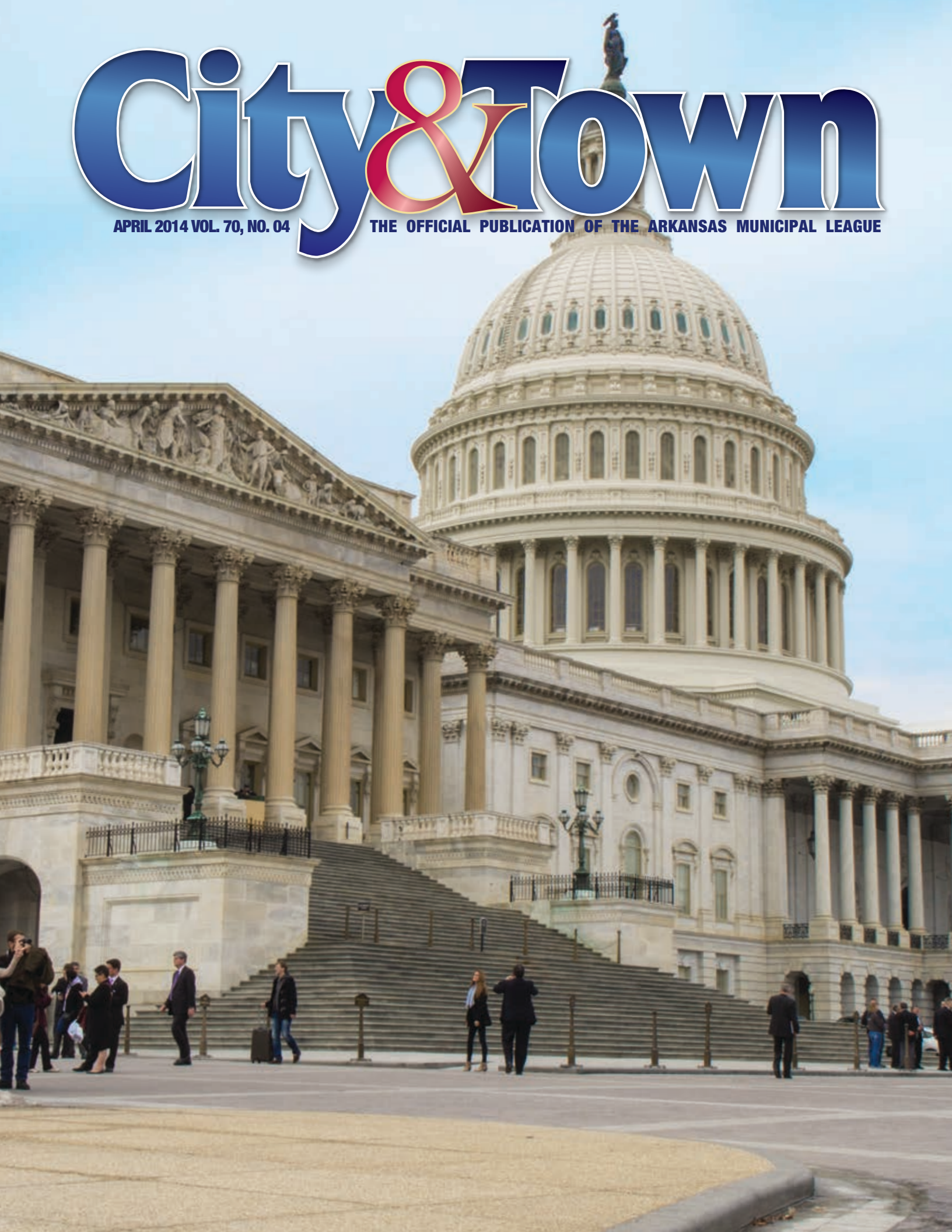


City & Town

APRIL 2014 VOL. 70, NO. 04

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE





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FEATURES

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The National League of Cities at its annual Congressional City Conference in March recognized Rep. Steve Womack for his work on the Marketplace Fairness Act and urged Congress to pass the bill.

12 Exchange program takes Arkansas vets to U.K.

Arkansas veterans participating in the new Veterans International Exchange Program will visit the United Kingdom in May to promote veterans' services and reintegration into civilian life.

14 Centerton connects over coffee

Centerton Mayor Bill Edwards' monthly Coffee with the Mayor meetings have become a great way to connect the citizens with City Hall in an open, informal way.



ON THE COVER—A delegation of Arkansas municipal officials hit Washington, D.C., between snowstorms in March to attend the NLC's Congressional City Conference, where the Marketplace Fairness Act, protecting municipal bonds, immigration, and other issues were high on the agenda. Read coverage of the conference inside beginning on page 6. Read also inside about the next adventure organized by the Veterans International Exchange Program, coffee (and donuts) with the Centerton mayor, and more. And if you haven't registered for the League's 80th Convention, June 18-20 in Little Rock, see page 22 for registration and hotel information.—atm

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Publisher
Don Zimmerman

Communications Director
Whitnee V. Bullerwell

Advertising Assistant
Tricia Zello

Editor
Andrew T. Morgan

Graphic/Layout Designer
Mark R. Potter

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

PHOTO BY ANDREW MORGAN

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Greetings,

It's time to register for our 80th Convention, June 18-20 at the Statehouse Convention Center in Little Rock. You don't want to miss this milestone year for the League.

Over this 80-year time period, the League has been an invaluable asset to our municipalities. The local option sales tax, tort immunity, legal defense, vehicle and health coverage, and worker's compensation are just a few of the ways the League has helped cities and towns. If you took a look back and figured how much your city has received in sales tax revenue just in the local tax options it would be in the millions of dollars that the League has brought to our communities. Again this is just a very small portion of the overall value that has been added through the dedicated work of League staff on our behalf.



If you have pictures from past conventions you would like to share please email them to citytown@arml.org. And don't forget to turn in suggested Convention resolutions and the names of elected city officials who have served for 25 years. Submission guidelines appear in this issue. Remember, we will be using our CVENT program to register, so please take advantage of this online registration program. You should have already received an email from CVENT about registering.

We attended the National League of Cities Congressional City Conference in Washington, D.C., in early March. The focus of the meeting was support for the Marketplace Fairness Act, tax-exempt municipal bonds tax exemption, and immigration reform. These are all areas of importance to cities across our nation.

Not only are we dealing with the previous mentioned issues, we must also deal with the infrastructure of our nation. Our streets, bridges, water, and sewer systems are aging and funding for repairs is depleting. Our infrastructure system has an overall grade of D. This is not acceptable and we need to help find ways to make improvements.

Our own Congressman Steve Womack was honored with the first ever NLC President's Award for his work on the Marketplace Fairness Act. Our congratulations and appreciation is extended to Congressman Womack.

All of our state's congressional delegation is on board with the Market Place Fairness bill except Congressman Tom Cotton. When asked about his position on the bill during our luncheon meeting he stated he felt like it was the states' and cities' responsibility to educate the citizens that they should pay the Internet sales tax by posting billboards and running ads and that we didn't need to pass the legislation. Also if it was passed the taxes should stay at the point of origin, not go to the destination of the sale. This would not bring any benefit to our cities and towns. These are not acceptable reasons for Congressman Cotton to oppose the bill. Please write Congressman Cotton and express your concerns and the need for the legislation. If you know or have contact with other congressman in different states I encourage you contact them asking for their support. [For more on this issue, see the NLC coverage starting on page 6.—Ed.]

The city of Yellville has the honor of being the first city to sign up for the new "IT in a Box" program. If you are looking for IT solutions, check out this new program offered through the League. Thank you for allowing me to serve you.

Sincerely,

Jackie Crabtree
Mayor, Pea Ridge
President, Arkansas Municipal League

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Marketplace Fairness tops agenda at NLC Congressional City Conference

By Andrew Morgan, League staff

Garnering support for the Marketplace Fairness Act has been top priority for the National League of Cities, and the organization has presented Arkansas Rep. Steve Womack its first ever President's Award for his leadership on the issue in the U.S. House of Representatives. The NLC honored Womack at the 2014 Congressional City Conference, held March 8-12 in Washington, D.C. The annual event provides an opportunity for municipal leaders from across the nation to gather to discuss issues of mutual concern, hear from top administration officials, and meet with their state Congressional delegations.

Womack accepted the President's Award and spoke to Arkansas's municipal delegation on the final day of the conference during a meeting at the Dirksen Senate Office Building. He would like to see the Marketplace

Fairness Act pass during this Congress, he said, and avoid starting over at zero during the next.

"We've got this thing right to the brink of being able to declare victory," Womack said. "We're just simply not quite there yet."

Mirror legislation passed in the Senate, but supporters may have celebrated too quickly after that, he said.

"We allowed another crowd to frame the discussion in the House of Representatives, and we can't let that happen. We've got to frame it ourselves."

The goal of the legislation is to collect sales tax already due on Internet purchases and help even the playing field for struggling "brick and mortar" businesses. It's an issue that affects both private and public stakeholders, Womack said. He encouraged municipal leaders, who rely on sales and use tax collections to keep important public services going, to help spread the word about the



PHOTO COURTESY NATIONAL LEAGUE OF CITIES

The NLC presented Rep. Steve Womack the President's Award for his work on the Marketplace Fairness Act. From left, Pea Ridge Mayor and League President Jackie Crabtree; NLC Executive Director Clarence Anthony; Saint Paul, Minn., Mayor and NLC President Chris Coleman; Rep. Womack; and League Executive Director Don Zimmerman.



Griffin

issue and build support. The popularity of online sales is not going to reverse, he said, so now is the time to act.

“Main Street retailers don’t want any special treatment,” Womack said. “They just want a level playing field.”

Each member of Arkansas’s Congressional delegation was able to attend the meeting and share their thoughts on national issues that affect cities and towns. Rep. Tim Griffin, who is a co-sponsor on the Marketplace Fairness Act, called it “pro-growth tax reform,” but said there are still some members of Congress who need convincing.

Griffin said it’s time to streamline the federal income tax.

“I think most folks will agree—Democrat or Republican, liberal or conservative agree—we need to reform our tax code,” he said. “It’s very difficult to say, ‘I want to defend the status quo on our tax code.’”

“You cannot defend a 70,000-page tax code,” he added. “It’s just crazy.”



Pryor

Griffin promoted closing tax loopholes and lowering overall rates.

Sen. Mark Pryor praised Womack’s leadership on the Marketplace Fairness Act in the House, where it’s been a tougher sell than in the Senate.

During the meeting, Arkansas municipal officials asked our delegation to protect tax-exempt municipal bonds, which cities rely on. All agreed that the issue is an important one for cities. Pryor said that the bonds are “on the table” as Congress discusses tax reform.

“I don’t support changing the law on municipal bonds,” he said, “or on charitable deduction, or on mortgage deduction, but again I’m willing to put it on there and talk about it and see where it goes.”

He’s confident the Senate would protect municipal bonds, Pryor said.

Rep. Rick Crawford is pushing for more transparency as Congress works to reauthorize MAP-21 legislation, which funds surface transportation programs across the country. In the absence of earmarks, it’s important that Arkansans know how the money is being spent and on what projects, he said. On a related project, Crawford is participating in a newly formed ports caucus, a group working to increase access and growth for the nation’s coastal and inland waterways.

“I represent the ‘east coast’ of Arkansas, so we have a



Crawford

lot of interest in inland waterways and ports,” Crawford said.

With the passage of the Farm Bill, the subcommittee on livestock, agricultural credit, and rural development, which Crawford chairs, will be focusing on several issues important to Arkansas cities and towns, he said. The USDA’s rural development program is particularly important to cities and towns below 25,000 in population, he said. Promoting economic development in rural communities and expanding broadband Internet access are two of the big issues the subcommittee will discuss.



Cotton

All four of Arkansas's representatives have signed on to support HR-1076, a bill that protects cities' ability to pool their resources for providing health coverage for employees. Doing so saves the federal government money under the new healthcare law, League Executive Director Don Zimmerman said, and the League's Municipal Health Benefit Fund, whose rates have been flat overall for the last seven years, is a great example.

"It's definitely something we're supportive of," Crawford said. He agreed that's one way to drive costs down.

Rep. Tom Cotton said he's concerned that federal policy will harm cities. The mandates of the Affordable Care Act, the EPA, the Federal Reserve, and HUD all hurt growth, he said.

"As a member of Congress representing some of you in Congress I often worry more about what Congress is

Origin sourcing a 'poison pill'

The House Judiciary Committee met for a hearing March 12, which was the final day of the NLC's 2014 Congressional City Conference, and, according to Penelope Lemov, who covered the meeting for *Governing* magazine (www.governing.com), could be close to passing the Marketplace Fairness Act, which would allow local governments to access an estimated \$23 billion in sales taxes on Internet purchases that are due them but uncollected. The Senate has already passed the legislation with bipartisan support. Some opponents in the House of the Senate-passed version of the bill have suggested a new approach to online sales tax collection called origin sourcing, which bases the sales tax on where the online retailer calls home rather than the customer. The change could be worse than no passage, Lemov writes.

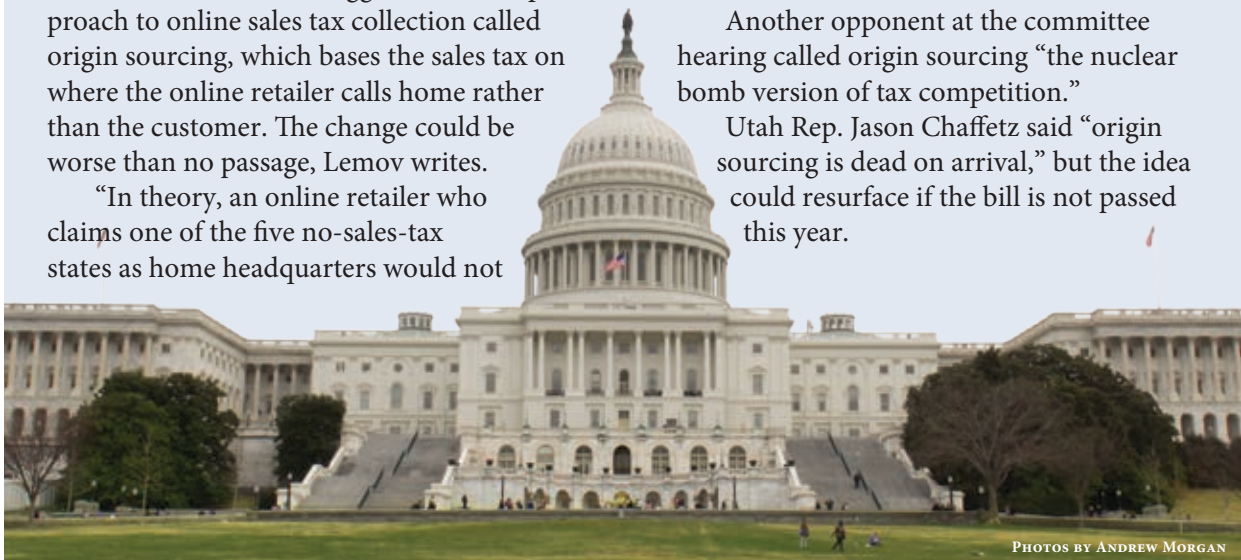
"In theory, an online retailer who claims one of the five no-sales-tax states as home headquarters would not

have to collect sales taxes from its customers, wherever they reside and wherever the goods may be delivered." It could force interstate tax competition, lower rates, and could mean even less sales tax revenue for local governments than they have now, when Internet sales tax collection is nearly unenforceable.

Lemov quotes Howard Gleckman, a resident fellow at the Urban Institute, who called the approach a poison pill, "a cynical effort to exempt Internet sales from any tax under the guise of 'fairness' and 'state sovereignty.'" He added that if it became law, "it could well be a recipe for the ultimate demise of sales taxes as a source of state revenues."

Another opponent at the committee hearing called origin sourcing "the nuclear bomb version of tax competition."

Utah Rep. Jason Chaffetz said "origin sourcing is dead on arrival," but the idea could resurface if the bill is not passed this year.



PHOTOS BY ANDREW MORGAN

going to do to you rather than what it's going to do for you," Cotton said.

Cotton remains the one Arkansas delegate who has not signed onto the Marketplace Fairness Act. A level playing field is important, Cotton said, but he didn't support the bill that passed in the Senate. The biggest problem, he said, is that it's "very hard to administer," burdening businesses to keep up with the numerous, varying tax jurisdictions. Little Rock Mayor Mark Stodola countered that between the use of customer zip codes and working with state departments of finance and revenue, who already manage tax jurisdictions, the "technological argument is pretty hollow."

Cotton said that he understood that this is not a new tax but rather a means for collecting a tax that's already due, but he and other opponents of the legislation as passed by the Senate have proposed switching to an origin-based system of taxation, called origin sourcing. Instead of collecting sales tax based on where the customer lives, it would be based on where the online retailer is based. That idea has already drawn some major criticism. [See sidebar on page 8 for more discussion of origin sourcing.] Mountain Home Mayor David Osmon said that living in a border county—Baxter County is on the Missouri border—he already sees local businesses losing out to those just across the border, where the sales tax is lower. That would only increase with origin-based Internet sales tax collection, he said.

"I don't think that works well for the state of Arkansas," Osmon said. "When you have the big warehouses in New York and other places like that, it's going to end up with the tax being assessed and paid to those states, where the actual use of it and the loss of the sales are going to occur at home."

Cotton said he doesn't expect the legislation to pass this year and suggested that Arkansas enforce its existing sales and use taxes, which is already due on online purchases, though the public is not informed. "I don't believe most Arkansans are outlaw tax cheats," he said, but they're not aware of the rules. He suggested mounting a PSA campaign to inform the public about the impact on local services not paying sales and use taxes has.

"I think if you undertake that kind of public education campaign, then a lot more Arkansans will be paying their use taxes," Cotton said.

Sen. John Boozman, who helped pass the Marketplace Fairness Act in the Senate, said it was a good way to expand the local tax base and protect Main Street, which is essential to city operation.

"If you don't have a strong Main Street, if you don't have strong small business, the system breaks down, it just doesn't work," he said.



Boozman

Boozman said he doesn't expect it to pass the House before mid-term elections, but that it probably has the support to pass next year.

When asked if he was with cities on protecting tax-exempt municipal bonds, Boozman said "very much so."

NLC talks priorities, hears from administration

Protecting tax-exempt municipal bonds and promoting the Marketplace Fairness Act are both Arkansas municipal concerns and among the top priorities for the NLC. Saint Paul, Minn., Mayor and this year's NLC President Chris Coleman outlined these and other priorities for cities across the nation, which must partner with the federal government to address challenges. Cities don't have the luxury of not acting on issues, some of which fall outside the traditional scope of local government, he said.



Coleman

“While the federal government is bogged down by partisan brinksmanship, cities deal with the fallout of an education system that fails entire communities of children and youth, an ailing and inadequate infrastructure, an immigration system that too often tears apart families and holds back economic growth, and increasing extreme weather events,” Coleman said.

Cities must also be innovators in transportation, he said, and must advocate for the federal resources we need.

“As city leaders we must continue to drive for an efficient transportation system that provides for our community needs in ways that influence positive patterns of growth and economic activity,” Coleman said. “With strong federal support of local initiatives, cities advance innovations in transportation and infrastructure that feed into goals for national growth and global competitiveness.”

To continue that discussion, NBC and MSNBC correspondent Andrea Mitchell moderated a panel featuring Coleman, Philadelphia Mayor Michael Nutter, and International Council of Shopping Centers President and CEO Michael Kercheval. Despite an improving economy, the country is suffering from a “crisis of

confidence” in our elected leaders, Mitchell said. She asked the panelists to cover a range of issues from the local perspective, including education, climate change, and the economy.

The NLC welcomed the heads of the Department of Transportation, the Environmental Protection Agency, and the Department of Housing and Urban Development to the conference, who participated in a panel discussion on how their agencies are working with cities and towns. A robust transportation system is essential to local economies, DOT Secretary Anthony Foxx said. Funding for popular programs like the TIGER (Transportation Investment Generating Economic Recovery) grant program is a priority, he said. President Obama recently announced \$600 million in new funding for that program. Foxx said the president also laid out his vision for a \$302 billion, four-year surface transportation bill to improve the nation’s infrastructure.

“But you know that to make this a reality we’re going to need the help of all of you,” Foxx said. He encouraged city leaders to tell national leaders about their cities’ successes and their needs.

Addressing climate change is a major public health challenge and has become a priority for the



From left, NBC’s Andrea Mitchell, International Council of Shopping Centers President and CEO Michael Kercheval, Saint Paul Mayor and NLC President Chris Coleman, and Philadelphia Mayor Michael Nutter discuss NLC priorities such as education and job creation.



PHOTOS BY ANDREW MORGAN

From left, Saint Paul Mayor and NLC President Chris Coleman, DOT Secretary Anthony Foxx, EPA Administrator Gina McCarthy, and HUD Secretary Shaun Donovan discuss the Partnership for Sustainable Communities.

president, EPA Administrator Gina McCarthy said. The administration is pushing for more money to fund green initiatives, protect wetlands, and reduce emissions in cities across the country. The three agencies have formed the Partnership for Sustainable Communities (www.sustainablecommunities.gov), which allows them to look at challenges in a holistic way and to pool their resources to help cities, she said.

“We know that you know better than anybody else what you need to keep your communities moving forward in a safe, healthy, and sustainable way, and that’s what we want to fund together,” McCarthy said.

A major goal of the partnership is to connect people to where they work, HUD Secretary Shaun Donovan said, through transportation, housing, and healthy community development.

“These are real pocketbook issues for families,” Donovan said. “The average American family now spends more than 50 cents out of every dollar they earn just on housing and transportation combined.”

Creating affordable housing opportunities and reducing the distance between home and work will help reverse that trend, he said. Improving the energy efficiency of buildings is another priority, he said, as 20 percent of carbon emissions come from residential buildings.

Gwen Ifill, moderator and managing editor of *Washington Week* and co-anchor and co-managing editor of *PBS NewsHour*, both on PBS, said good journalism is especially important in a time when Washington is “locked in one partisan death match or another.” She addressed the conference during the final general session on March 11.



Ifill

“It’s no surprise that most Americans would rather take a poke in the eye than trust Washington lawmakers to speak for them.”

It’s a tough environment for journalists and for local leaders, who are immediately accountable every day, she said.

“I will do my best to be the best translator that I can be,” she said.

Ifill said she has a soft spot for municipal leaders and the hard work they do because she cut her teeth covering local government.

“The White House is nothing compared to City Hall.”

Arkansas veterans to travel to the U. K.

By Sherman Banks

Arkansas veterans participating in the new Veterans International Exchange Program (VIEP) will travel to the United Kingdom May 14-23, a reciprocal visit to the program's inaugural visit to Arkansas last year by U.K. veterans. You can read about that visit in the November 2013 issue of *City & Town*.

The mission of VIEP is to organize life-changing, short-term travel experiences for U.S. and foreign military veterans. The program manages the selection of veterans and plans cultural and adventure activities to promote communications and connection among veterans and to support successful reintegration into civilian life.

A key by-product of the exchange program is that veterans share best practices in their homelands for addressing the needs of military veterans, thus encouraging the improvement of veteran services in both countries.

One of the major areas we have been working on with veterans in U.K. is on justice issues and veterans' treatment courts. To help develop such a system in the U.K., we partnered with Judge Mary McGowan and Rob McDonald, a retired deputy prosecutor, who together helped to establish the Veterans Treatment Court in America in the city of Little Rock.

In May of 2013 a small delegation from Arkansas visited London and Newcastle upon Tyne on a fact-finding mission. During that visit McDonald and I made presentations about citizen diplomacy and our veterans treatment courts. We spoke to a committee in Parliament and with local radio stations as well. During our return visit this May, we will have the opportunity to make a presentation to the U.K. judiciary.

We encourage our city and town officials to learn more about VIEP and consider participating. Here are frequently asked questions I've received regarding the program:



What is the Veterans International Program (VIEP)?

The Veterans International Exchange Program is a nonprofit program that allows veterans from different countries to meet in their respective homelands to learn about global veterans issues and develop friendships through citizen diplomacy.

What does the VIEP accomplish?

This unique program results in both personal healing and growth while exposing citizen diplomats to ways their countries can improve services to veterans.

Why international exchanges?

International travel and friendships challenge assumptions we make about our country, our world, and ourselves. Out of our comfort zones, we see things anew, learn and grow. We also learn that we are not alone, that our problems are shared even across international borders. We discover who we are and how we fit in on a global scale. Combat is often on foreign soil and to visit another country in the cause of friendship and peace, instead of warfare, is a powerfully healing experience.

How do I know this is truly beneficial?

The VIEP is a young organization, founded in 2012. The first pilot exchange program among veterans from the Newcastle area in the North of England and Arkansas produced remarkable results based on exit surveys and follow-up interviews.

Our veterans, when they travel to the U.K. this May, will be afforded the same opportunity that the U.K. veterans had during their visit last year: to develop friendships and have a healing experience.



If you have a veteran in your community who you think would benefit from being a part of VIEP, contact Sherman Banks at 501-374-8493, email sbanks@aristotle.net, or write to P.O. Box 165920 Little Rock, AR 72216.

Thursday 6:47 pm



THIS MOMENT BROUGHT TO YOU BY YOUR HOMETOWN. Today was just another day. A day filled with work, errands, and little league baseball. And we helped make it that way. Whether it's providing police protection or building the ball park for your son's game-winning double. A better life starts in the city limits. From small towns to big cities, Arkansas's municipal communities improve our quality of life, every day. *Great Cities Make a Great State.*



Centerton mayor makes connection over coffee (and donuts)



Even in an age of smartphones and social media, sometimes nothing beats sitting down over a cup of coffee and chatting face to face, which is precisely why Centerton Mayor Bill Edwards initiated “Coffee with the Mayor.”

For a couple of hours in the morning on each third Saturday of the month, Edwards invites citizens to come by for coffee and donuts and to discuss the goings-on in the city. He’s been doing it since he was elected, for the last three and a half years.

Before he was elected, Edwards noticed that keeping open lines of communication with city leaders could be tough.

“When I ran for this office, I had a normal job like everyone else,” Edwards says. “Working nine to five doesn’t leave a lot of time to make a personal connection with city hall.”

The city has a lot going on, he says, and the meetings give him a chance to share ideas and get feedback from citizens. He also encourages the city’s aldermen, clerk, and other leaders to participate in the meetings.

He keeps things informal, often getting the conversation started by covering what’s new in town, or what issues have come up in recent weeks, and opens the floor for questions and feedback. He also invites county and

state officials to come by and discuss issues that affect local citizens.

Sometimes the city receives strong support for things, and sometimes constituents disagree, but the meetings have helped develop a more personal style of city leadership, Edwards says. Occasionally, the questions can be difficult or awkward to answer. For instance, Walmart recently announced that Centerton would be home to a new Supercenter. As is usually the case in these situations, the mayor was not supposed to speak publicly about the new store until the announcement was made officially.

“They asked about it, because everybody already knew, of course,” he said. “I had to kind of dance around that one!”

What unique ways, online or off, are you connecting with the citizens in your municipality? Email us at citytown@arml.org and let us know.

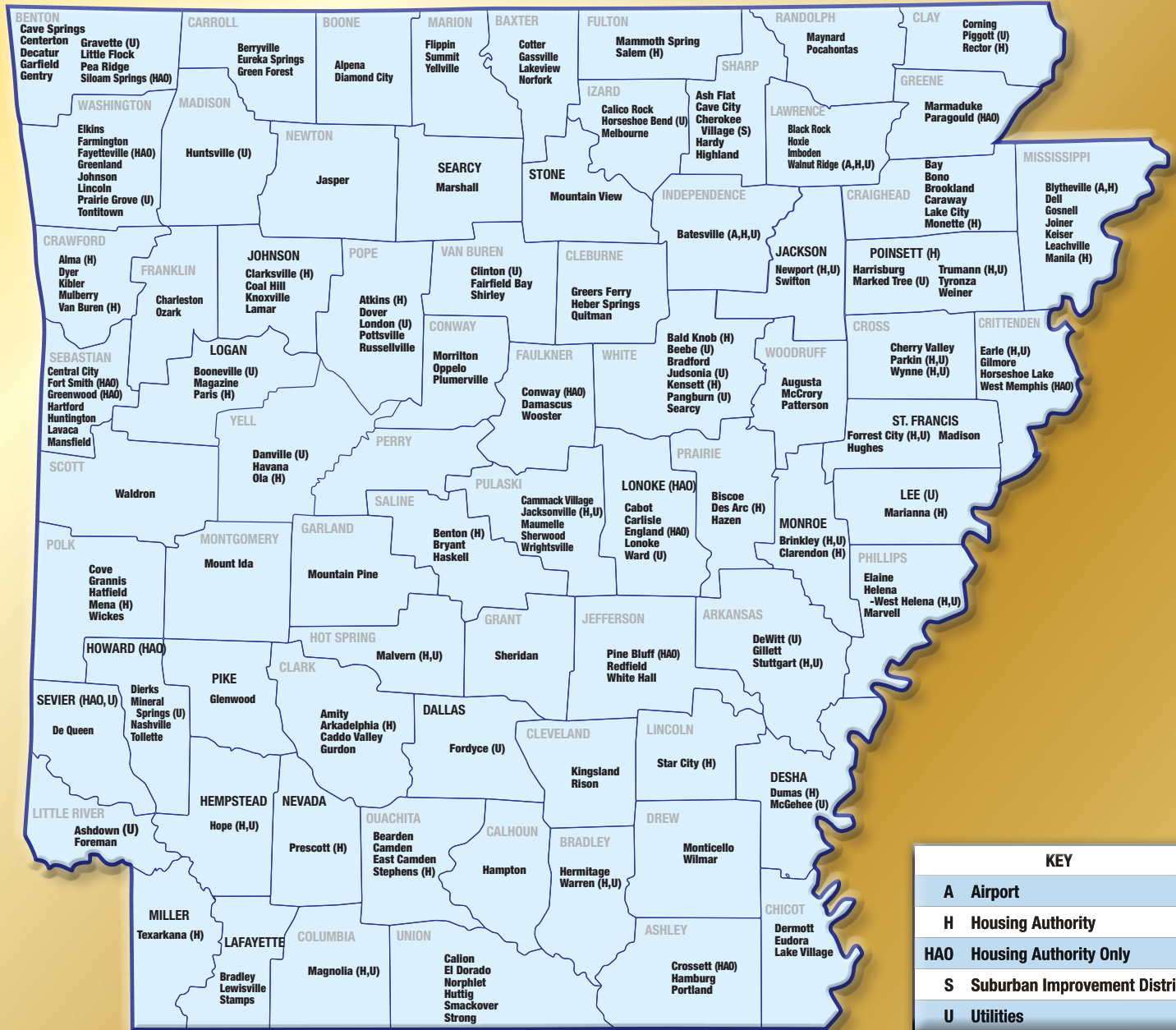


90% of cities and towns in Arkansas with health coverage have chosen the Municipal Health Benefit Fund. And that percentage is growing!

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



Download the Municipal Health Benefit Fund booklet at: tinyurl.com/MHBF-Booklet



Other Municipal Entities Covered by MMBF

Argenta Community Development Corp. North Little Rock
 Barton-Lexa Water Association Phillips County
 Central Arkansas Planning & Development District..... Lonoke
 Eighth Judicial Drug Task Force De Queen
 Fifth Judicial District Prosecuting Attorney Russellville
 Fifth Judicial District Russellville
 Grand Prairie/Bayou Two Water Lonoke and Prairie Counties
 Holiday Island Suburban Improvement District Carroll County
 Ladd Water Users Association Pine Bluff
 Lakeview Midway Public Water Lakeview

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

Ozark Mountain Regional Public Water Diamond City
 Ozark Regional Transit Ozark
 SE AR Economic Development District Pine Bluff
 Sevier County Water Association De Queen
 Third Judicial District Drug Task Force Jackson County
 Thirteenth Judicial District Drug Task Force Camden
 Upper SW Regional Solid Waste Management District Nashville
 Western AR Planning & Development District Fort Smith
 White River Regional Housing Melbourne
 Yorktown Water Association Star City

Central Arkansas mayors dedicate day to national service

Seven central Arkansas mayors joined more than 1,700 mayors from across the country on April 1 in highlighting the impact of national service in our cities and towns. The mayors of Little Rock, North Little Rock, Bryant, Maumelle, Batesville, Ward, and Wrightsville declared April 1, 2014, the Mayors Day of Recognition for National Service in a presentation at the Clinton School of Public Service in Little Rock.

Skip Rutherford, dean of the Clinton School, said volunteer service is the “common denominator for humanity.”

“In this year—and it is an election year in Arkansas, and it’s an election year throughout the country—there are many issues that divide us, many issues that cause us to differ,” Rutherford said. “But there is one thing that brings us together that has nothing to do with partisanship, that has nothing to do with where you live or who you are. It is the desire to serve and to help others.”

Each mayor shared with the audience, which included many local volunteers, how important volunteerism in their cities and thanked citizens for their service.



PHOTO BY ANDREW MORGAN

From left, Wrightsville Mayor Mack Riley, Ward Mayor Art Brooke, North Little Rock Mayor Joe Smith, Maumelle Mayor Mike Watson, Bryant Mayor Jill Dabbs, Batesville Mayor Rick Elumbaugh, and Little Rock Mayor Mark Stodola joined 1,700 mayors across the nation in declaring April 1 the Mayors Day of Recognition for National Service.

Public comment sought on new NFPA fire standards

The National Fire Protection Association (NFPA) is seeking public comment on two draft standards that address fire protection. The 1710 Standard dealing with staffing and response times in career fire departments is under revision, and a new standard—1730—focuses on the elements of fire prevention programs.

Comments submitted on paper must be sent to NFPA by April 11, and online submissions are due by May 16.

The NFPA is a nonprofit organization that develops voluntary, consensus standards through the work of technical committees composed of individuals representing various interests. The National League of Cities (NLC) participates on the 1710 and 1730 committees. It works to ensure that NFPA standards support the management of municipal risks that are appropriate for local governments' unique, individual needs, rather than attempting to impose criteria that do not provide the flexibility to make judgments about risks, how to manage those risks, and how to allocate resources that balance fire prevention and intervention.

The NLC does not support the rigid staffing and response time objectives specified in the 1710 Standard. The revision addresses resource requirements for garden-style apartments, strip shopping centers, and high-rise buildings. The NLC is working to provide further guidance from NFPA staff and in an explanatory annex to the 1710 Standard on other acceptable methods to reduce loss of life and property including fire prevention activities. The 1730 Standard's approach of using a community risk assessment to determine the fire prevention activities most likely to reduce the number of fires in a community provides needed flexibility. These activities are building inspections, code enforcement, plan review, investigations, and public education.

To review NFPA documents, go to www.nfpa.org/1710 and www.nfpa.org/1730. To comment, click on the "Next Edition" tab, create an account, and sign in.



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Employee recognition: The KISS... method

By Julie Winkle Giulioni

Recognition may be among today's most heavily researched leadership and supervision topics. And the results are consistently disturbing:

- According to studies by Badgville research, 79 percent of those who quit their jobs cite lack of appreciation as the main reason.
- Wichita State University research reported that 81 percent of employees seldom or never received public praise, 76 percent seldom or never received written thanks from their managers, and 58 percent rarely or never received praise from their manager.
- Gallup's global research finds that employees around the world consistently express dissatisfaction with feedback and recognition.

Making these findings all the more disconcerting is additional research that underscores the vital role that recognition can play within an organization. For instance, researcher Shawn Achor, the author of *Before Happiness*, who's studied the relationship between happiness and success globally, discovered that just one piece of praise given to a team daily can increase productivity by 30 percent. Other studies positively correlate recognition with retention, talent acquisition/recruiting, and engagement.

As a result, recognition just might be the most leveragable practice leaders can engage in to drive individual and organizational results. It doesn't have to cost anything except a little honest attention to those around you. And, it doesn't have to be difficult; highly effective leaders know that the secret of praise is simply to KISSSSSSSSSS. They know how important it is to keep it:

- Spontaneous—You don't have to wait for the annual meeting, certificate season, or even for your regular one-on-one sessions. Catch people doing things right and seize the moment right there in the workflow to express appreciation.
- Swift—Recognition need not be time-consuming. In fact, if it takes longer than 60 seconds, you've likely not thought it through carefully enough.
- Strategic—Since recognition encourages people to repeat the appreciated actions, consider carefully what you praise. Identify the behaviors and results that are required to drive departmental or organizational results, and shine the light squarely on those.

- Specific—Since recognition will drive future focus and effort, make sure that people know precisely the act, behavior, or result you appreciate. The generic “good job” or pat on the back is unsatisfying and unproductive.
- Sincere—Authentic, genuine, heartfelt appreciation is a powerful motivator. A simple, sincere “thank you” can touch others in a profound way and initiates ripples that have a positive effect on relationships and results.
- Singularly focused—Recognition is not an excuse to share criticism or suggestions for performance improvement. Mixing the two eclipses your praise. So keep this space sacred and exclusively positive, saving save constructive feedback for another time.
- Special—Keep in mind that recognition is in the “eye of the recognized.” So, personalize, personalize, personalize. Some people love public praise and others wither under the spotlight. Consider the individual and choose your approach accordingly.
- Surprising—Mix it up. A “thank you” in the hallway here. Recognition in public there. A handwritten note or email copied to the big boss. Rather than following a formula, consciously adjust your approach to keep it interesting and effective.
- Supportive—Expressing appreciation is the ideal time to also express your support. The simple question, “What else could I do to support these kinds of results in the future?” puts an exclamation mark on the importance of the recognition and opens the door to expanded results.
- Spread—Effective leaders know that they can magnify the effects of recognition by encouraging others to do it as well. When peers begin appreciating each other, the impact can grow exponentially. And employees learn how to do it by watching their leaders.

No budget? No time? No problem. Recognition is the one tool that any manager can afford and that no manager can afford not to use. It's a matter of simply getting “on your S's!”

This article appeared originally on the March 13 edition of the SmartBlog on Leadership (smartblogs.com/leadership).

Arkansas Fallen Firefighters' Memorial dedicated



PHOTO COURTESY SECRETARY OF STATE'S OFFICE

Arkansas celebrated our heroic first responders with the dedication of the Arkansas Fallen Firefighters' Memorial on March 22. The 50-by-70-foot memorial plaza features a bronze statue depicting four firefighters and a child.

Completed in November 2013, it stands on the West Lawn of the State Capitol grounds. The memorial also features a listing of the names of firefighters who have lost their lives in the line of duty dating back to 1889.

League workshop covers governing basics

Members of the League's staff gave an overview of the statutes that guide how local governments operate in the workshop "City Government 101: Who Does What at City Hall," April 2 at the League's North Little Rock headquarters. As part of the League's Voluntary Certified Continuing Education Program, the course covered the basics of the Freedom of Information Act, the forms of government, procedural rules, conducting meetings, record maintenance, and more.

It was the first official League function in the newly expanded and upgraded meeting room. Participation was strong, with 133 in attendance. The room now seats about 150 and features a more versatile audio/visual system.



Mark Hayes discusses hiring and firing at the April 2 workshop.

Best practices for bid bonds

By Mitch Rose

“I’m not an attorney, but...”

It’s hard to know what kind of advice you’re going to receive when an article starts out this way. Although I’m not an attorney, I have spent the better part of 26 years overseeing construction projects for project owners and dealing with construction contracts. This experience qualifies me to discuss performance and payment bonds as related to municipal construction projects.

Before a municipality begins a project for which bids must be sought, the municipality should review the *Handbook for Arkansas Municipal Officials*, which is published by the Arkansas Municipal League. If you don’t already have a copy of this publication, you can order one on the Publications page on the League’s website, www.arml.org. This guide provides detailed information as to when and how a municipality should solicit bids and also provides information about the requirements for bid advertisements, the bidding process, bonding, and more.

When a contractor is selected to construct a municipal project, a bid bond is required to show proof of guarantee to the project owners that he can comply with the bid contract. The bond is a guarantee that if the project initially fails, the project will still be completed.

A performance bond is a type of surety bond issued by an insurance company or a bank to guarantee satisfactory completion of a project by a contractor. This insures that your project will be completed should the contractor default on his agreement to complete the project. If the contractor were to default on the project, the surety company would be required to complete the project.

A payment bond is another type of surety bond posted by a contractor to guarantee that subcontractors and material suppliers on the project will be paid. This means that if the contractor did not pay his expenses to complete the project, the surety company would pay those bills.

Before accepting any bond, substantial time and research should be spent researching the issuing insurance company. The issuing insurance company must be stable and credible. It is our practice to suggest that bonds be written by a surety company qualified and authorized to do business in the State of Arkansas and shall be listed

on the current U.S. Department of Treasury Circular Number 570, or amendments thereto, in the Federal Register of acceptable Sureties for Federal projects. The bond should require execution by a resident agent licensed by the State Insurance Commissioner to represent the surety company in Arkansas. The bond should be written in favor of the project owner. We recommend that a bond company have a rating of “A-” or better by AM Best Rating Company and have a positive or stable Rating Outlook.

Should the need arise to replace the contractor, or if the contractor is considered in default on either the performance or payment bond, the project owner should read and follow the procedures set forth in the bond documents. In such a situation, you should make sure that you have legal counsel and that your engineer is also involved. Following these steps is necessary to give the contractor and surety company time to remedy the problem and meet the requirements of the bond.

It is a good idea to notify the bonding company at the first sign or any suspicion that the contractor may be experiencing problems in completing the project or paying his bills. Bonding companies can sometimes help the contractor avert a default on the project.

Should you ever have to file on performance or payment bonds, documentation of the project will be very important. If a surety company takes over a project, they will need to see all records of the project, such as change orders, pay requests, etc., so it is important to keep excellent records throughout the course of the project.

There are many capable and financially stable contractors who have done excellent work for Arkansas municipalities. Their record of performance allows them to obtain bonds backed by well-rated companies. Because of the critical protections bid bonds give to the project owner, it is worth spending the time and effort to be sure you are dealing not only with a reputable contractor, but also a well-rated bond issuing institution.



J. Mitch Rose is executive vice president and treasurer for McClelland Consulting Engineers, Inc. Call Mitch at 501-371-0272 or email mrose@mcclelland-engrs.com.



It's Convention time again.

June 18-20—Little Rock, Ark.

See next page for more information.

Register online at www.arml.org.

Contact Whitnee Bullerwell

at 501-978-6105.

Cost for the exhibit space is \$500.



80th Annual Convention

Marriott Hotel/Statehouse Convention Center
June 18-20, 2014

REGISTRATION

Registration and payment must be received in League office by Friday, June 6, 2014, to qualify for advance registration.

Advance registration for municipal officials	\$150
Registration fee after June 6, 2014 , 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, 2013-2014 edition**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after June 6, 2014.**
- Cancellation letters must be postmarked by **June 6, 2014.**
- **Mariott guests:** In order to avoid a cancellation penalty of one night's room and tax, reservations must be cancelled at least seven (7) days prior to arrival.

HOTEL RESERVATION

Hotel Room Rates

Marriott Hotel (Headquarters hotel) <i>formerly the Peabody Hotel</i>		
Single/Double	\$124	Check-in 3 p.m.
Capital Hotel		
Single/Double	\$169	Check-in 3 p.m.
Doubletree Hotel		
Single/Double	\$136	Check-in 3 p.m.
Wyndham Hotel		
Single/Double	\$99	Check-in 3 p.m.
Holiday Inn Presidential		
Single/Double	\$110	Check-in 3 p.m.
Hampton Inn & Suites		
Double Queen	\$149	Check-in 3 p.m.
Courtyard by Marriott		
Double Queen	\$149	Check-in 3 p.m.
Residence Inn by Marriott		
King Suite	\$159	Check-in 3 p.m.

- Cut-off date for hotel reservations is **June 6, 2014.**
- Rooms in Little Rock are subject to an 13-15 percent tax, depending on hotel choice.
- 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.

Register online at www.arml.org and pay by credit card or complete the steps below and mail with payment.

Step 1: Delegate Information

Name:

Title: City of:

Address: Email (required):

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)

<input type="checkbox"/> Advance Registration	<input type="checkbox"/> Regular Registration	<input type="checkbox"/> Spouse/Guest	<input type="checkbox"/> Child	<input type="checkbox"/> Other Registrants	Total
\$150	\$175	\$75	\$75	\$200	\$ _____

• **HOW ARE YOU PAYING?**

Check

Mail payment and form to:

**Arkansas Municipal League
80th Annual Convention
P.O. Box 38
North Little Rock, AR 72115**

Credit Card Complete information below and send to address above.

Credit Card: Visa MasterCard

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 and Hotel Payment

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

~~Marriott Hotel~~

Reservations _____ 877-759-6290

Capital Hotel

Reservations _____ 877-637-0037 or 501-374-7474

~~Doubletree Hotel~~

Reservations _____ 800-222-8733 or 501-372-4371

Wyndham Hotel

Reservations _____ 866-657-4458 or 501-371-9000

Holiday Inn Presidential

Reservations _____ 501-375-2100

Hampton Inn & Suites

Reservations _____ 501-244-0600

Courtyard by Marriott

Reservations _____ 501-975-9800

Residence Inn by Marriott

Reservations _____ 501-376-7200



Little Rock Marriott
3 Statehouse Plaza
Little Rock, Arkansas 72201
t. 501.906.4000 f. 501.375.4721
Marriott.com/LITPB

April 1, 2014

Arkansas Municipal League
P.O. Box 38
North Little Rock, AR 72115

Dear Members of the Arkansas Municipal League:

We owe you an apology!

Many of you secured reservations at our property prior to our system being set up with the Arkansas Municipal League. Once we realized the error, we asked you to rebook your reservations after the booking was set up. Afterwards, many of you were unable to book your room with us because other rooms had been reserved in the interim.

This reservation snafu was solely our responsibility and our fault – and had nothing to do with leadership at the League. Please do not direct any of your frustrations at them. The error is completely our fault. And as general manager, I accept full responsibility.

Please know that we will do everything we can to get as many of you into the hotel as possible. I can assure you that your conference is extremely important to us and we will refocus our efforts on ensuring an outstanding experience with us going forward.

As you probably have heard, we are investing \$16-million into the property to completely renovate all guests rooms and all public and meeting spaces by the end of the summer. We couldn't be more excited about what these updates once completed will be like for all our valued guests – but clearly we're experiencing some growing pains in the interim.

We hope you will accept our apology and give us a second chance to make your experience a worthwhile one in the future.

If you have questions or require additional explanation or information, please feel free to call me at 501-399-8001. Thank you.

Sincerely,

Bill Fontes,
General Manager



CALENDAR

Arkansas Municipal League

80th Annual Convention

Wednesday-Friday

June 18-20, 2014

Statehouse Convention Center

Little Rock, AR

National League of Cities

2014 Congress of Cities and Exposition

Wednesday-Saturday

November 19-22, 2014

Austin Convention Center

Austin, TX

RESOLUTIONS

Suggested Convention Resolutions for consideration at the 80th Annual Convention should be mailed to:

80th Convention Resolutions
Arkansas Municipal League
P.O. Box 38
North Little Rock, AR 72115-0038

The deadline for Resolution submission is Friday, May 16.

Resolutions may be drafted by an official of any member city or town and can relate to any matter of municipal concern. See your **2013-2014 Policies and Goals** for resolutions adopted at the 79th Convention.

WANTED: Elected City officials with 25 years of service

Were you elected and begin serving your city or town in 1989? The League would like to know!

The League will give special recognition to **elected city and town officials** who are in their 25th year of municipal service at the 80th League Convention, June 18-20, in Little Rock.

Names must be submitted to the League by May 20.

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

NOTICE TO EXHIBITORS

At the 80th Convention, a special Exhibit Hall is available for businesses, companies and manufacturers to display their products and services that are available to Arkansas municipalities.

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

The cost this year is \$500 for a regular exhibit space or \$1,050 for a large exhibit space. We cannot guarantee space for companies that do not register before June 6.

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

****TENTATIVE****

80th ANNUAL CONVENTION OF THE ARKANSAS MUNICIPAL LEAGUE JUNE 18 - 20, 2014

WEDNESDAY, JUNE 18, 2014

1:30 P.M. to 3:30 P.M.

ARKANSAS CITY CLERKS, RECORDERS, AND
TREASURERS ASSOCIATION Conway Room, SCC

1:30 P.M. to 7:00 P.M.

REGISTRATION Osage & Caddo Rooms, SCC

1:30 P.M. to 6:45 P.M.

MEET YOUR EXHIBITORS/
RENEW ACQUAINTANCES Governor's Hall I, II & III, SCC

Use this time to meet the exhibitors and see what products and services they have that could benefit your city. Popcorn and cool beverages will be served throughout the afternoon. Also, take the time to renew acquaintances with fellow municipal officials while relaxing in the Exhibit Hall.

1:30 P.M. TO 6:45 P.M.

SOCIAL MEDIA LAB Room TBA

Do you want to build a social media presence to promote your municipality? Do Friends, Fans and Followers confuse you? Let League staffers walk you through the process of creating a social media presence using our lab.

2:30 P.M. to 5:30 P.M.

WHY ETHICS MATTER Marriott Ballroom A & B

Why do good and smart people do really dumb and unethical things? (Attendees will receive 3 hours of Certified Continued Education training.)

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

Speaker: Professor Marianne M. Jennings
Carey School of Business at Arizona State University

3:30 P.M. to 5:00 P.M.

INTERIM JOINT CITY, COUNTY,
LOCAL AFFAIRS COMMITTEE Fulton Room

The Interim Committee welcomes all city officials to attend this committee meeting.

5:30 P.M. to 6:45 P.M.

RESOLUTIONS COMMITTEE Marriott Ballroom C

Each municipality has a designated representative who is a member of the Resolutions Committee.

Presiding: Mayor Mark Stodola, Little Rock
First Vice President, Arkansas Municipal League

7:00 P.M.

OPENING NIGHT BANQUET Governor's Hall IV, SCC

Welcome to the 80th Annual Convention's Opening Night Banquet. Enjoy a delicious meal and visit with fellow delegates.

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

Invocating: TBA

Speaker: Honorable Mike Beebe, Governor (invited)
State of Arkansas

8:30 P.M. to 10:00 P.M.

PRESIDENT'S DESSERT RECEPTION Marriott Ballroom A & B

After the opening night banquet, stroll over to the Exhibit Hall and enjoy delicious desserts and entertainment.

Sponsored by: Marriott Hotel

Entertainment: TBA

THURSDAY, JUNE 19, 2014

6:30 A.M. to 7:00 A.M.

PRE-BREAKFAST EXERCISE WALK/JOG Marriott Lobby
Meet in the Grand Lobby of the Marriott Hotel.

7:15 A.M. to 7:30 A.M.

VOLUNTARY PRAYER SESSION TBA

This is a brief time set aside for those who wish to gather to pray for our national, state and local leaders.

7:15 A.M. to 4:15 P.M.

REGISTRATION Osage & Caddo Rooms, SCC

7:30 A.M. to 4:15 P.M.

EXHIBITS OPEN Exhibit Halls I - III

7:30 A.M. to 8:45 A.M.

HOST CITY BREAKFAST BUFFET Exhibit Halls I - III

Country-style breakfast buffet will be served, courtesy of our Host City of Little Rock.

8:30 A.M. to NOON

CITY ATTORNEYS Riverview Room

City attorneys will receive 12 hours of CLE credit for participating in two days of meetings located in the Statehouse Convention Center.

8:45 A.M. to 9:45 A.M.

OPENING GENERAL SESSION Marriott Ballroom

The 80th Annual Convention begins with the posting of the colors and the singing of the National Anthem, followed by a Host City Welcome from Mayor Mark Stodola of Little Rock. We are honored to have NLC President Chris Coleman address our Opening General Session.

PRESENTATION OF COLORS

Color Guard by: TBA

Singing the National Anthem: TBA

Host City Welcome Address: Mayor Mark Stodola, Little Rock

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

Speaker: Chris Coleman
President, National League of Cities

9:45 A.M. to 10:00 A.M.

BREAK Marriott Ballroom

10:00 A.M. to 11:00

GENERAL SESSION 2

VISIT WITH THE CANDIDATES FOR GOVERNOR. Marriott Ballroom

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

Mayor Mark Stodola, Little Rock
First Vice President, Arkansas Municipal League

Speakers: Republican candidate (invited)
Democratic candidate (invited)

11:00 A.M. to Noon

GENERAL SESSION 3

VISIT WITH THE CANDIDATES

FOR OTHER CONSTITUTIONAL OFFICES. Marriott Ballroom

Candidates for the constitutional offices that affect municipalities will be invited to share with us their vision for Arkansas.

Presiding: Mayor Mark Stodola, Little Rock
First Vice President, Arkansas Municipal League

Speakers: Candidates for the constitutional offices

FRIDAY, JUNE 20, 2014

Noon to 1:30 P.M.

PAST PRESIDENTS LUNCHEON Governor's Hall IV, SCC

1:00 P.M. to 5:15 P.M.

CITY ATTORNEYS Riverview Room

1:30 P.M. to 5:30 P.M.

CONCURRENT WORKSHOPS TBA

1:30 P.M. to 5:30 P.M.

SOCIAL MEDIA LAB Room TBA

Do you want to build a social media presence to promote your municipality? Do Friends, Fans and Followers confuse you? Let League staffers walk you through the process of creating a social media presence using our lab.

4:00 P.M. to 4:15 P.M.

BREAK Halls B-D

Soft drinks and coffee available in Exhibit Hall.

4:15 P.M.

The exhibit hall will close for the day.

4:15 P.M. TO 5:30 P.M.

RESOLUTIONS COMMITTEE Marriott Ballroom C

Each municipality has a designated representative who is a member of the Resolutions Committee.

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

5:30 P.M. to 7:00 P.M.

RECEPTION WILL BE HELD IN THE GOVERNOR'S HALL OF THE CONVENTION CENTER Governor's Hall I, II, III

This fantastic reception sponsored by Crews is one of the highlights of the Annual Convention. Drop by and enjoy delicious heavy hors d'oeuvres. Be sure and thank our sponsor for this event.

Hosted by: Crews & Associates, Inc.

DINNER ON YOUR OWN

Visit some of Little Rock's finest restaurants before coming back for desserts and entertainment.

8:30 P.M. to 10:00 P.M.

DESSERTS Capital Hotel

6:30 A.M.

PRE-BREAKFAST EXERCISE WALK/JOG Marriott Lobby

Meet in the Grand Lobby of the Marriott Hotel.

7:15 A.M. TO 8:45 A.M.

SOCIAL MEDIA LAB Room TBA

Do you want to build a social media presence to promote your municipality? Do Friends, Fans and Followers confuse you? Let League staffers walk you through the process of creating a social media presence using our lab.

7:15 A.M. to NOON

REGISTRATION OPENS Osage Room, SCC

7:30 A.M. to 10:30 A.M.

EXHIBITS OPEN Exhibit Hall

(Exhibit Hall will close at 10:30 A.M. for the remainder of the Convention.)

7:30 A.M. to 8:45 A.M.

BUFFET BREAKFAST Halls B-D

8:30 A.M. to 3:15 P.M.

CITY ATTORNEYS Riverview Room

9:00 A.M. to 10:30 A.M.

ANNUAL BUSINESS MEETING Marriott Ballroom

At this session President Crabtree will give his presidential address. Afterward Executive Director Don Zimmerman will give his annual report followed by the Annual Business Meeting. During the business meeting, the League's Policies and Goals are presented and voted on. The nominating committee presents their recommended slate of new officers for the upcoming year, which will be followed by the annual business meetings for Municipal League Workers' Compensation Trust, Municipal Health Benefit Fund, Municipal Vehicle Program, and Municipal Property Program.

10:30 A.M. to 10:45 A.M.

BREAK Marriott Ballroom

10:45 A.M. to 11:45 A.M.

TBA Marriott Ballroom

Presiding: TBA

Speakers: TBA

NOON to 1:30 P.M.

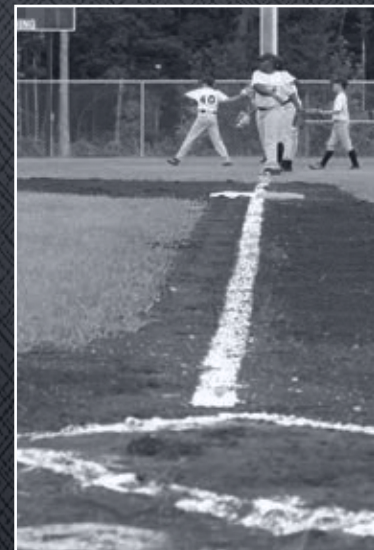
AWARDS AND NEW OFFICERS' LUNCHEON .. Governor's Hall IV, SCC

Municipalities and individuals are honored for their many successes and contributions during this past year. The new League president and officers will be introduced to the Convention delegates.

1934-2014



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- Day of city council meetings
- City's Web address

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Changes to 2014 Directory, Arkansas Municipal Officials

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



Dermott

Delete C (Vacant)
Add C Fay Kennedy
Add SS Spyri Holliman

Garner

Delete M Arnold Sewell
Add M (Vacant)

Greenland

Delete R/T (Vacant)
Add R/T Stephanie Sharp
Delete AL Stephanie Sharp
Add AL (Vacant)

Haynes

Delete R/T (Vacant)
Add R/T Charlotte McFadden

Little Flock

Delete SS Wes Seay
Add SS Wes Usrey

Monticello

Delete M Allen Maxwell
Add M (Vacant)

Strawberry

Delete AL Miles Oliver
Add AL Ruth Whitmire

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2014 Directory
P.O. Box 38
North Little Rock, AR 72115-0038

Planning puts momentum on your side

By Chad Gallagher

One of the things I love most about our work with municipalities across Arkansas is the diversity of ideas, projects, and approaches we are exposed to. Some of the greatest challenges cities face are common from town to town. Everyone deals with economic development, aging infrastructure, and a list of other topics that every municipal official begins to nod their heads about when the topics are mentioned. Though many of the challenges are similar, it is impressive to see the unique approaches so many cities take to tackle them. There is no lack of creative leadership and determination at the municipal level.

Successful community development doesn't just happen. It is the result of a deliberate process. Success is a destination at the end of a well-designed journey. As the old saying goes, if you don't care where you are going then any path you choose will do. However, if you begin with the end in mind, the path you choose not only matters, it's essential. The successful local leaders are those who are in exploration mode. They search for solutions and are determined to find one.

Likewise, planning is an important process that every community should engage in. A common vision for the community that encompasses all key community sectors will create synergy. With any plan there will be initial skeptics, but momentum will eventually work in your favor. It's like pushing a stalled car. The first push is the hardest because you are fighting inertia. Thereafter, momentum takes over and the car moves without nearly as much help. Community development is the same way. The initial work is difficult but perseverance pays off and the next thing you know momentum is on your side.

When it comes to writing a grant proposal it is important to closely evaluate each grant in light of your overall community development plans. You should apply for grants that match your community's needs, complement your municipality's blueprint for the future, and enhance your city. Too often cities see a grant opportunity, think about "free money," and try to find a way to make it work. Don't decide your community development efforts based on the latest grant available. Instead build your plan and watch for grants that fit it well.

It is important to think about how the grant will be used to further your city's vision. Ask yourself:

- Will this grant achieve anything in our plans?
- Does it fit into our common vision?
- Does it make our community better?

- Will it give the city an important injection of cash for a core piece of our vision, or is it enticing us to do something less important?
- Will we have community support and organizational backing for the project?

It's crucial that you don't allow the money to drive your decision on whether or not to apply for the grant. An enticing grant can become a major distraction if it isn't the right fit for your city.

When evaluating a grant it is also important to determine if you have a fair chance of actually receiving the grant. In grant writing you will experience plenty of denied applications, but there is no sense in applying for a grant that is very unlikely to be funded before the first word in your application is written. Doing this only demoralizes your team, erodes local support, and empowers the opposition. When considering a grant opportunity, the city should closely read the RFP. Take note of the language, expectations, and programs designed to honestly assess whether or not your program or community is a good fit. If you are not what they are looking for then you will not likely be funded.

To help decide whether to apply or not, study the granting agency or organization. Find out their priorities, review the type of projects they've funded in the past, and schedule a meeting with their staff if possible. Few things are more telling about your likelihood of success than the list of previously funded projects. This due diligence will give you more information about the program and help you determine if your project is a good fit. Creating an excellent application is time consuming and the task of writing should only be taken up when the grant is a good fit and your chances of being funded are good.

When a grant is a good fit, the opportunity means money, success, and great community advancement. Nothing can be more exciting than accelerating your already established community vision with the help of a successful grant. When a grant is not a good fit, then it's just a waste of valuable time and resources.



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.

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What has your planning commission been doing?

By Jim von Tungeln

One of the most difficult challenges for municipal officials is staying up with the times. Nowhere is this more critical than in the operations of the planning commission. Anyone involved in municipal government for even a few years knows that things change rapidly out where “the rubber meets the road.” Maybe it is time to look at what your planning commission and board of zoning adjustment actually do.

Two questions come to mind. The first: How do we do it? The second: How do we interpret the results? Each step might offer some surprises.

Assuming that a planning commission keeps orderly minutes, the process of determining what it does is simple. From the minutes, the normal business of the

commission can be categorized. The categories might be as simple as:

- Plan amendment,
- Re-zoning request,
- Conditional-use request,
- Variance request,
- Plat review,
- Large scale development review, or
- Advance planning.

Next, the business of the commission can be transferred to a summary document such as a spreadsheet. This can also serve as a handy reminder of any contingent approvals, tabled items, or requests failing for lack of a motion. These three actions are the ones most likely to cause the city attorney heartburn. The document can



PHOTO BY JIM VON TUNGELN

Planning protects and enhances great cities such as Pittsburgh, pictured here.

also record any incidences in which the governing body supported or overrode the planning commission.

Incidentally, of the categories listed above, my experience tells me that the “re-zone” category will appear most frequently for most cities in our state. That same experience suggests that the last one—advanced planning—will be the one least frequently documented.

Having set up the document for recording planning commission actions, data retrieval should prove simple. Depending on the size of the municipality, a look back of five to 10 years should provide the data needed for analysis.

Such information can speak volumes to us in any number of areas. An inordinate amount of time spent hearing re-zoning requests may indicate basic problems in our planning process. It might further suggest a number of avenues for improving the overall function of government.

Constant zoning controversies may affect planning commission morale. Sitting on a planning commission is one of the most important volunteer jobs in government, and one of the most challenging. If heated and vituperative exchanges dominate most commission meetings, one could hardly expect a waiting list of applicants for a position.

Another issue with re-zoning requests involves economic development. It seems that, in modern times, “eco-devo” efforts are dominated by simply bribing employers to locate in a community. There should be more to the process. Business suffers to the extent that development approvals, zoning among them, involves a tedious and costly ordeal. If a business owner must request a costly re-zone because a particular district allows hardware stores but not furniture stores, we have a problem.

There is also a long-standing and reliable adage about variance requests, whether the planning commission serves as the board of zoning adjustment or it is a separate body. If a city is besieged by request for relief from one particular zoning regulation, it usually means that the city should take a long look at that regulation. Revision may not always solve the problem, but it often does. It sometimes pays to borrow a message from our court system and make every attempt to see that any regulation represents the least intrusive or disruptive method of addressing an issue.

Plat reviews should not require an inordinate amount of planning commission time and effort, especially if the municipality has a city engineer on staff or a consulting engineer on retainer. It is vital to remember

that the planning commission’s role in plat approval is an administrative one. Its sole function is to make sure that the plat meets the minimum requirements of the city’s subdivision code.

A commission may find itself troubled by the design of submitted plats—by things omitted or not adequately covered in the proposed layout. This implies code revisions to make sure that such items are clearly required. Developers cannot be expected to include elements not mandated by the subdivision code or by other city, state, or federal requirements. Conversely, the planning commission should not review plats that do not meet minimum requirements of the code unless the developer requests waivers through a clearly stated process.

Looking at some of the other “red flags,” the consistent overturning of planning commission decisions by the governing body suggests a major disruption to good government. This involves three possible problems. One is that plans and policies are outdated or not clear. Another is that the governing body does not respect the judgment of the planning commission. The third is that there is the real likelihood that this disrespect will spill over to the development community and eventually to the entire populace.

Next, it should go without saying that the unnecessary tabling of proposals by the commission creates costs to the business entity and ill will toward the city. It should also go without saying that allowing a person’s legitimate request to die for lack of a motion is both slovenly and legally charged. A person with a legitimate request before a municipal body deserves an up or down vote and a reason for any denial.

Thus our discussion comes around to planning. Is the planning commission actively involved in it? After all, that is what it should be doing. Regulations are simply tools with which to effect the plan. In modern times, governing “by the seat of one’s pants” can be costly when a planning commissioner or elected official has to explain it to a judge.

Take a look at your city’s planning commission. See what it is doing. See what it is not doing. Build upon those things it does right and work on the rest. I look forward to hearing about your results.



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.

ACCRTA scholarships available

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

A scholarship honoring the memory of Bill S. Bonner will be awarded to a first-year attendee in the certification program at the Municipal Clerks' Institute in September 2014. This scholarship covers the registration fee.

Scholarships include: four local \$400 scholarships to attend the Municipal Clerks' Institute, Sept. 14-18, 2014, in Fayetteville; one \$400 scholarship for the Academy for Advanced Education, Sept. 17-18, 2014, in Fayetteville; and one \$400 scholarship to attend the International Institute of

Municipal Clerks (IIMC) annual conference, May 18-22, 2014, in Milwaukee, Wisconsin.

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

Fill out the scholarship application below and return it to:

Donna Stewart, City Clerk
City of Camden
PO Box 278
Camden, AR. 71711

For more information, contact:
 Scholarship Chairman Donna Stewart at **(870) 836-6436**
 or email **payroll.camden@cablelynx.com**.

2014 APPLICATION FOR SCHOLARSHIP ASSISTANCE

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

Name _____ Title _____
 Street Address or P.O. Box _____
 City, State, Zip _____
 Telephone _____ Date assumed present position _____
 Other related experience: Title _____ Municipality _____ Years _____

Education: H.S. ___ Graduate College (years) ___ Degree _____
 Check one: This application is for a ___First___ Second ___ Third year Institute
 What are the approximate costs of the institute you plan to attend? _____
 Travel/Transportation _____ Registration Fee/Tuition _____
 Lodging and Meal _____ Total Amount _____
 How much does your municipality budget your department yearly for education? _____
 What is your reason(s) for applying for this scholarship? _____

I understand that if a scholarship is awarded to me, it must be used between Jan. 1, 2014, and Dec. 31, 2014, and that I must attend all sessions.

Please attach written evidence that your Chief Executive or legislative body supports your attendance at the institute and that in the event that a scholarship is awarded, you will be given the time to attend the institute.

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

Signature: _____ Date: _____

CHECK THE SCHOLARSHIP FOR WHICH YOU ARE APPLYING:

<input type="checkbox"/> Municipal Clerks' Institute, Fayetteville	September 14-18, 2014	Deadline: May 31, 2014
<input type="checkbox"/> Academy for Advanced Education, Fayetteville	September 17-18, 2014	Deadline: May 31, 2014
<input type="checkbox"/> IIMC Conference, Milwaukee, Wisconsin	May 18-22, 2014	Deadline: April 15, 2014

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

ACCRTA seeks nominations for Clerk of the Year

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

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

Any municipal official or ACCRTA member may nominate a candidate for Municipal Clerk of the Year for 2014. The finalist will be honored at the 80th Annual Arkansas Municipal League Convention, June 18-20, 2014 in Little Rock. **The deadline for nominations is April 15, 2014.**

Requirements for nominees:

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

Complete the nomination information below and send to:

**Linda Simpson, ACCRTA Vice President
City Clerk Treasurer-City of Lake City
PO Box 660
Lake City AR 72437
(870) 237-4431
lakecitysimpson@yahoo.com**

Municipal Clerk of the Year 2014 Please Submit the Following Information

NOMINEE'S FULL NAME AND TITLE _____

ADDRESS, CITY, ZIP _____

BUSINESS PHONE _____

NAME OF THE CITY THE MUNICIPAL CLERK REPRESENTS _____

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

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

ACCRTA OFFICES HELD _____

ACCRTA MEETINGS ATTENDED _____

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

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

IIMC WORKSHOPS (DISTRICT MEETINGS) ATTENDED _____

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

CERTIFICATION RECEIVED:

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

DATE OF CERTIFICATION _____

ARKANSAS MUNICIPAL LEAGUE CONFERENCES ATTENDED _____

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

COMMUNITY INVOLVEMENT _____

LEADERSHIP ACTIVITIES _____

OTHER ACTIVITIES _____

NAME OF INDIVIDUAL SUBMITTING NOMINATION _____

ADDRESS _____

PHONE NUMBER _____

SIGNATURE _____

DATE _____

NOMINATOR: PLEASE BRIEFLY SUMMARIZE THE REASONS WHY YOU BELIEVE YOUR NOMINEE SHOULD BE SELECTED AS THE 2014 MUNICIPAL CLERK OF THE YEAR. _____

Get youth involved in urban forestry

By Alison Litchy

The more our population grows, the greater the need for urban forestry in the future, and it's important that we involve our children in the process. Getting children involved with urban forestry can be fun and fulfilling. Several communities and organizations throughout Arkansas are doing a great job of getting their kids involved. Kids enjoy hands-on learning that you can get from urban forestry educational programs.

Arbor Day is celebrated in many communities throughout Arkansas. The official date for Arkansas is the third Monday in March, but Arbor Day can be celebrated any time of year. Maumelle held theirs in October, and had a creative theme of "Trick or Treat for Trees." Over 100 people participated in the event on a beautiful day. Kids were encouraged to come in costume just to make it that much more fun. There was a lot to do at the local celebration. Cypress trees were donated and planted along the lake by a Boy Scout group. Students learned about trees from a local arborist. There were various activities for smaller children such as puzzles,

chalk, and more. A poster contest was conducted for students from 3rd-5th grades. Participants also received door prizes. Master Gardeners and Friends of the Park displayed educational materials at the event. Maumelle had a good diversity of things to do to keep the children interested.

The Illinois River Watershed Partnership has several programs to educate our youth. They offer two different, free, half-day camps for kids ages 9-11 in Cave Springs. One is an art and nature camp that allows kids to do different sketches and drawings of native and natural things as well as an educational component. The second camp is a watershed class where kids learn to identify native plants and animals and explore a cave. The Illinois River Watershed Partnership also assists schools, parks and other public areas with rain gardens. Students are encouraged to help install and learn the importance of rain gardens.

"Everybody can make a difference at any age," said Becky Roark, rain garden specialist and project manager. "It is important to let people know they have the power



Boy Scouts and other participants plant a cypress tree at Maumelle's Lake Willastein during the city's 2013 Arbor Day celebration last October.

Lucas is a young volunteer for the Illinois River Watershed Partnership.



to make a difference, and they can help protect our watersheds for future generations.”

They also have a tree corps to help plant trees throughout the watershed. Over 4,000 trees were planted last year and local stream banks were cleaned up. Their website, www.irwp.org, offers different how-to videos and educational videos that can be easily viewed at home.

Other cities and towns have had great success with tree poster contests. Last year Mammoth Spring held both a poster contest and a photograph contest. The poster contest was for 4th grade students and a tree had to be the focus of the poster. There was a cash prize and the winning posters were displayed at city hall. The photograph contest was open to any age and was also a great success. Mayor Jean Pace said, “the events called attention to trees in our local environment. It also increased awareness to our Tree City USA program.” The events also added two new community groups to their tree board further connecting the community.

These are just a few of the potential ideas to get kids involved in your programs. Cities and towns have incorporated all kinds of events, such as children singing tree related songs, planting trees, leaf rubbings, scavenger hunts, art, history of Arbor Day, or anything tree related. Be creative—the possibilities are endless! Remember, planting a tree is growing the future.




Alison Litchy is urban forestry partnership coordinator with the Arkansas Forestry Commission. Call Alison at 501-984-5867 or email alison.litchy@arkansas.gov.

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Workforce and economic development today

By Mike Gerfen

One of the main complaints of businesses today is the lack of skilled workers. All businesses depend on quality personnel for productivity and profitability. Increased global competition and technological change in services and manufacturing have resulted in a new mix of specialized workforce skill requirements. Workforce development programs seek to bridge the gap between demand for quality workers and what is actually available or in supply. When done properly, this will enhance the skills of your existing labor force, improve the basic skills of entry-level workers, and better inform curriculum development for secondary and post-secondary educators.

Bridging the gap between supply and demand is one of the primary responsibilities of workforce development. It entails examining skills of potential employees and the needs of existing employers in a community to assess how to best bring them together. Providing skills needed to obtain a job and addressing additional, often overlooked issues such as childcare, language training, transportation, and housing can increase the chances of a community's workforce obtaining and retaining good jobs. Meaningful employment yields a valuable service to the community as well as the worker. It contributes to the overall wealth of the community, both individually and collectively, keeping local earnings within the community and often attracting inward investment. This generates a positive economic impact on housing, commercial development, livability, and location desirability.

Most workforce development programs have been centered on the supply-side or education and training portion of the equation but have had insufficient engagement with the demand-side in determining what skills needs employers in a given region require. For example, there are communities experiencing decline in certain industries and the emergence of others. It is important to develop local worker skills so they can effectively transition between those declining and emerging industries. Workforce development activities should serve as an

important link between employers and the local labor market, but frequently don't.

There are challenges to engaging businesses in identifying their skill and ability requirements. Different industries require different skills at various levels. In addition, these needs continually change over time due to a fluid economy. Regardless of the challenges, it is critical that industry representatives communicate their needs to educators at all levels, and workforce development specialists to better aid in the preparation of the local workforce. Regions where this has happened have proven just how effective this type of cooperation can be in providing the skills business and industry need today and into the future.

Arkansas's Planning and Development Districts (PDDs) have been involved for years in workforce development and should be considered a primary asset in the development of any regional strategy. Many maintain powerful partnerships with a wide range of professionals essential to addressing the needs of individual as well as groups of industries. These partnerships (existing and potential) often include:

- Local business and industry associations
- Economic development organizations
- K-12 educators, community colleges, and other institutions of higher learning
- Training centers/small business development centers
- Vocational schools
- Community and faith-based institutions

Cluster-based workforce development has become an effective strategy in some workforce development circles in the last couple of years. It has been effective in drawing business and industry together with educators and workforce developers. Some have described a cluster as a geographically bounded concentration of industries engaged in similar, related, or complementary activities. These industries develop active methods of

communication, and shared infrastructure, labor markets, and services that face similar threats and challenges. Some of the strengths of this type approach include the following:

- Allows a workforce program to specialize in and standardize its product for a specific industry;
- Brings a range of workforce and economic development actors representing industry sectors and clusters to a common table;
- Helps employers pursue high-road as opposed to low-road strategies through shared expertise and partnerships;
- Reaches out to disadvantaged workers, helping low-wage earners obtain and advance in good jobs by providing a wider scope of opportunities;
- Engages businesses in workforce training that targets sector leaders; and
- Supports industry-focused strategies that support entrepreneurship efforts.

As mentioned earlier, workforce development in its simplest form is the dance between demand and supply. However, in real terms, workforce developers can support that dance by identifying where their workers come from, quantifying their numbers, and then unifying or bringing that data together in a meaningful way through the application of a variety of data tools. Identifying could include the following:

- Labor shed analysis to identify from where your workforce is coming; and
- Location of Career Readiness Certificates (CRCs).

Quantifying could include the following:

- Number of jobs by NAICS (North American Industry Classification System) code, current and projected;
- Number of jobs by SOC (Standard Occupational Classification) code, current and projected;
- Number and type of CRCs; and
- Demographic data that includes breakdowns of age, ethnicity, gender, and education.

Unifying could include the following:

- Providing data to relevant workforce development customers, e.g. Workforce Investment Boards (WIBs), one-stop career centers, two- and four-year colleges, K-12 institutions, and workers;
- Helping organize business and industry alliances; and
- Bringing alliances together with educators at all levels and other relevant workforce players to discuss needs and solutions.

A skilled workforce can also be an important business retention and expansion tool for economic developers. A skilled workforce, combined with an effective infrastructure for providing training programs, can give a community a distinct competitive advantage. In order for communities to connect workforce and economic development issues they must:

- Combine and coordinate job creation and job placement activities;
- Create ways to involve the business sector in workforce development program design and decision-making; and
- Make better use of labor market and other relevant economic development information gathering facilities such as databases, retention surveys, and regular interaction with business.

We at the Institute for Economic Advancement frequently find ourselves being asked to assist organizations across the state to identify, quantify, and unify information regarding their workforces. Additionally, we provide assistance by bringing the business and industry together with educators and workforce developers to develop strategies that result in talented, well trained workers. If we can assist your organization to address your workforce issues please contact the IEA's Workforce Group by calling 501-569-8978 or emailing your request to mlgerfen@ualr.edu.



Michael Gerfen, MSED, is Director, Workforce Analysis and Assistance Group, Institute for Economic Advancement, University of Arkansas at Little Rock.

Summaries of attorney general opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Dustin McDaniel

League may be considered quasi-governmental entity

Opinion: 2013-154

Requestor: Bailey, Claire—Director, Dept. of Information Services

(Q) Arkansas Code section 25-4-105(a) states that DIS has the power and duty to provide “information technology services to state agencies, other governmental entities, nongovernmental first responder entities, and other quasi-governmental entities.” The statutes do not define the term “other quasi-governmental entities.” Does the Arkansas Municipal League qualify as a “quasi-governmental entity” such that, under section 25-4-105(a), DIS is authorized to provide the League with information technology services? **RESPONSE:** The absence of any statutory or judicial definition of the term “quasi-governmental entity” prevents me from definitively answering your question. Nevertheless, I believe that a court faced with your question would probably hold that, at least for purposes of section 25-4-105, the Arkansas Municipal League qualifies as a “quasi-governmental entity” because, though it is clearly not itself a governmental entity, the League shares with governmental entities a common purpose, funding source, and leadership.

Road tax split constitutional

Opinion: 2014-019

Requestor: Cooper, John—State Senator

Pursuant to provisions of Act 8 of 1925, Act 431 of 1921, or any other applicable legislation, should the current road tax split between Craighead County and Jonesboro and Craighead County and Monette be 60/40 or 50/50? Q2) Are both Act 431 of 1921 and Act 8 of 1925 constitutional? **RESPONSE:** In my opinion, neither Act 8 nor Act 431 is unconstitutional local or special legislation, and, assuming the Acts are still in effect, Jonesboro and Monette should receive three-fifths of the county road taxes collected on property within city limits.

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

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Municipal Notes

NWA mayors talk leadership, growth

The Fayetteville Chamber of Commerce hosted four Northwest Arkansas mayors at the group's Tomorrow's Leadership Conference March 13 in Rogers, where they discussed economic opportunities, inter-city cooperation, and thoughts on leadership, *The City Wire* has reported. Rogers Mayor Greg Hines, Bentonville Mayor Bob McCaslin, Springdale Mayor Doug Sprouse, and Siloam Springs Mayor John Turner took audience questions during the event.

Infrastructure and transportation are big challenges for the growing area, Hines said, but the \$100 million in current infrastructure projects in the area represent much progress. McCaslin called over-reaching regulations one of his biggest concerns.

"I have an 'expedite it now' mindset, and these [federal] projects take a long time to complete," he said.

Sprouse said he is concerned about making money stretch, particularly as time passes and the economic climate changes.

"We've identified several worthy projects," he said, "but they take so long to go from the concept to construction and right now we are not in the same bid climate we were two years ago. I am nervous because we are about to bid more projects approved nearly two years ago."

One thing Siloam Springs has done to make the money go further is to establish a city street crew and construction crew that is responsible for moving utility lines, Mayor Turner said. Bids are roughly half what they were with those services added, he said.

The mayors agreed that technology will drive jobs and growth in the future, and the region's schools—from the University of Arkansas down to local school districts—must continue to equip students for those future jobs.

1914-2014: Centennial cities celebrate

Eight cities and towns across Arkansas were incorporated in 1914 and this year celebrate their centennials. They are Blevins, Centerton, Madison, McRae, Moro, Perry, Wiener, and Williford. The League wishes each a happy birthday. Here are a few interesting facts about several of this year's centennial cities.

Centerton, a city of 9,515 in Benton County, was once the processing center for the Northwest Arkansas apple industry. It even acquired the nickname "Apple Capital of the World," its produce winning prizes at the World's Fair in Paris in 1900, and all before the city was even incorporated.

Madison, a city of 769 on the western bank of the St. Francis River at the foot of Crowley's Ridge in St. Francis County, was the home of the first African-American millionaire in Arkansas, Scott Bond, a former slave who became a successful landowner, farmer, and businessman.

McRae, a city of 682 in White County, was known for its strawberry production. But the city's history also has a spooky side. According to city folklore, the "McRae Ghost" was an apparition of an old bearded man that spent the year of 1916 haunting locals. **Perry**, a town of 270 in Perry County (not to be confused with nearby Perryville, also in Perry County), has the distinction of being the first town in the county to have electric lights. A W.O. Holbrook operated a gas-powered dynamo that powered the town from 6 a.m. to 10 p.m. For those who stayed up past 10, it was back to the midnight oil.

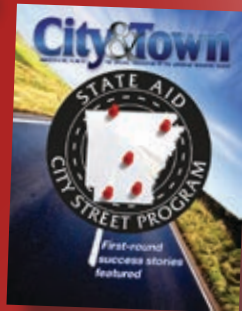
Weiner, a city of 716 in Poinsett County, was at the vanguard of Arkansas's rice industry, which thrives today. It was one of the early cities to experiment with rice growing in the early 20th Century. Weiner was also a duck-hunting destination and in the 1950s received the title "Duck Capital of the World." The city and its ducks made an appearance on NBC's "Wide Wide World."

Information for this article came from *The Encyclopedia of Arkansas History & Culture* (www.encyclopediaofarkansas.net); *Living the Times 1776-1976: A Bicentennial Tribute to Perry County*, compiled by the Perry County Heritage Committee; and *Poinsett County Arkansas History and Families*, compiled by the Poinsett County Historical Society.

Missed us?

You can download last month's issue or older issues of *City & Town* that you might have missed.

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www.arml.org

www.arml.org/publications_city_town.html

Obituaries

ALLEN MAXWELL, 70, mayor of Monticello and a former state legislator, died March 10.

MILES A. OLIVER, 87, a Strawberry alderman since 1996, died Jan. 20.

ED TARVIN, 60, a member of the Elkins Planning Commission, died March 11.

CLIFFORD RAY VEACH SR., 80, a five-term mayor of Manila, died March 18.



Support a family on \$20 a week?

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

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

What they get: Weekly temporary total disability benefits payable up to a MAXIMUM of \$617 allowed under Arkansas Workers' Compensation Law; weekly benefits go for 52 weeks; \$10,000 death benefit.

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

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Ken Martin can be reached at ext. 232, or Andrea Sayre at ext. 237.

The fax number is 501-537-7253

Protect your loved ones' financial security.

Arkansas Municipal League's Volunteer Firefighters Supplemental Income Program

Help for Arkansas adults with sickle cell anemia

By Robin Devan, M.D.

The pain can be excruciating and hit without warning. Because of these painful episodes, people with sickle cell anemia need life-long management of this chronic genetic disease of the blood. While there are specialized health care providers for children with this disease, adults in Arkansas often have had nowhere to turn. A new statewide comprehensive program at the University of Arkansas for Medical Sciences (UAMS) is changing that. The program features a clinic, a call center, and a patient registry.

Who gets sickle cell disease?

Approximately 1,300 adults and children in Arkansas have sickle cell anemia. It gets its name from the sickle shaped red blood cells caused by a mutation in the hemoglobin gene. People can inherit the sickle cell trait from one parent and not have the disease. If two parents carry the trait, they could pass the disease to their offspring. It is important to understand that people cannot “catch” the disease from being around someone who has it. A person is born with the disease.

The disease mostly affects people of Sub-Saharan African descent, but also affects other people of color, such as Latinos and those from the Middle East. In Arkansas the disease is concentrated in the Delta region, which has a large minority population, as well as in south and central Arkansas.

Sickle cell anemia can cause severe complications, including episodes of pain called a sickle cell crisis, and premature death. Patients describe the pain as sharp, intense, and throbbing. The risk for a sickle cell crisis is increased by any activity that boosts the body’s requirement for oxygen, such as dehydration, illness, physical stress, or being at high altitudes.

People in their 20s and 30s may experience kidney and/or liver failure, strokes, retinopathy, and other life-threatening conditions. Life expectancy can be in the mid-40s for patients with the most severe form of sickle cell disease.

The new UAMS clinic

The new comprehensive sickle cell program at UAMS will provide care for adult patients and resources for primary care providers to be able to give care close to home. The goal is to improve sickle cell care and the

overall well-being of patients across Arkansas through provider training, the use of evidence-based medicine, and patient education.

The multidisciplinary clinic at UAMS’s Outpatient Center will include a physician, an advanced practice nurse, a registered nurse, and a social worker. Patients will be seen at least annually for care. The call center is staffed by nurses available 24/7 to assist and advise providers and patients at 1-855-Sic-Cell (1-855-742-2355). Patients are encouraged to sign up for the patient registry that will track their care and outcomes over time to provide health care providers a clearer picture of what services patients need.

Treatment options

Treatment for sickle cell disease is different for every patient. Options include:

- Oxygen
- Hydration
- Pain medication ranging from nonprescription non-steroidal anti-inflammatory drugs to opioids
- Fluids
- Rest

In special cases, a blood transfusion is necessary. Sickle cells have a shorter life span than regular red blood cells. A patient’s blood levels can get low and cause a painful crisis. Because oxygen is transported throughout the body in red blood cells, if the blood levels are low, less oxygen is being delivered to vital organs. This can cause pain, shortness of breath, and eventual organ failure.

The new program is funded in part by the Arkansas Legislature and Arkansas Medicaid. It is made possible through a partnership between the UAMS College of Medicine’s Division of Hematology/Oncology and the UAMS Center for Distance Health. More information can be found at sicklecell.uams.edu.



Robin Devan, M.D. is Medical Director, Adult Sickle Cell Clinical Program, University of Arkansas for Medical Sciences.

NEWSLETTER

APRIL 2014

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

Domestic violence, drugs often linked

How often do you see on the television, hear on the radio, or read somewhere about domestic violence? How does this happen? Why would anyone live with an abuser? Violence happens daily in our country, and quite often, substance abuse plays a role in this problem. Abuses can lead to permanent physical and mental injuries—and sadly, even death.

Substance abusers who use stimulant drugs are more prone to commit violent acts; however, don't rule out other drugs (including prescription drugs and alcohol). Police departments often report that incidents involving shootings or serious violence are associated with cocaine or methamphetamines. With these drugs there is excitability, paranoia, and the lack of clear thinking. These symptoms are a dangerous combination that can often lead to domestic violence or other criminal behaviors.

In domestic situations, the victims are apprehensive to report the situation. Why? They are "believers" that they caused the situation, many have low self-esteem, and they are afraid of additional abuse if they report the incident to anyone.

Employers, please watch for these issues in your workforce and test when appropriate. Suffering employees cannot do their work well.



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.

A screenshot of a Windows XP desktop environment. The background is a landscape with green hills and a blue sky with white clouds. On the left side, there is a vertical taskbar with icons for My Computer, Recycle Bin, Internet Explorer, and Microsoft Word 2007. The Start button is visible at the bottom left. A large, semi-transparent white box with a drop shadow is centered on the screen, containing yellow text that reads: "Reminder: Microsoft stops supporting Windows XP on April 8." Below this text, a smaller white box with a drop shadow contains black text: "Thirty-one percent of desktops still use Windows XP, so chances are you may be one of those organizations with people still using it. While it's understandable to stick with a familiar operating system out of habit, you should understand how much your already high security and cyber liability risks will increase after Microsoft stops supporting Windows XP on April 8." The system tray at the bottom right shows the date and time as 2:01 PM on 4/1/14.

Reminder:
Microsoft stops supporting Windows XP on April 8.

Thirty-one percent of desktops still use Windows XP, so chances are you may be one of those organizations with people still using it. While it's understandable to stick with a familiar operating system out of habit, you should understand how much your already high security and cyber liability risks will increase after Microsoft stops supporting Windows XP on April 8.

Multi-agency partnership promotes bicycling, walking opportunities

By Ernie Boughman

Across the country, bicycling and walking in comfort and safety have become key indicators for community livability and economic vitality. In 2012, a national ranking of bicycle-friendly states placed Arkansas at the bottom of the list. Recognizing that this tarnish on the state's image does not bode well for attracting businesses and tomorrow's young professionals, Gov. Mike Beebe asked the Arkansas State Highway and Transportation Department (AHTD) to assemble a group of key state agencies to help move Arkansas up the list. The Governor's Bicycle Advisory Group (GBAG) was established, which includes the directors of five state agencies that play a role

in making Arkansas safe and comfortable for all types of bicycling: AHTD, the Arkansas Department of Parks and Tourism, Arkansas State Police, Arkansas Commission on Law Enforcement Standards and Training, and Arkansas Department of Health.

In just two years, these agencies have moved Arkansas from 50th to 37th in overall bicycle-friendliness. While state agencies continue to up their game in the realm of bicycling and walking, the GBAG is well aware that bicycling and walking are ultimately local activities, and the state needs to partner with local municipalities to improve conditions and encourage wide participation in these activities.



PHOTO BY DAVE ROBERTS.

Advocates have worked with local governments and state agencies to increase bicycling and walking opportunities across the state.

To this end, the AHTD is updating the Statewide Bicycle and Pedestrian Plan and seeks input from citizens and municipal government stakeholders. In January 2014, a Technical Advisory Committee composed of over 20 public and private stakeholders from across the state was established to provide guidance and oversight during the 18-month planning process.

Here is how citizens, municipal government staff and elected officials can get involved:

- A dedicated website (www.arkansasbikepedplan.com) serves as a clearinghouse for all information relevant to development of the plan and it will be updated as new information is available.
- A survey is already available on the site, and an interactive map will soon be available.
- In January, AHTD and its consultant team began the effort to reach out to municipalities across Arkansas through a series of stakeholder and public meetings in the coming months. Meetings in Fort Smith, Texarkana, Hot Springs, Jonesboro, and West Memphis will be set for later in April or May. Locations, dates, and times of meetings will be posted to the project website as they are finalized. If your city desires to be involved, please visit the website and contact the project team.

AHTD is taking a comprehensive look with this update of the previous plan, which was developed in 1998. Much has changed. This plan will address state policies related to bicycling and walking, as well as the development of roads, trails, sidewalks, and other infrastructure that serves pedestrians and bicyclists. Plan activities include data collection, outreach to the public and regional and local governments, development of a preliminary

bicycling network, transportation engineering staff training, and development of road design guidance.

To ensure that the plan developed is on the leading edge of national best practices while reflecting local Arkansas culture, AHTD contracted with the consultant team of Toole Design Group, a nationally recognized leader in bicycle and pedestrian planning and engineering, and Crafton Tull, an Arkansas-based regional planning and engineering firm with a strong understanding of Arkansas and its citizenry.

Bicycle and pedestrian safety is a key component of Arkansas's overall transportation safety goals, which are focused on a path toward zero deaths on Arkansas highways. Increasing the use of bicycle and pedestrian travel modes for daily transportation will also help reduce motor vehicle emissions and ease traffic congestion. Beyond the core transportation objectives, with bicycling and walking, quality of life and economic competitiveness are at stake.

Increasing numbers of Arkansans have embraced bicycling and walking for transportation as well as recreation and health. Trails and greenways throughout the state have become extremely popular destinations for people of all ages and abilities. Recreational cyclists from within and outside the state are traveling to Arkansas—and bringing their dollars with them—to enjoy the scenic beauty, southern hospitality, and often low traffic environments. Developing strategies to maintain and expand quality places to bicycle and walk, accommodations for those who are physically challenged, and safe routes to schools, parks, shopping, and jobs, will be central to the plan.

Ernie Boughman is Regional Office Director, Toole Design Group, www.tooledesign.com.

2014 State Turnback Funds

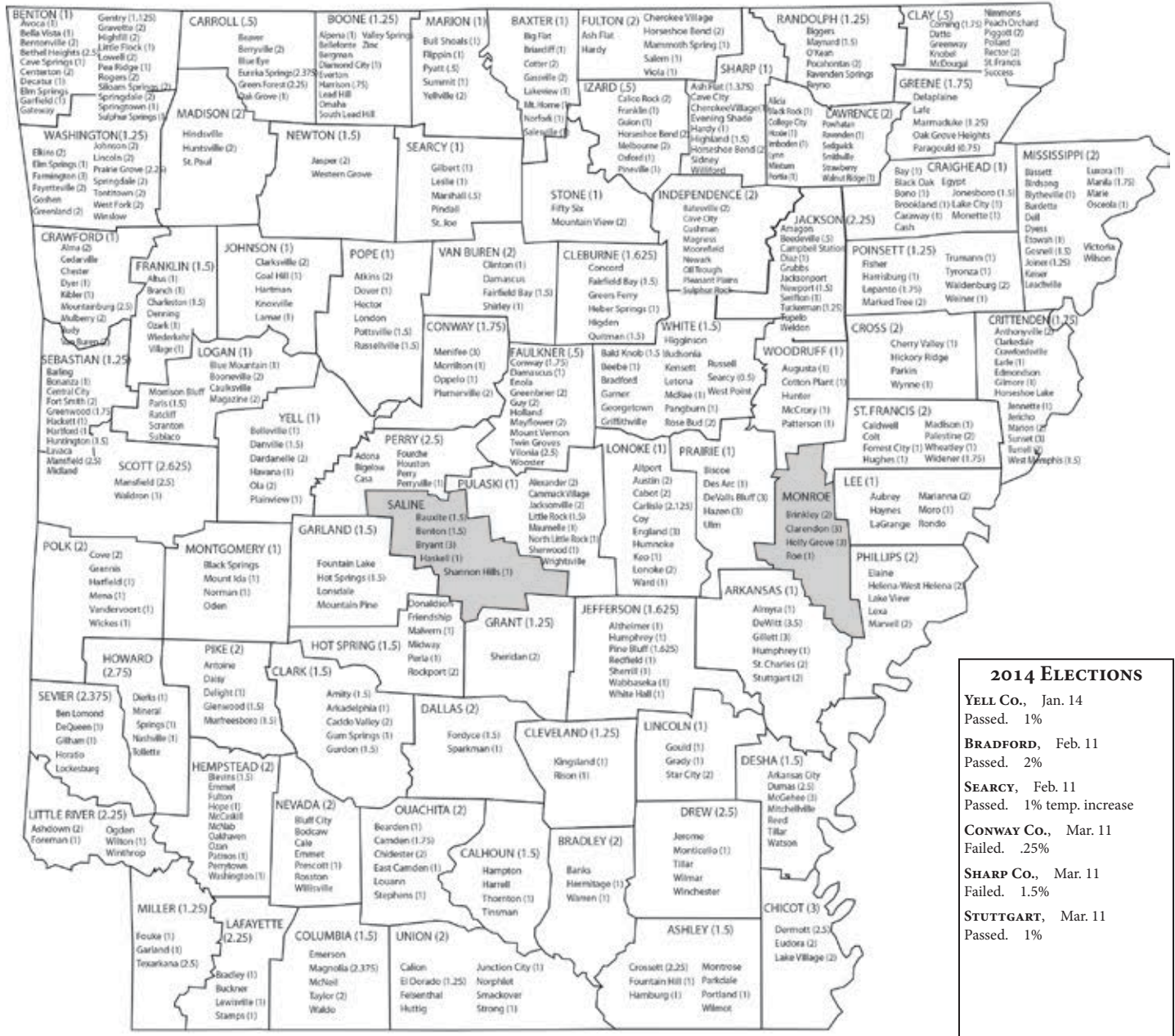
Actual Totals Per Capita						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2013	2014	2013	2014	2013	2014
January	\$3.2369	\$5.1428	\$0.3020	\$0.3163	\$3.1338	\$1.9533
February	\$3.4064	\$4.5811	\$0.3873	\$0.4833	\$1.0094	\$1.0052
March	\$3.0946	\$4.7165	\$0.3953	\$0.4463	\$1.0055	\$1.0055
April	\$3.2024		\$0.3438		\$1.0056	
May	\$3.5348		\$0.3138		\$1.0028	
June	\$3.6607		\$0.3573		\$1.0055	
July	\$3.5917		\$0.4276		\$2.8863	
August	\$4.0882		\$0.4603		\$1.3763	
September	\$5.0401		\$0.4348		\$1.0055	
October	\$5.0134		\$0.3953		\$1.0055	
November	\$4.3811		\$0.3652		\$1.0053	
December	\$4.4869		\$0.3649		\$1.0055	
Total Year	\$46.7372	\$14.4404	\$4.5476	\$1.2459	\$16.4470	\$3.964

Actual Totals Per Month						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2013	2014	2013	2014	2013	2014
January	\$6,083,989.12	\$9,666,249.40	\$567,571.55	\$594,574.44	*\$5,890,046.27	*\$3,671,282.93
February	\$6,402,534.31	\$8,610,432.52	\$728,037.16	\$908,313.92	\$1,897,309.37	\$1,889,234.55
March	\$5,816,498.28	\$8,864,931.29	\$742,998.16	\$838,837.95	\$1,889,913.31	\$1,889,913.97
April	\$6,019,069.40		\$646,153.53		\$1,890,083.64	
May	\$6,643,763.23		\$589,734.49		\$1,884,771.73	
June	\$6,880,560.47		\$671,509.25		\$1,889,910.83	
July	\$6,750,810.43		\$803,621.40		**\$5,424,973.20	
August	\$7,684,015.71		\$865,190.21		\$2,586,803.92	
September	\$9,473,119.80		\$817,319.05		\$1,889,909.64	
October	\$9,422,855.56		\$742,984.39		\$1,889,909.64	
November	\$8,234,597.41		\$686,466.96		\$1,889,429.45	
December	\$8,433,440.86		\$685,869.13		\$1,889,909.64	
Total Year	\$87,845,254.58	\$27,141,613.21	\$8,547,455.28	\$2,341,726.31	\$30,912,970.64	7,450,431.45

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

** Includes \$3,516,799.83 supplemental in July 2013

Local Option Sales and Use Tax in Arkansas



2014 ELECTIONS

- YELL Co.,** Jan. 14
Passed. 1%
- BRADFORD,** Feb. 11
Passed. 2%
- SEARCY,** Feb. 11
Passed. 1% temp. increase
- CONWAY Co.,** Mar. 11
Failed. 25%
- SHARP Co.,** Mar. 11
Failed. 1.5%
- STUTTART,** Mar. 11
Passed. 1%

KEY: Counties not collecting sales tax

Source: Debbie Rogers, Office of State Treasurer

See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2014 with 2013 Comparison (shaded gray)

Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$44,899,051	\$43,764,256	\$41,135,484	\$39,379,372	\$86,034,535	\$83,143,628	\$4,805	\$12,329
February	\$51,556,660	\$51,585,273	\$46,326,186	\$44,215,215	\$97,882,846	\$95,800,488	\$5,765	\$26,338
March	\$41,142,676	\$42,875,487	\$37,596,230	\$38,040,827	\$78,738,906	\$80,916,314	\$5,571	\$8,508
Total	\$137,598,387	\$138,225,016	\$125,057,900	\$121,635,414	\$262,656,287	\$259,860,430	\$16,141	\$47,175
Averages	\$45,866,129	\$46,075,005	\$41,685,967	\$40,545,138	\$87,552,096	\$86,620,143	\$5,380	\$15,725

March 2014 Municipal Levy Receipts and March 2014 Municipal/County Levy Receipts with 2013 Comparison (shaded gray)

CITY SALES AND USE TAX . AMOUNT	LAST YEAR										
Alexander	58,104.45	39,072.26	Gilbert	125.26	79.46	Oppelo	1,696.05	1,895.55	Mountain Home	129,056.06	142,395.39
Alma	176,760.29	168,967.13	Gillett	8,436.49	8,991.72	Osceola	42,561.45	65,180.76	Norfork	5,297.85	5,845.44
Almyra	2,346.93	2,240.27	Gillham	1,364.82	1,463.15	Oxford	1,816.90	1,340.37	Salesville	4,665.43	5,147.64
Alpena	4,175.35	3,296.46	Gilmore	388.54	277.80	Ozark	68,983.16	69,045.23	Benton County	561,011.31	623,430.36
Alzheimer	2,229.51	2,778.64	Glenwood	55,973.85	53,552.10	Palestine	16,101.39	13,571.03	Avoca	6,165.79	6,851.81
Altus	5,486.54	6,621.94	Gosnell	14,016.74	14,068.96	Pangburn	6,014.41	NA	Bella Vista	334,329.99	371,528.10
Amity	8,518.94	7,740.91	Gould	3,713.03	3,098.74	Paragould	232,929.91	261,059.12	Bentonville	446,021.80	495,646.94
Anthonyville	144.24	151.96	Grady	3,334.92	1,475.60	Paris	68,740.48	23,291.12	Bethel Heights	29,969.79	33,304.28
Arkadelphia	141,235.98	151,188.66	Gravette	333,755.72	121,490.16	Patmos	NA	85.38	Cave Springs	21,845.60	24,276.18
Ash Flat	80,925.87	73,754.33	Green Forest	54,446.96	22,301.11	Patterson	1,043.92	900.40	Centerion	120,220.32	133,596.23
Ashdown	103,703.34	100,681.31	Greenbrier	122,629.12	125,205.42	Pea Ridge	26,918.15	25,114.76	Decatur	21,466.56	23,854.97
Atkins	43,524.12	45,912.83	Greenland	15,508.81	15,063.67	Perla	2,649.61	1,932.28	Elm Springs	480.12	533.54
Augusta	17,487.02	24,572.69	Greenwood	151,503.16	144,835.48	Perryville	16,070.63	14,490.07	Garfield	6,342.68	7,048.38
Austin	19,920.94	18,767.55	Guion	5,718.43	5,004.46	Piggott	62,219.23	58,113.90	Gateway	5,117.10	5,686.44
Avoca	2,317.42	2,354.23	Gum Springs	256.68	NA	Pine Bluff	835,903.36	819,179.77	Gentry	39,900.76	44,340.19
Bald Knob	45,962.20	50,212.35	Gurdon	17,786.01	16,740.02	Pineville	1,728.86	908.21	Gravette	29,375.96	32,644.38
Barling	1,657.76	18,322.79	Guy	4,848.19	5,989.70	Plainview	3,049.34	2,573.70	Highfill	7,366.10	8,185.67
Batesville	504,455.02	504,605.18	Hackett	4,939.64	5,214.36	Plumerville	11,258.15	7,863.50	Little Flock	32,661.01	36,294.93
Bauxite	15,107.95	17,833.30	Hamburg	25,195.18	26,888.64	Pocahontas	201,758.09	100,905.13	Lowell	92,575.33	102,875.42
Bay	7,250.34	7,250.34	Hardy	13,557.95	13,664.06	Portia	1,964.89	1,923.83	Pea Ridge	60,571.33	67,310.60
Bearden	14,404.88	9,703.41	Harrisburg	21,970.42	20,069.94	Portland	2,573.17	NA	Rogers	707,095.10	785,767.69
Beebe	105,515.74	81,514.72	Harrison	236,039.88	246,400.65	Pottsville	20,502.65	22,453.03	Siloam Springs	190,015.07	211,156.46
Beedeville	76.96	122.79	Hartford	2,143.88	2,008.02	Prairie Grove	74,807.56	74,366.79	Springdale	76,491.20	85,001.74
Bella Vista	110,629.46	102,475.76	Haskell	17,172.99	15,763.22	Prescott	44,897.56	45,090.69	Springtown	1,099.23	1,221.53
Bellefonte	2,571.37	1,893.96	Hatfield	3,662.30	3,116.54	Pyatt	421.43	446.63	Sulphur Springs	6,456.42	7,174.74
Benton	609,662.19	647,296.96	Havana	2,507.41	2,012.18	Quitman	22,310.01	22,102.90	Boone County	322,393.22	339,349.82
Bentonville	1,524,492.01	2,156,353.61	Hazen	52,158.70	51,558.66	Ravenden	2,517.35	2,370.55	Alpena	3,401.95	3,580.88
Berryville	193,704.07	192,143.46	Heber Springs	122,397.45	120,899.93	Rector	23,324.47	25,653.95	Bellefonte	4,841.64	5,096.29
Bethel Heights	46,534.59	47,645.64	Helena-West Helena	220,553.02	209,993.72	Redfield	14,152.31	12,926.28	Bergman	4,681.68	4,927.92
Black Rock	40,881.99	47,175.64	Hermitage	4,296.99	4,052.68	Rison	10,084.29	9,812.00	Diamond City	8,339.57	8,778.20
Blevins	2,023.51	1,575.57	Highfill	55,843.67	57,011.00	Rockport	22,300.53	5,672.33	Everton	1,418.37	1,492.97
Blue Mountain	169.35	405.00	Highland	22,256.16	20,195.43	Roe	384.15	421.66	Harrison	138,029.51	145,289.31
Blytheville	209,719.45	484,774.81	Holly Grove	6,777.56	9,104.10	Rogers	2,074,747.48	2,140,318.46	Lead Hill	2,890.06	3,042.06
Bonanza	1,771.70	2,106.70	Hope	139,547.37	143,347.59	Rose Bud	11,651.55	15,002.32	Omaha	1,802.29	1,897.08
Bono	11,293.38	8,339.37	Horsehoe Bend	18,041.00	18,021.12	Russellville	805,348.09	823,216.02	South Lead Hill	1,087.77	1,144.98
Booneville	82,162.51	77,597.30	Hot Springs	1,222,004.98	1,314,276.52	Salem	17,628.93	17,923.80	Valley Springs	1,951.59	2,054.23
Bradley	3,987.19	1,883.07	Hoxie	2,219.75	11,416.90	Salesville	2,919.58	2,957.95	Zinc	1,098.42	1,156.21
Branch	1,476.20	2,499.27	Hughes	8,305.65	8,154.85	Searcy	225,030.38	680,062.56	Bradley County	110,557.63	115,506.29
Briarcliff	1,010.73	945.00	Humphrey	2,213.55	2,206.52	Shannon Hills	14,683.25	7,392.30	Banks	853.67	891.88
Brinkley	98,951.59	94,852.86	Huntington	2,902.25	2,676.74	Sheridan	161,695.87	162,096.46	Hermitage	5,714.11	5,969.88
Brookland	10,849.03	11,665.77	Huntsville	97,717.43	37,500.10	Sherrill	678.86	890.95	Warren	41,327.45	43,177.30
Bryant	808,048.48	866,467.04	Imboden	5,094.21	6,211.37	Sherwood	335,137.25	357,384.63	Calhoun County	56,068.18	48,058.86
Bull Shoals	11,116.71	10,503.50	Jacksonville	529,442.83	562,184.34	Shirley	1,950.01	2,314.82	Hampton	12,345.63	10,582.06
Cabot	570,953.20	610,113.19	Jasper	23,794.37	22,003.54	Siloam Springs	433,522.91	439,023.29	Harrell	2,368.42	2,030.09
Caddo Valley	36,459.93	28,862.52	Jennette	199.13	167.48	Sparkman	3,491.98	4,071.62	Thornton	3,795.07	3,252.95
Calico Rock	21,382.01	21,520.65	Johnson	43,954.75	44,245.67	Springdale	1,627,630.32	1,568,507.04	Tinsman	503.52	431.60
Camden	268,944.38	250,196.18	Joiner	1,633.71	2,042.71	Springtown	273.86	172.87	Carroll County	115,169.61	111,595.37
Caraway	4,142.86	4,656.12	Jonesboro	1,646,039.98	1,690,822.16	St. Charles	2,897.15	2,511.10	Beaver	421.62	408.53
Carlisle	44,399.21	42,386.91	Junction City	3,209.41	NA	Stamps	13,009.05	14,564.85	Blue Eye	126.49	122.56
Cave Springs	15,879.42	11,589.22	Keiser	2.91	2,456.17	Star City	67,543.56	70,561.23	Chicot	186,236.31	176,279.93
Centerion	85,030.50	81,010.83	Keo	1,332.11	2,027.41	Stephens	6,740.62	6,074.54	Demott	19,446.88	18,407.23
Charleston	22,675.24	22,637.84	Kibler	2,002.74	1,911.39	Strong	8,339.79	NA	Eudora	15,273.44	14,456.90
Cherokee Village	14,434.41	12,275.93	Kingsland	1,365.44	1,322.04	Stuttgart	369,162.55	364,890.67	Lake Village	17,333.22	16,406.58
Cherry Valley	4,403.73	5,460.96	Lake City	9,189.48	9,525.85	Sulphur Springs	2,036.89	1,193.57	Clark County	336,867.01	346,412.43
Chidester	2,003.83	1,983.11	Lake City	59,519.50	58,152.21	Summit	3,529.24	3,261.99	Clay County	46,643.75	45,341.78
Clarendon	40,110.90	38,588.51	Lakeview	3,235.84	2,695.18	Sunset	1,398.02	1,808.44	Datto	322.21	313.22
Clarksville	303,656.87	308,927.70	Lamar	8,316.64	8,687.25	Swifton	2,690.27	2,244.00	Greenway	673.43	654.63
Clinton	82,525.08	71,093.37	Lepanto	20,521.94	19,472.40	Taylor	5,873.07	5,316.98	Knobel	924.76	898.94
Clo Hill	1,788.22	NA	Leslie	3,494.98	4,037.81	Texarkana	336,295.32	336,050.42	McDougal	599.32	582.59
Conway	1,569,237.96	1,693,105.16	Lewisville	9,009.60	7,464.13	Texarkana Special	167,081.50	163,124.67	Nimmons	222.33	216.12
Corning	65,151.20	62,255.12	Lincoln	29,807.55	29,728.96	Thornton	1,193.25	950.16	Peach Orchard	434.99	422.85
Cotter	8,496.03	7,345.34	Little Flock	6,485.64	6,897.51	Tontitown	78,435.82	118,584.80	Pollard	715.32	695.35
Cotton Plant	1,274.86	1,556.39	Little Rock	5,158,399.07	5,419,185.49	Trumann	59,133.39	60,950.31	St. Francis	805.54	783.05
Cove	11,230.60	9,796.24	Lonoke	113,464.63	120,841.92	Tuckerman	12,163.10	12,154.51	Success	480.09	466.70
Crossett	255,182.67	117,397.41	Lowell	218,898.07	336,868.17	Turrell	5,040.23	4,647.36	Cleburne County	350,991.58	397,746.27
Damascus	14,995.76	6,481.34	Luxora	2,659.23	2,884.58	Twin Groves	0.58	0.31	Concord	2,605.77	2,952.88
Danville	41,245.42	36,479.42	Madison	1,440.25	1,203.31	Tyronza	3,142.02	2,300.26	Fairfield Bay	1,954.33	2,214.66
Dardanelle	144,013.02	138,275.14	Magazine	10,096.33	7,996.19	Van Buren	536,475.94	513,057.72	Greers Ferry	9,515.34	10,782.85
Decatur	15,211.28	14,053.32	Magnolia	401,554.97	429,461.48	Vandervoort	489.56	1,631.20	Heber Springs	76,517.85	86,710.59
Delight	3,512.81	2,816.16	Malvern	144,943.45	130,631.59	Vilonia	75,069.21	67,196.00	Higden	1,281.53	1,452.24
De Queen	97,419.56	83,703.46	Mammoth Spring	6,715.33	5,834.08	Viola	2,337.56	2,536.15	Quitman	7,813.31	8,858.64
Dermott	31,285.41	29,018.92	Manila	37,384.47	39,626.95	Wabbaseka	679.78	677.86	Cleveland County	31,575.34	33,785.28
Des Arc	16,862.57	18,302.15	Mansfield	38,367.91	26,690.59	Waldenburg	7,950.53	6,720.04	Kingsland	1,556.10	1,665.01
DeValls Bluff	13,145.41	8,168.34	Marianna	68,702.59	68,035.81	Waldron	42,652.82	40,887.10	Rison	4,678.73	5,006.19
DeWitt	159,889.09	145,858.91	Marion	159,721.78	147,233.53	Walnut Ridge	59,951.05	54,307.62	Columbia County	309,866.35	359,517.22
Diamond City	2,338.68	2,500.24	Marked Tree	42,503.01	39,790.40	Ward	15,532.16	17,165.38	Emerson	552.02	640.47
Diaz	3,451.30	3,357.04	Marmaduke	14,262.26	16,043.24	Warren	60,111.90	57,728.77	Magnolia	17,366.20	20,148.84
Dierks	14,462.83	15,568.52	Marshall	12,044.62	11,964.63	Washington	1,497.46	1,208.88	McNeil	774.03	898.06
Dowd	15,923.06	17,163.29	Marvell	19,016.62	18,769.21	Weiner	6,340.31	8,195.76	Taylor	849.03	985.08
Dumas	124,320.28	118,829.07	Maumelle	152,724.85	171,807.10	West Fork	31,825.25	35,460.98	Waldo	2,058.09	2,387.86
Dyer	1,108.15	1,233.86	Mayflower	53,173.81	52,315.92	West Memphis	494,382.44	502,442.84	Conway County	300,759.95	335,759.48
Earle	18,630.77	18,511.27	Maynard	4,725.88	3,936.24	Wheatley	2,872.98	3,811.26	Menifee	3,181.22	3,551.42
East Camden	5,291.04	1,866.99	McCroory	17,392.40	15,852.31	White Hall	58,229.21	60,476.91	Morrilton	71,282.58	79,577.76
El Dorado	481,175.92	443,021.99	McGehee	157,833.32	142,690.73	Wickes	2,684.35	2,807.20	Oppelo	8,226.94	9,184.31
Elkins	42,891.12	43,152.42	McRae	2,818.16	NA	Widener	3,456.91	1,647.22	Plumerville	8,700.97	9,713.50
Elm Springs	4,385.85	4,297.88	Melbourne	69,666.03	62,797.80	Wiederkehr Village	1,843.67	1,779.74	Craighead County	227,831.83	232,056.73
England	61										

Crittenden County	582,016.06	582,663.34	Diaz	9,415.99	12,132.36	Luxora	11,112.11	12,023.27	St. Joe	705.94	687.04
Anthonyville	850.09	851.03	Grubbs	2,757.64	3,553.18	Manila	31,525.19	34,110.15	Sebastian County	665,352.98	700,449.47
Clarkdale	1,958.90	1,961.08	Jacksonport	1,514.56	1,951.49	Marie	792.37	857.35	Barling	60,810.07	64,017.73
Crawfordsville	2,529.15	2,531.96	Newport	56,288.78	72,527.23	Osceola	73,172.01	79,177.89	Bonanza	7,521.14	7,917.87
Earle	12,746.06	12,760.24	Swifton	5,701.03	7,345.69	Victoria	349.62	371.64	Central City	6,566.28	6,912.65
Edmondson	2,254.58	2,257.09	Tuckerman	13,302.41	17,139.95	Wilson	8,518.03	9,216.49	Fort Smith	1,127,635.10	1,187,116.39
Gilmore	1,249.79	1,251.18	Tupelo	1,285.95	1,656.92	Monroe County	NA	NA	Greenwood	117,094.38	123,270.96
Horseshoe Lake	1,541.78	1,543.49	Weldon	535.82	690.39	Montgomery County	32,946.94	29,653.57	Hackett	10,621.16	11,181.41
Jennette	546.49	547.09	Jefferson County	600,378.51	608,890.48	Black Springs	425.82	383.25	Hartford	8,397.52	8,840.48
Jericho	628.33	629.03	Alzheimer	8,650.32	8,772.96	Glenwood	180.65	162.59	Huntington	8,305.96	8,744.09
Marion	65,182.32	65,254.81	Humphrey	2,707.62	2,746.01	Mount Ida	4,628.06	4,165.44	Lavaca	29,940.69	31,520.02
Sunset	940.91	941.95	Pine Bluff	431,487.40	437,604.89	Norman	1,625.84	1,463.32	Mansfield	9,457.02	9,955.86
Turrell	2,922.52	2,925.77	Redfield	11,401.89	11,563.55	Oden	997.86	898.12	Midland	4,251.08	4,475.32
West Memphis	138,575.12	138,729.25	Sherrill	738.44	748.91	Nevada County	85,497.45	29,650.17	Sevier County	246,065.56	213,344.10
Cross County	218,144.69	214,770.55	Wabbaseka	2,241.70	2,273.48	Bluff City	787.12	822.14	Ben Lomond	1,120.91	971.86
Cherry Valley	5,603.16	5,516.50	White Hall	48,578.93	49,267.66	Bodcaw	875.99	914.96	De Queen	50,974.49	44,195.97
Hickory Ridge	2,341.11	2,304.90	Johnson County	103,472.58	99,384.78	Cale	501.47	523.78	Gilham	1,236.87	1,072.39
Parkin	9,510.75	9,363.64	Clarksville	76,004.11	73,001.48	Emmet	3,015.17	3,149.34	Horatio	8,070.57	6,997.36
Wynne	72,014.86	70,900.97	Coal Hill	8,380.49	8,049.41	Prescott	20,922.09	21,853.07	Lakesburg	5,712.79	4,953.11
Dallas County	151,825.23	120,795.15	Hartman	4,297.90	4,128.11	Rosston	1,656.76	1,730.48	Sharp County	62,463.75	62,174.11
Desha	93,243.10	90,654.68	Knoxville	6,053.50	5,814.35	Willisville	964.84	1,007.79	Ash Flat	7,471.56	7,436.91
Arkansas City	3,608.65	3,508.47	Lamar	13,291.20	12,766.12	Newton County	44,213.60	41,148.88	Cave City	13,281.08	13,219.49
Dumas	46,399.71	45,111.66	Lafayette County	73,099.74	73,610.60	Jasper	1,769.30	1,646.66	Cherokee Village	29,566.02	29,428.93
McGehee	41,598.04	40,443.28	Bradley	3,445.09	3,469.16	Western Grove	1,457.97	1,356.91	Evening Shade	3,293.58	3,278.31
Mitchellville	3,549.49	3,450.96	Buckner	1,508.60	1,519.14	Ouachita County	327,233.85	298,346.00	Hardy	5,565.55	5,539.74
Reed	1,695.87	1,648.79	Lewisville	7,021.83	7,070.90	Bearden	8,585.69	7,827.75	Highland	7,967.12	7,930.18
Tillar	207.05	201.31	Stamps	9,287.47	9,352.38	Camden	108,281.01	98,722.08	Horseshoe Bend	60.99	60.71
Watson	2,080.38	2,022.63	Lawrence County	223,447.45	111,526.08	Chidester	2,568.60	2,341.84	Sidney	1,379.95	1,373.55
Drew County	349,962.04	379,562.04	Alicia	803.39	601.48	East Camden	8,274.61	7,544.14	Williford	571.80	569.16
Jerome	380.35	412.52	Black Rock	4,289.09	3,211.13	Louann	1,457.61	1,328.94	St. Francis County	121,795.06	117,218.25
Monticello	92,326.57	100,135.54	College City	2,947.94	2,207.04	Stephens	7,919.10	7,220.01	Caldwell	8,013.78	7,712.64
Tillar	1,989.50	2,157.77	Hoxie	18,011.60	13,484.80	Perry County	86,908.19	90,747.53	Colt	5,458.04	5,252.94
Wilmar	4,983.51	5,405.01	Imboden	4,386.28	3,283.89	Adona	774.49	808.71	Forrest City	221,945.69	213,605.41
Winchester	1,628.66	1,766.42	Lynn	1,865.95	1,396.99	Helena-West Helena	176,261.44	175,464.70	Hughes	20,806.96	20,025.08
Faulkner County	570,996.00	606,975.19	Minturn	706.21	528.72	Bigelow	1,167.30	1,218.87	Madison	11,103.78	10,686.52
Enola	1,738.68	1,848.23	Portia	2,831.32	2,119.73	Casa	633.68	661.67	Palestine	9,833.12	9,463.62
Holland	2,865.22	3,045.76	Powhatan	466.49	349.25	Fourche	229.75	239.90	Wheatley	5,125.94	4,933.32
Mount Vernon	745.88	792.88	Ravenden	3,045.13	2,279.80	Houston	641.09	669.41	Widener	3,941.92	3,793.77
Twin Groves	1,723.25	1,831.83	Sedgwick	984.81	737.30	Perry	1,000.54	1,044.74	Stone County	68,978.04	67,531.64
Wooster	4,423.84	4,702.61	Smithville	505.36	378.35	Perryville	5,410.34	5,649.35	Fifty Six	1,259.71	1,233.29
Franklin County	155,266.56	147,649.85	Strawberry	1,956.66	1,464.90	Phillips County	99,367.73	98,918.56	Mountain View	20,009.68	19,590.09
Altus	6,083.06	5,784.65	Walnut Ridge	31,682.26	23,719.66	Elaine	11,123.40	11,073.12	Union County	509,668.57	448,747.48
Branch	2,945.23	2,800.75	Lee County	26,608.07	27,116.30	Helena-West Helena	176,261.44	175,464.70	Caion	14,858.49	13,082.44
Charleston	20,239.42	19,246.56	Aubrey	824.53	840.30	Lake View	7,747.90	7,712.88	El Dorado	632,656.87	557,034.89
Denning	3,779.85	3,594.42	Haynes	727.53	741.44	Lexa	5,002.03	4,979.42	Felsenthal	3,640.81	3,205.63
Ozark	29,564.65	28,114.33	LaGrange	431.67	439.92	Marvell	20,742.70	20,648.94	Huttig	20,365.22	17,930.96
Wiederkehr Village	304.96	290.00	Marianna	19,958.48	20,340.18	Pike County	124,051.91	114,029.43	Junction City	18,165.91	15,994.52
Fulton County	81,202.05	85,428.23	Moro	1,047.64	1,067.67	Antoine	795.55	731.28	Mrphlet	22,920.47	20,807.76
Ash Flat	321.26	337.98	Rondo	960.33	978.71	Daisy	781.95	718.78	Smackover	60,301.01	53,093.19
Cherokee Village	2,497.62	2,627.61	Lincoln County	48,810.01	46,494.55	Delight	1,897.09	1,743.82	Strong	17,157.07	15,106.27
Hardy	132.28	139.17	Gould	3,863.63	3,680.34	Glenwood	14,863.93	13,663.03	Van Buren County	261,361.63	293,535.28
Horseshoe Bend	53.54	56.33	Grady	2,072.60	1,974.28	Murfreesboro	11,158.14	10,256.65	Clinton	23,216.68	26,074.66
Mammoth Spring	3,077.14	3,237.29	Star City	10,496.87	9,998.93	Pointsett County	98,202.04	97,238.41	Damascus	2,230.66	2,505.25
Salem	5,149.57	5,417.58	Little River County	160,892.08	150,522.97	Fisher	1,468.77	1,454.36	Fairfield Bay	19,228.26	21,595.27
Viola	1,061.40	1,116.64	Ashdown	32,818.03	30,702.99	Harrisburg	15,161.96	15,013.18	Shirley	2,596.48	2,916.11
Garland County	1,553,576.64	1,360,498.15	Foreman	7,024.99	6,572.25	Lepanto	12,468.11	12,345.77	Washington County	1,046,392.52	1,113,798.83
Fountain Lake	5,274.26	3,187.57	Magazine	5,763.05	5,883.14	Marked Tree	16,900.78	16,734.94	Elkins	31,165.24	33,172.84
Hot Springs	158,151.33	NA	Morrison Bluff	435.46	444.53	Trumann	48,054.60	47,583.06	Elm Springs	17,618.72	18,753.68
Lonsdale	985.65	595.69	Paris	24,031.98	24,532.77	Tyronza	5,018.86	4,969.61	Farmington	70,310.11	74,839.33
Mountain Pine	8,073.90	4,879.59	Ratcliff	1,374.42	1,403.06	Waldenburg	401.77	397.83	Fayetteville	865,988.94	921,774.05
Grant County	153,231.59	148,228.95	Scranton	1,524.11	1,555.87	Weiner	4,715.90	4,669.61	Goshen	12,604.98	13,416.96
Greene County	410,776.01	437,371.00	Subiaco	3,973.04	3,973.04	Polk County	210,654.14	235,226.77	Greenland	14,817.61	15,772.13
Delaplaine	1,059.58	1,128.18	Lonoke County	209,987.58	219,039.35	Cove	6,318.80	7,055.88	Johnson	39,474.41	42,017.26
Lafe	4,183.53	4,454.38	Allport	849.11	885.71	Grannis	9,163.92	10,232.88	Lincoln	26,469.27	28,174.37
Marmaduke	10,148.26	10,805.29	Austin	15,047.63	15,696.28	Hatfield	6,831.58	7,628.48	Prairie Grove	51,549.76	54,870.49
Oak Grove Heights	8,120.43	8,646.18	Cabot	175,550.80	183,118.12	Mena	94,897.74	105,967.49	Springdale	750,213.83	798,540.95
Paragould	238,525.12	253,968.02	Carlisle	16,347.13	17,051.80	Vandervoort	1,439.10	1,606.96	Tontitown	28,952.61	30,817.67
Hempstead County	295,794.46	494,829.57	Coy	708.82	739.37	Wickes	12,472.18	13,927.05	West Fork	27,269.59	29,026.24
Blevins	2,761.89	3,074.82	England	20,858.47	21,757.60	Pope County	269,995.95	276,107.26	Winslow	4,601.82	4,898.25
Emmet	377.02	419.74	Humnoke	2,096.92	2,187.31	Atkins	32,425.75	33,159.70	White County	759,984.00	780,589.46
Fulton	1,762.35	1,962.03	Keo	1,890.18	1,971.66	Dover	14,815.21	15,150.55	Bald Knob	29,575.29	30,377.17
Hope	88,512.13	98,540.80	Lonoke	31,343.08	32,694.16	Hector	4,838.06	4,947.57	Beebe	74,678.38	76,703.14
McCaskill	841.72	937.09	Ward	30,028.82	31,323.24	Hazen	9,287.09	11,210.12	Bradford	7,748.58	7,958.67
McNab	596.22	663.77	Madison County	168,560.59	130,531.82	Ulm	1,075.47	1,298.17	Garner	2,899.34	2,977.95
Oakhaven	552.38	614.96	Hindsville	355.61	275.38	Pulaski County	718,845.98	759,091.14	Georgetown	1,265.91	1,300.23
Ozan	745.27	829.71	Huntsville	13,676.53	10,590.98	Alexander	3,479.81	3,674.63	Griffittville	2,297.01	2,359.29
Patmos	561.15	624.73	St. Paul	658.76	510.14	Cammack Village	11,324.12	11,958.11	Higginson	6,339.75	6,511.64
Perrytown	2,384.87	2,655.09	Marion County	68,299.01	65,833.96	Jacksonville	418,225.86	441,640.57	Judsonia	20,611.85	21,170.70
Washington	1,578.23	1,757.05	Bluff Shoals	11,766.33	11,341.66	Little Rock	2,853,502.39	3,013,257.99	Kensett	16,824.33	17,280.49
Hot Spring County	231,039.67	188,535.88	Phillip	8,176.09	7,881.00	Maumelle	253,067.64	267,235.83	Letona	2,603.28	2,673.86
Donaldson	1,869.21	1,525.33	Pyatt	1,333.52	1,285.39	North Little Rock	918,669.59	970,102.03	McRae	9,662.50	7,151.27
Friendship	1,092.96	891.89	Summit	3,644.54	3,513.01	Sherwood	435,315.26	459,686.73	Pangburn	6,135.57	6,301.93
Malvern	64,074.70	52,287.04	Yellville	7,264.95	7,002.73	Wrightsville	31,170.83	32,915.96	Rose Bud	4,920.71	5,054.12
Midway	2,415.69	1,971.28	Miller County	299,981.50	288,521.04	Randolph County	108,572.99	104,071.07	Russell	2,205.13	2,264.92
Perla	1,496.61	1,221.28	Fouke	7,894.25	7,592.66	Biggers	2,632.35	2,523.20	Searcy	233,355.91	239,682.90
Rockport	4,688.54	3,826.01	Garland	7,894.25	7,592.66	Maynard	2,321.64	3,097.65	West Point	1,888.65	1,939.86
Howard County	298,720.43	301,424.40	Texarkana	177,624.25	170,834.83	O'Keane	1,471.69	1,410.66	Woodruff County	14,242.97	15,261.09
Dierks	14,633.91	14,766.38	Mississippi County	526,117.81	569,257.85	Pocahontas	50,128.41	48,049.86	Augusta	14,732.02	15,780.10
Mineral Springs	15,602.62										

MUNICIPAL MART

To place a classified ad in *City & Town*, please contact the League at 501-374-3484 or e-mail 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.

ACCOUNTANT—Little Rock Wastewater seeks qualified applicants for the position of Accountant. Minimum qualifications include B.S. in Accounting and 4 years of governmental experience. CPA or CMA desired. Detailed job posting and employment application available at www.lrwu.com. Both application and resume must be submitted to be considered. Closing date 04/25/14. EOE.

DEPUTY DIRECTOR OF FINANCE—Fort Smith is recruiting a professional to help lead its finance department. Excellent opportunity for a visionary and a doer to keep the city's financial services top notch. Starting salary to \$79K with growth potential to \$96,762 + excellent benefits. A detailed recruitment brochure is available by calling the City of Fort Smith human resources department, 479-784-2221 or online at www.fortsmithar.gov/humanresources under the documents tab. EOE.

FIRE MARSHAL—Concord is seeking a F/T fire marshal. Candidates must meet all requirements of law enforcement standards and training. The successful applicant will be required to live in the immediate area. Mail resume to P.O. Box 115, Concord, AR 72523; or fax to 870-668-3009. Contact 870-668-3315. Leave message if no answer. Applications accepted through April 30.

LABORER—Shannon Hills is accepting applications for the position of Laborer. Experience in street maintenance and water/wastewater repair and operations desired. CDL, Water Distribution and Wastewater License or the ability to obtain within a year. Hourly position: \$11.00-\$12.43 per hour. Benefits include health insurance for employee, available for family at cost, APERS Retirement,

vacation, holidays and sick days. Must be a U.S. Citizen, be a HS graduate or have a GED. Must pass drug screen and physical. Applications will be accepted through April 18. Applications available between 8 a.m. to 5 p.m. at Shannon Hills City Hall, 10401 High Road East, Shannon Hills, AR 72103. EOE.

METROPOLITAN TRANSPORTATION DIRECTOR—Jonesboro is accepting applications for the position of Metropolitan Transportation Director. This position manages and performs the administrative and technical tasks in developing and maintaining a comprehensive transportation planning process that results in plans and programs that consider all transportation modes and supports metropolitan community development and social goals. Must possess the equivalent to 4 years of college, plus 5 years related experience and/or training, and 3 years related management experience, or equivalent combination of education and experience. Submit application and/or resume to the Human Resources Department, Municipal Complex, 300 S. Church Street, Jonesboro AR 72401; or online at www.jonesboro.org. Open until filled. EOE.

PATROL OFFICER—Lake Village Police Department is accepting applications for the position of patrol officer. Applications and job descriptions may be picked up at the Police Department, 210 Main St. between 8 a.m. and 5 p.m. Resumes can be submitted to the Lake Village Police Department, Attn: Chief Percy Wilburn. P.O. Box 725, Lake Village, AR 71653. For more info call Chief Wilburn at 870-265-5055. EOE.

ACCEPTING BIDS—Des Arc is accepting bids on an electronic meter reading system. System should have the capability of reading water and gas meters. For more details, please call Jerry Greenwood, Superintendent at 870-256-4316. Sealed bids should be received by noon, April 15. Mail bids to Mayor's Office, P. O. Box 389, Des Arc, AR 72040-0389; or bring by the City Administration Bldg., 107 S. Third St., Des Arc. Please mark bid "Electronic Meter Reading System." Opening of bids will be at the regular council meeting the evening of April 15, which starts at 7 p.m. at the City Administration Bldg. The City reserves the right to reject any or all bids.

FOR SALE—The Bryant Fire Department has for sale a 2000 E-One Pumper on a 4-door International chassis. The unit has a 1,250 GPM pump, 1,000 gal booster tank, new tires, and several other options and loose equipment. For information please contact Fire Chief J.P. Jordan at 501-943-0390 or jjordan@cityofbryant.com.

FOR SALE—Lowell is taking bids for 1 complete set of McQuillin Law of Municipal Corporations Books. 2011 Edition, like new. No updates since 2011. Bids will be accepted at the City of Lowell, please contact Melanie Houston at 479-770-2185 or melanie@lowellarkansas.gov. The City of Lowell reserves the right to reject any and all bids.

FOR SALE—St. Charles Vol. Fire Dept. has for sale two Goodman Central Air Conditioning Units. 460V, 3-Phase. Cooling Capacity 5-Tons. Used but in good condition. \$500 ea. Contact Chief Andrew Fraize at 870-282-3425 or email stcvfd@yahoo.com.

The must-have reference for every city hall in Arkansas

The new 2013-2014 edition of the *Handbook for Arkansas Municipal Officials* has arrived. The *Handbook* compiles state laws affecting Arkansas municipalities, including the newest laws from the 2013 legislative session.

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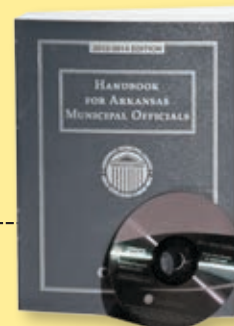
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Fairs & Festivals

- April 18-19, **STAR CITY**, 11th StarDaze Festival, 870-370-1903, stardazefestival.com
- April 18-20, **MOUNTAIN VIEW**, 52nd Arkansas Folk Festival, 870-269-8068, www.yourplaceinthemountains.com
- April 19, **ALMA**, Alma Spinach Festival, 479-632-4127, almachamber.com;
ENGLAND, 11th England Celebration, 501-842-8008, www.cityofengland.org;
FAYETTEVILLE, Springfest, 479-521-5776, jleonard@experiencefayetteville.com
- April 21-26, **FORDYCE**, 34th Fordyce on the Cotton Belt Festival, 870-352-2055
- April 25-26, **GLENWOOD**, 3rd Caddo River Fest, 870-356-5266, www.glenwoodarkansaschamber.com;
HEBER SPRINGS, 27th Springfest, 501-362-2444, www.heber-springs.com
- April 25-27, **SILOAM SPRINGS**, 40th Dogwood Festival, 479-524-6466, www.siloamchamber.com
- April 26, **CHARLESTON**, Springfest, mail@aboutcharleston.com
- April 26-27, **MCNAB**, 12th Twin Rivers Festival, 870-896-2281
- April 28-May 3, **HAMBURG**, World Famous Armadillo Festival, 870-853-8345, hamburgark.com
- May 2-3, **ALTUS**, 35th Springtime Gala, 479-468-4191, altuspark_rec@centurytel.net;
MELBOURNE, 63rd Pioneer Day, 870-368-4215, Mymelbournearkansas.com
- May 2-4, **CONWAY**, 33rd Toad Suck Daze, 501-327-7788, www.toadsuck.org
- May 9-10, **DARDANELLE**, Yell Fest, 479-229-3328, www.dardanellechamber.com
- May 10, **BLYTHERVILLE**, Mayfest, 870-763-2525, mainstreetblytheville.com;
HORSESHOE BEND, Dogwood Days Festival, 870-670-5433, www.horseshoebendarcc.com

FLSA enforcement stepped up

Increased enforcement of the Fair Labor Standards Act (FLSA) by the U.S. Department of Labor has resulted in sizeable penalties against several Arkansas cities and towns in recent years. In one current case, a city is facing a \$54,000 liability for unpaid overtime. The FLSA basically contains two requirements. First, it requires employers to pay minimum wage. Second, certain employees (referred to as “nonexempt”) are entitled to overtime (or compensatory time) when their work hours exceed established standards.

One area leading to difficulty for many cities and towns is the failure to keep time records of hours worked for employees. Without such documentation, the Department of Labor has only the employee’s records to rely upon.

The FLSA is a complicated law. However, there are many excellent resources available that will help city officials become knowledgeable about the law. The following are recommended:

1. *The FLSA—21 Things You Should Know*, a paper by the AML legal staff. It is available online at <http://www.arml.org/documents/5-2012TheFLSA-21ThingsYouShouldKnow.pdf> (or navigate to www.arml.org and click on “Legal FAQs.”)
2. The Department of Labor’s Wage and Hour Division website: <http://www.dol.gov/whd/regs/compliance/fairpay/>.
3. Fair Labor Standards Handbook for States, Local Governments & Schools (available commercially in print and electronic versions from www.thompson.com).

The FLSA will also be covered during the League’s certification course on personnel law for city officials, to be held in October (stay tuned for the date). Knowledge and training in the law’s requirements, along with adequate recordkeeping, will go a long way to protecting your budget from FLSA liability.

If you have further questions, contact David Schoen with the League at dschoen@arml.org or call 501.374.3484 ext. 104.

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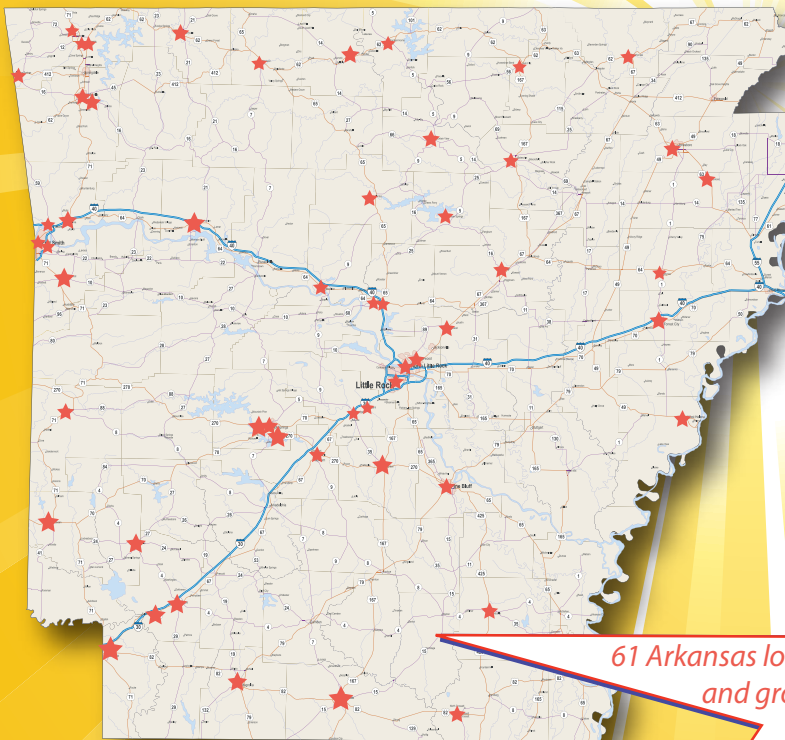
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