, p.45  
County equalization boards meet-May '09, p.16; June '09, p.35; July '09, p.53  
Dual service-Nov. '08, p.30; Nov. '09, p.28  
Housing authority, municipal control of-Oct. '09, p.32  
Nepotism, setting policy-Oct. '10, p.24  
Professional Service Organization, definition-Aug. '10, p.14  
Public housing authority, powers of-March '08, p.35  
Public water authority, compensation prohibited-Dec. '08, p.44

Retirement benefits, participation-May '09, p.30  
Term, expiration-Feb. '09, p.32; replacing term-limited members-Dec. '10, p.21; term limit trumps reappointment-March '12, p.50  
Vacancy, majority vote to fill-Nov. '10, p.22

### County Services

County funds, for conservation district-June '12, p.44  
Curfew, county may enact-Jan. '11, p.22  
Hospital, sale to city-Feb. '12, p.45  
Jails, prisoner fees-Aug. '08, p.24; Aug. '10, p.14; accepting prisoners from within county-March '12, p.51

### Courts and Laws

Act 209 of 2009-July '09, p.37; Oct. '09, p.24; Nov. '09, p.31; sample ordinance-Dec. '09, p.31  
District court, judges work for state-Aug. '08, p.22; judge removal-March '11, p.36  
Good Samaritan Act, EMTs covered-Feb. '08, p.26; scope of-March '08, p.20  
First Amendment, possible violation-June '12, p.44  
Jail, expense responsibility-July '09, p.36; fees-Aug. '10, p.14; court assesses inmate expenses-Oct. '10, p.24  
Judicial function, setting bail or bond-Sept. '10, p.38  
Location of court, county seat-Jan. '08, p.21  
Red Flags Rule, enforcement delayed-Aug. '09, p.18  
Vehicle searches-Oct. '09, p.22

### Elected Officials

Benefits, healthcare-April '11, p.42  
Doing business with city-July '08, p.46; conflict of interest-Jan. '10, p.28  
Dual service-Jan. '09, p.26; March '09, p.24; Nov. '09, p.28; May '11, p.60; June '12, p.44; July '12, p.56  
Residence of-Jan. '08, p.21; city director-April '08, p.28  
Salary, split positions-Dec. '10, p.20; setting-June '11, p.44  
State representative, dual service disallowed-July '06, p.33  
Vacancy, filling-Feb. '09, p.32; June '11, p.44; after move from ward-May '11, p.60  
**Alderman and Council Members**  
Vacancy, after move from ward-May '11, p.60; fill position in reasonable time-June '11, p.44

### Mayor

Eligibility, unexpunged felony-May '09, p.30  
Retirement, benefits-March '09, p.24  
Salary, reduction-April '09, p.30  
State laws govern-Oct. '08, p.26  
Veto, failing to file-Nov. '09, p.31; filing with clerk-July '11, p.53  
**Salary**  
Decrease, for split positions-Dec. '10, p.20  
Reduction-April '09, p.30; Jan. '12, p.35  
Setting salary, city council-June '11, p.44  
Suspension, payment during-March '10, p.30

### Vacancies

Board of directors-Feb. '09, p.32  
City council, after move from ward-May '11, p.60; fill position within reasonable time-June '11, p.44  
Commissioner, expired term-Feb. '09, p.32  
State law, trumps local ordinance-Dec. '08, p.44

### Elections

Bond issues-June '11, p.45  
County, nonpartisan election-Sept. '10, p.38  
Electioneering, prohibited near poll-Oct. '12, p.17  
Funding, A&P commission may not-June '10, p.31  
Municipal election info-Feb. '08, p.16; July '08, p.24; Feb. '10, p.18; July '10, p.46; Jan. '12, p.38; July '12, p.34  
Party affiliation, nonpartisan in county-Sept. '10, p.38  
Redistricting, laws governing-March '11, p.40; Sept. '11, p.32; affect on sitting aldermen-Dec. '11, p.34  
Running for office, two positions-June '12, p.44  
Runoffs, Act 1211 of 2011-Sept. '11, p.35  
Signatures, qualified electors-Sept. '10, p.38

### Employment

ADA amendments-Feb. '09, p.16  
County, pay policy-July '12, p.56  
Document retention, guidelines-Jan. '11, p.34  
Drug testing, direct observation-Sept. '09, p.26; Nov. '09, p.38  
Employment tax, filing options-Dec. '09, p.26  
Equal Employment Opportunity Commission (EEOC), compliance-April '12, p.46; new guidance on veterans-April '12, p.47  
Fair Labor Standards Act (FLSA), overview-April '11, p.22; July '12, p.28

Genetic Information Non-discrimination Act of 2008 (GINA)-March '11, p.22  
Leave time, sick leave-Aug. '08, p.22; state statutes governing, overview-May '11, p.18  
Nepotism, setting policy-Oct. '10, p.24; Oct. '12, p.17  
Paid training leave-Dec. '09, p.28  
Petition to remove-Oct. '10, p.24  
Policy, ordinances-Aug. '12, p.27  
Sick leave-Aug. '08, p.22; ordinance governs-Nov. '12, p.22  
Vacation, shift length-Aug. '12, p.27  
Veterinarian, city may employ-Oct. '09, p.32  
Workers' Comp, collections-Aug. '08, p.24

### Americans with Disabilities Act (ADA)

Amendments-Feb. '09, p.16  
Compliance, aquatic facilities-Nov. '11, p.26; playground equipment-April '12, p.26  
New design standards-April '12, p.37

### Fair Labor Standards Act

Overview-April '11, p.22; July '12, p.28  
Volunteers, coverage of-Oct. '09, p.42

### Police Officers

(see Police and Law Enforcement)

### Environment

(see Zoning, Land Use and Environment)

### Fees

Act 209 of 2009-July '09, p.37; Oct. '09, p.24; Nov. '09, p.31; sample ordinance-Dec. '09, p.31  
Prisoner fees, county-Aug. '08, p.24  
Probation fees, go to police pension-Nov. '08, p.31  
Stormwater utility fee, upheld by Ark. Supreme Court-Oct. '11, p.30

### Financial Affairs

(see also Budget)  
Arkansas Securities Act-June '11, p.44  
Bond issues, elections-June '11, p.45  
Budget, Q&A-Dec. '12, p.9  
Chamber of commerce, not entitled to city funds-Dec. '10, p.20  
Contributions by city-Feb. '08, p.26  
Debt, payment of-Jan. '09, p.26  
Economic growth, legitimate expenses for-Dec. '10, p.20  
Employment tax, filing options-Dec. '09, p.26  
Financial statements, semiannual-Jan. '08, p.17; July '08, p.38; Jan. '09, p.15; July '09, p.52; Jan. '10, p.18; July '10, p.54; Jan. '11, p.16; July '11, p.38; annual-March '12, p.18  
Reimbursement, for tips-Sept. '12, p.35  
Turnback, estimate revised-Nov. '09, p.9

### Fire Departments and Firefighters

Alarm and sprinkler systems, installation compliance-Aug. '09, p.18  
Dual service-Jan. '09, p.26  
Emergency lights, dash-mounted on private vehicles-Nov. '11, p.39; Dec. '11, p.34  
Fire service coordinator, county appoints-Aug. '08, p.24

### Freedom of Information (FOIA)

Correspondence, release of -April '08, p.39  
Custodian of records, withholding records-March '08, p.35  
Disciplinary records, complaints-March '08, p.35; release of-March '09, p.24  
E-mail, not automatically public-Jan. '08, p.21  
Emergency meeting, definition-May '11, p.60  
Employee records, release of April '08, p.28; Sept. '12, p.35; employee evaluation, what qualifies-Jan. '08, p.21; job performance-May '08, p.32; May '10, p.38; Oct. '10, p.24; payroll-Sept. '08, p.22; list of employees, release of-Nov. '11, p.39; personal information-Aug. '12, p.27  
Executive session, limits-Aug. '09, p.22; who may attend-Dec. '11, p.35  
Fees-Jan. '10, p.29  
Photographs, of public records-Nov. '08, p.31  
Privacy, federal Privacy Act of 1974-Aug. '08, p.22  
Records, photographs of-Nov. '08, p.31; denying release-Jan. '11, p.22; reproduction fees-Sept. '11, p.35  
Redactions-Feb. '10, p.32; July '11, p.53; Nov. '12, p.22; Nov. '12, p.23  
Video recording, of meeting-April '12, p.38  
Violations, court's role-Dec. '11, p.34

### Governing Bodies

(see Elected Officials)

### Highways

(see Streets, Roads and Highways)

## **Jails**

Act 209 of 2009-July '09, p.37; sample ordinance-Dec. '09, p.31  
Bail/bond, setting of judicial function-Sept. '10, p.38  
Fines-Jan. '10, p.28

## **Land**

(see also Zoning, Land Use and Environment)  
Religious Land Use and Institutionalized Persons Act-July '10, p.36  
Right-of-way-Nov. '09, p.28  
Tax lien-March '11, p.36  
Territorial jurisdiction-Feb. '08, p.26  
Waterways, navigable stream-Feb. '08, p.30

## **Legislation**

87th General Assembly, overview-Feb. '09, p.7; May '09, p.7; July '09, p.7  
Act 209 of 2009, fees-July '09, p.37; Sept. '09, p.24; sample ordinance-Dec. '09, p.31  
Clean Water Act, stormwater utility fee upheld-Oct. '11, p.30  
Controlled substances, K2-July '10, p.32  
Digital TV, transition-March '09, p.16  
Effective dates-July '09, p.38  
Fiscal Session of General Assembly, first-March '10, p.39  
Tax cap, can modify-May '08, p.32  
Trail grant program-June '09, p.38

## **Licenses**

Copyright, license agreements-Aug. '11, p.12, 13  
Occupational-June '11, p.45

## **Nonprofit Organizations**

Donations from city-Jan. '09, p.26

## **Nuisance Property**

Cleanup, costs not civil debt-Jan. '08, p.16

## **Ordinances**

Act 209 of 2009, sample ordinance-Dec. '09, p.31  
Animal cruelty, Act 33 of 2009-April '10, p.14  
Committee, creation of-Nov. '09, p.28  
Departments, creation of-Nov. '09, p.28  
Firearm-Oct. '12, p.17  
Noise violation-April '09, p.30  
Nuisances, regulation against-April '10, p.32  
Ordinances: General, overview of local authority to pass-July '11, p.28; amending/repealing-Sept. '11, p.35; employment policy-Aug. '12, p.27  
Permit, adopt ordinance before charging-April '12, p.38  
Powers of, can't be broader than state statute-Nov. '09, p.29; can't over state mandate-Dec. '11, p.35  
Purchasing, by mayor-Jan. '11, p.22  
Voting, supermajority-Sept. '12, p.35

## **Pension Benefits**

(see Retirement and Pensions)

## **Police and Law Enforcement**

Eligibility, felony conviction expunged-Aug. '11, p.33  
Emergency vehicle lights, restrictions-July '12, p.56  
Expenses, in line of duty-Feb. '12, p.44  
First Offenders Act, convicted constable-Sept. '08, p.20  
Good Samaritan Act, first responders-March '08, p.20  
Interstate highway, patrol of-July '09, p.37  
Probation, fees-Nov. '08, p.31  
Public housing authority, can't establish police agency-March '08, p.35  
Records, FOIA-March '08, p.35  
Swearing in-Feb. '12, p.44  
Taser, target zone-Dec. '09, p.14  
Vehicle, towing of-July '09, p.38

## **Property**

Cleanup, after disaster-June '11, p.44  
Donation of, property-July '08, p.46; Jan. '09, p.26  
Lease of, public purpose-June '10, p.30; in-kind payments for-Dec. '10, p.21  
Online sale of-Oct. '09, p.32  
Taxes, levy-Sept. '10, p.17

## **Purchasing**

Bidders, local and non-local-Jan. '10, p.28  
Contracting with elected officials prohibited-Dec. '09, p.28  
Hospital, county sale to city-Feb. '12, p.45  
Ordinance-Jan. '11, p.22

## **Records**

Document retention, personnel-Jan. '11, p.34  
FOIA, denying release-Jan. '11, p.22

## **Retirement and Pensions**

Arkansas Securities Act-June '11, p.44  
Board members, who serves-May '10, p.38  
Commissions, employee participation-May '09, p.30  
DROP program-June '12, p.44  
Guarantee Fund, assistance-Jan. '11, p.22  
Investment, statutory limitations-Nov. '11, p.39  
Mayor, retirement benefits-March '09, p.24  
Probation fees, go to police pension-Nov. '08, p.31  
Protections, state and federal law-July '09, p.37  
Reduction of, authority-Dec. '09, p.28  
Revenues, can't be diverted-Nov. '10, p.22  
Service after retirement, eligibility for-Dec. '09, p.29

## **Sales Tax**

(see also Taxes)  
Advertising and Promotion tax-Aug. '08, p.22  
County, distribution of-Jan. '10, p.28; June '10, p.30  
Designated purpose, debt interest-Jan. '09, p.26  
Interlocal Cooperation Act, sharing sales tax-July '10, p.32  
Limits, maximum-May '08, p.32  
Sales tax information, release of-July '12, p.57  
Streamline sales tax, rebates-May '08, p.32  
Water, non-resident sales tax-Nov. '10, p.22

## **Streets, Roads and Highways**

ATV use limited-Dec. '09, p.29  
Golf cart, use on public roads-July '09, p.38  
Maintenance, responsibility-Aug. '12, p.27  
Pedestrian crossing signs-Sept. '09, p.17  
Personal mobility devices, use on public roads-Aug. '09, p.22  
Road tax, county-Feb. '08, p.26; use of-March '11, p.37

## **Taxes**

(see also Sales Tax)  
Act 1980 of 2005, constitutionally suspect-July '08, p.46  
Advertising and Promotion tax-Aug. '08, p.22  
County Equalization Boards, meet-May '10, p.35; July '10, p.45  
Gross receipts tax, hotel stays-Nov. '09, p.29; RV parks-Nov. '09, p.29  
Mineral rights-Nov. '12, p.22  
Property tax, levy-Sept. '10, p.17; lien on-March '11, p.36  
Public funds, public purpose-April '08, p.28; for gym membership-Dec. '12, p.17  
Redirection of-March '09, p.24  
Road tax, county-Feb. '08, p.26; use of-March '11, p.37  
Sharing, "pay as you go"-Aug. '09, p.22  
Streamline Sales Tax, qualifying for rebates-May '08, p.32  
Subchapter 4 tax-June '10, p.30  
Tax cap, Legislature can modify-May '08, p.32  
Use of, "pay as you go"-Aug. '09, p.22; voters may change-June '11, p.45

## **Transportation and Vehicles**

ATV use, ban applies to employees-Nov. '08, p.30; limited by law-Dec. '09, p.29  
Cell phone use, texting while parked-Jan. '10, p.28  
Golf cart, use on public roads-July '09, p.38  
Personal mobility devices, use on public roads-Aug. '09, p.22  
Regional transportation authority, funding-March '12, p.50  
Turning signal, use-March '11, p.36

## **Utilities**

Public utility, definition clarity needed-Nov. '11, p.39

## **Water**

Act 863 of 2008-Oct. '08, p.26  
Clean Water Act, stormwater utility fee upheld-Oct. '11, p.30  
Development fees-Jan. '08, p.21  
Navigable stream-Feb. '08, p.30  
Rural water system, contract with void-Sept. '08, p.22  
Sales tax, non-resident-Nov. '10, p.22

## **Zoning, Land Use and Environment**

Building code, ordinance must comply-March '12, p.51  
Development impact fees-Jan. '08, p.21  
Energy Code, must adopt-Dec. '12, p.10; Nov. '12, p.12  
Farmers' market, participation-July '09, p.38  
Religious Land Use and Institutionalized Persons Act-July '10, p.36  
Voting, procedure-Feb. '10, p.32

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.

**CITY ADMINISTRATOR**—Jetmore, Kan., seeks a candidate with a Bachelor's in Public Administration or related field for the position of City Administrator. Strong leadership, communication, budgetary, and grant writing skills required. Salary \$45-55K DOQ. Jetmore (pop. 889, \$3.3 million budget, 6 FT employees), located 25 miles north of Dodge City, Kan., is a proud community with a rich history and promising future. For more info visit [www.hodgemancountyks.com](http://www.hodgemancountyks.com). Send cover letter, resume, and 3 professional references to LEAPS-Jetmore@lkm.org or LEAPs-Jetmore, 300 SW 8th, Topeka, KS 66603. EOE. Open until filled. Resume review begins Dec. 31.

**EXECUTIVE DIRECTOR**—Springdale Water Utilities is accepting applications for the position of executive director. Must possess a Bachelor's degree and five years of progressively responsible managerial experience in the operation of water and wastewater system. Must possess a valid DL, have or be able to obtain within a reasonable amount of time a valid Water Distribution Operator's License issued by the Ark. Dept. of Health, and a Wastewater Treatment Operator's License issued by ADEQ.

This position serves as CEO under the direction of the Springdale Water and Sewer Commission. Responsible for planning, organizing, administering, and directing the daily programs and various activities of Springdale Water Utilities. Utility services include operation, maintenance, and expansion of the city's water storage, distribution and metering system, and the wastewater collection, pumping and treatment facilities. This position requires weekend and/or holiday work as well as overtime work. Salary range is \$82,104-\$123,132.

Email resumes to [jobs@springdalear.gov](mailto:jobs@springdalear.gov) or mail or apply in person with the Human Resources Department, Room 200 at 201 Spring Street, Springdale, AR 72764; or fax to 479-750-8523. Application deadline Feb. 1. This position is not connected with the City of Springdale.

**FACILITY MANAGER**—The City of Maumelle has an opening for a Facility Manager in the Parks & Recreation Department. The position ensures that the facilities are maintained to the highest standards and are ready for their particular activities. Facilities include one community center, one baseball complex, one softball complex, one soccer complex, one football field, three river/lake parks, 18 playgrounds, and 30 miles of walking trails. Minimum qualifications: Bachelor's Degree from a four-year college or university, two years related experience and/or training or the equivalent combination of education, and 12 to 18 months managerial experience. Salary range begins at \$35,368. Applications accepted until position filled. A City of Maumelle Employment Application must be completed. For application visit [www.maumelle.org](http://www.maumelle.org) and click on the Human

Resources Department to print an application. Mail completed applications to: City of Maumelle, Human Resources Department, 550 Edgewood Drive, Suite 590, Maumelle, AR 72113. For questions, contact the Human Resources office at 501-851-2784, ext. 242, 7 a.m.-5 p.m. Monday-Friday. EOE. Minority, women, and disabled individuals encouraged to apply.

**FINANCE DIRECTOR**—The City of Siloam Springs is accepting applications for a Finance Director. Under the direction of the City Administrator, position is responsible for managing and directing the financial affairs of the city including accounting, payroll, accounts payable, utility billing and collection, and treasury management. Also responsible for the preparation and administration of the municipal budget and annual audit process.

Position requires a minimum of a Bachelor's Degree in Financial Management. Certification as a CPA or CGFO are preferred but not required. The successful candidate's background should include five years or more of financial management experience in a municipal entity with significant supervisory or management experience. Applicants must possess a valid DL, submit to a background check, and be willing to relocate. The City of Siloam Springs respectfully requests that only qualified applicants meeting the above requirements apply for this position.

A completed application must be submitted for all positions. Applications available at City Hall, 400 N. Broadway, Siloam Springs, or online at [www.siloamsprings.com](http://www.siloamsprings.com). Salary Range: \$67,248-\$84,950. The city offers a generous benefit package including, but not limited to medical, dental, vision, LTD, 457 Deferred Compensation, vacation and sick leave. For further information, including a copy of the complete job description, please call 479-524-5136 or email [humanresources@siloamsprings.com](mailto:humanresources@siloamsprings.com). EOE. Open until filled.

**FOR LEASE**—The City of Plainview has industrial office and manufacturing space available for lease at a negotiable price. The building is located at 915 Hwy. 28 West and has 2,660 square feet of office space and 12,000 square feet of manufacturing space with three-phase electricity, 440 volts and generator, two overhead doors and one sliding door, two five-ton overhead cranes with a large concrete loading pad, and two restrooms. Attached office building contains seven offices, reception area, break room with cabinets, utility closet, and restroom. The industrial site specs are approximately nine acres with a security fence and wide rolling gate entrance with state highway access and additional covered outside storage option available. If interested, please contact the City of Plainview at 479-272-4320/479-272-4242 or email [pvviewsfund@arkwest.com](mailto:pvviewsfund@arkwest.com).

**FOR SALE**—Huttig has for sale a 1991 Ford Econoline Van. 54K miles. Used as ambulance. Asking \$3,748. Price negotiable. Call 870-942-2222 or email [cohuttig@bayoucable.com](mailto:cohuttig@bayoucable.com).

**PARKS & REC DIRECTOR**—The City of De Queen is seeking qualified applicants for the position of parks and recreation director. Successful applicant will supervise maintenance and operation of two city parks, a public swimming pool and a city cemetery. Responsibilities include directing staff of three people in mowing and maintaining park grounds, scheduling usage of public facilities and keeping public parks in top condition. Job requirements include HS diploma or equivalent, valid Arkansas DL and certifications needed for job. Applicants should have knowledge of youth and adult sports, experience in organizing special events and operating within a budget. Must be able to use computer and standard office software. A complete job description is available. Salary DOE. Applications available at De Queen City Hall or online at [www.cityofdequeen.com](http://www.cityofdequeen.com). Position open until filled. EOE.

**POLICE OFFICER**—Harrison is seeking qualified applicants for the position of police officer. Requirements: U.S. citizen, at least 21 years of age, possess a valid AR DL; no felony record/arrests; able to pass background check, psychological exam, physical exam and polygraph exam; ability to work rotational shifts; must be fingerprinted; must purchase uniforms and equipment. Reports to Shift Commander and will be under the direction of the Chief of Police. Salary: \$29,353. For detailed duties and for an application, contact Leta Price, Harrison Police Department, 116 S. Spring St., or call 870-741-5463.

**WATER & SEWER SUPERINTENDENT**—The City of Ashdown is seeking qualified candidates for the position of Water & Sewer Superintendent. Successful candidate will possess knowledge of applicable methods and procedures in the operation, maintenance, and construction of public water supply systems, wastewater collection and treatment. Must meet all licensing requirements of the state of Arkansas. A complete job description is available. Salary DOE. Submit resume and application to Ashdown City Hall, Attn: Mayor, P.O. Box 135, Ashdown, AR 71822. EOE.

Visit Us.  
[www.arml.org](http://www.arml.org)





# “HEALTHY RELATIONSHIPS START WITH TRUST.”

This same principle is true in finance. You need to trust that the public finance professionals handling your project are confident in their knowledge and abilities to provide funding solutions, while also careful and communicative when managing your financing. This kind of long-term relationship can be found here at Crews & Associates. When it comes to providing the capital you need and the service you deserve, we're fully invested.

**Ray Beardsley • Director**  
501.978.6393 • [rbeardsley@crewsfs.com](mailto:rbeardsley@crewsfs.com)



INVESTMENT BANKING/PUBLIC FINANCE  
BONDS • LEASES • LOANS

800.766.2000 • [crewsfs.com](http://crewsfs.com)

Member



 **Crews & Associates**

Fully Invested.

Transactions  
build fees.  
**RELATIONSHIPS  
BUILD VALUE.**



Standing from left: Jack Truemper, Michele Casavechia, Dennis Hunt, Kevin Faught, Chris Angulo, Lindsey Ollar & Bobbie Nichols

Seated from left: Michael McBryde, Carey Smith, Jason Holsclaw & Mark McBryde (Executive Vice President and Director of Public Finance)

At Stephens, we understand our continued success results from how clients are treated. With this in mind, our work is done in a manner that demonstrates trust and clear thinking.

For 80 years, our firm has successfully managed tax-exempt issues and financial advisory transactions for Arkansas borrowers. And while 2012 was another good year, we understand it was possible because of the trust and confidence shown by our fellow Arkansans.

We are continually impressed with the talent and dedication of the men and women who manage Arkansas' municipalities, hospitals, colleges and universities, school districts, state agencies, counties, utility systems and other governmental organizations. Thank you, Arkansas, for your continued confidence in our capabilities.

Little Rock 800-643-9691  
Fayetteville 800-205-8613

LITTLE ROCK, AR • ATLANTA, GA • BATON ROUGE, LA  
CHARLOTTE, NC • DALLAS, TX • FAYETTEVILLE, AR  
JACKSON, MS • NASHVILLE, TN

**Stephens**  
**Public Finance**