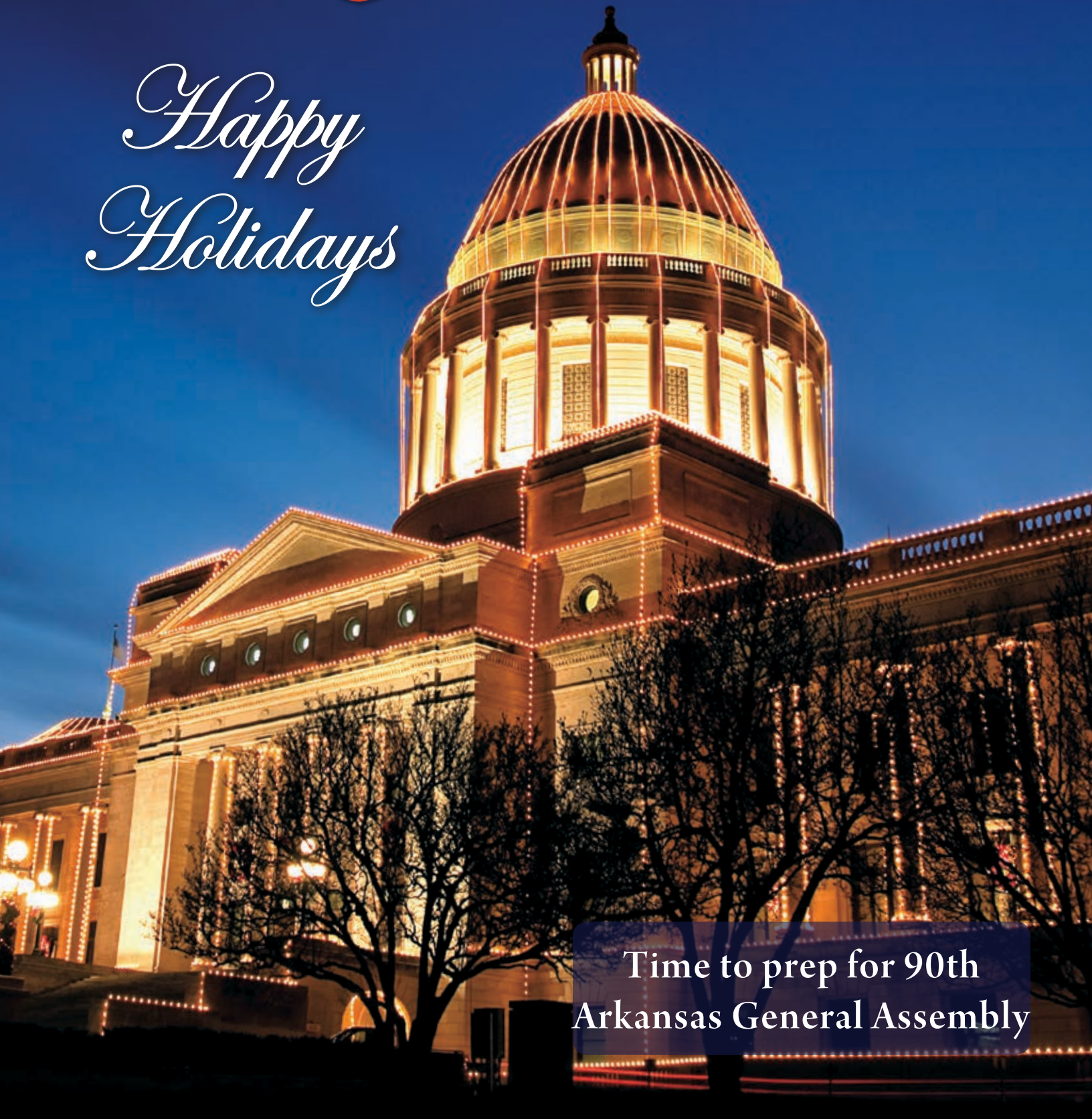


City & Town

DECEMBER 2014 VOL. 70, NO. 12

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE

*Happy
Holidays*



Time to prep for 90th
Arkansas General Assembly



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ON THE COVER—Merry Christmas and a happy holiday season from your Arkansas Municipal League! We'd like to thank Clayton Wells for the lovely cover photo. This year marks the 75th anniversary of the lighting of our state Capitol. The 90th General Assembly will convene at the Capitol in mere weeks, and inside this issue you'll find some simple tips on keeping the lines of communication open between you and your legislators. Read also inside about our 2014-2015 District 4 Vice President, the recent meeting of the Mississippi Delta Grassroots Caucus, traffic-calming capabilities of roundabouts, and more.—atm

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Dear Colleagues,

December is an important time for municipal officials across our state. While the holidays are always a busy time for everyone, municipal officials know this is the time of year when we must prepare and pass a budget for the next calendar year. Cities across our state wrestle with these numbers each year in order to provide our citizens with the greatest amount of services within a limited budget. All of us know the importance of providing services from trash collection to public safety and we all must do it within the confines of a balanced budget. I know you will all use your time and resources wisely to provide the best outcomes for your residents.



We are only a few short weeks away until the 90th Arkansas General Assembly convenes at the State Capitol. As always, League officials will keep a close watch on the legislative session and advocate for the position of our cities. During this session, we will be advocating for bills that affect finance, district courts, housing, and public safety. Specifically, we need relief from the Legislature on the jail overcrowding issue in our county jails. It affects both the counties and the cities.

We have an entire legislative team at the League. Please don't hesitate to call Don Zimmerman or Mark Hayes at 501-374-3484 if you have any questions. I hope you will also stay in close contact with the legislators from your city throughout the session so they understand our position on the issues and the importance of cities to our state.

I would encourage everyone to register for the League's Winter Conference, which will take place Jan. 14-16, 2015, at the Statehouse Convention Center in Little Rock. You will find a tentative agenda for the conference in this issue of *City & Town*. I have also spoken with the management of the recently remodeled Little Rock Marriott Hotel and they are looking forward to providing us with a first-class experience.

All Best Wishes,

A handwritten signature in blue ink that reads "Mark Stodola". The signature is fluid and cursive.

Mark Stodola
Mayor, Little Rock
President, Arkansas Municipal League

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Infrastructure, workforce development key for League District 4 VP

By Andrew Morgan, League staff

A southwest Arkansan through and through, De Queen Mayor and League 2014-2015 District 4 Vice President Billy Ray McKelvy grew up in nearby Nevada County and graduated from Prescott High School. He graduated in 1973 from Southern Arkansas University—then known as Southern State College—in Magnolia. He returned to school in 2002 and achieved an MBA from Texas A&M University-Texarkana.

During that long gap in his educational pursuits, McKelvy spent 30 years in the newspaper business. He was the editor of papers in Camden and Malvern, and he was editor of the *De Queen Bee* for 18 years. He also spent a few years as a radio newscaster for a local station while he pursued his Master's degree.

He and his wife, Bobbie, have two grown children who live in Texas and a two-year-old grandson.

McKelvy first ran for mayor in a special election in May of 2005, when the former mayor announced his retirement. He had an opponent in that election, but has run unopposed since then and he feels fortunate about that, he says.

"Although I never thought I'd do this job, it's been a great experience and I really enjoy it."

After a career in local media, the switch to local public official was a natural fit for McKelvy, if a bit unexpected.

"I sat in that room in there and watched the city council meet for nearly 20 years," he says. "I covered it. I thought: I know as much about the issues as anybody. I know the history because I witnessed a lot of it."

With that experience, McKelvy felt he could serve his city as a mature and responsible leader.

"No sudden moves."

The first major challenge was the completion of a required wastewater plant upgrade, a process begun under the previous administration. The city had to raise some rates to pay off the \$7.5 million 40-year loan, but the new plant was completed in 2008 and has been running fine, he says.

Handling the waste from poultry processor Pilgrim's Pride, the city's biggest employer, is a big factor. But if they're happy, the city's happy, he says.

"When they're doing a good job, we're great. If they have problems, it can be a challenge for us."



McKelvy

Pilgrim's invested to improve their pre-treatment system earlier this year, which helps the city's system flow smoothly. The city's been able to make some early payments on its loan and hopes to refinance in 2018 and pay it off sooner than initially expected.

The city's other major recent project also involves water, though this time it's water coming in rather than going out. The water supply line goes to the nearby Cossatot River. The intake is about seven miles east of the city. Unfortunately, the old line was buried in the right-of-way for Highway 70/71, which the Highway Department was planning to upgrade and widen, and the city was in the way. So the city started carefully saving money in the water department budget, setting it aside to pay for the move. In 2011 they began work on the new



PHOTOS BY ANDREW MORGAN.

Water department workers, city partners, and the mayor on Sept. 26 of this year marked the completion of the move of the city's main water supply line, a major accomplishment for the city. Kneeling from left, Chet Stubbs and Junior Jaurez-Castruita; Standing from left, Engineer Greg Vaughn, Bobby Souther, Jody McRae, Gary Anderson, Darren Higgins, Jeff Brown, Gary Gray (S&J Construction), Mayor Billy Ray McKelvy, and Russell Short.

line. Some easement issues slowed them down some, McKelvy says, but that actually gave them some more time to save money to pay for the project. It came in at about \$2.5 million.

"With those savings and a little bit of sales tax money we were able to pay cash for that and didn't have to finance it," McKelvy says. "It's good to have that done and paid for."

The city had known it would have to deal with that water line for at least 30 years, he says, so it's a big relief. And the city now has more water capacity too, since they put in a 24-inch line to replace the old 16-inch line.



De Queen has a quaint, traditional courthouse square, and some of the shops now reflect the city's flourishing Hispanic population.

Local workforce development has been very important to McKelvy, who participates in the eight-county Southwest Arkansas Development Alliance. Even with a major employer in the city, many of the city's residents commute to jobs in neighboring cities and counties. Regionalism isn't just an economic development buzzword for De Queen, it's the economic reality for many workers and employers, he says. Cossatot Community College in De Queen, part of the University of Arkansas system, is a great community partner in these efforts and is expanding its offering of training opportunities, McKelvy says. His wife teaches math at the school, in fact.

"It can be difficult to attract employers with just what's available in Sevier County," he says. "So we're trying to say that in Southwest Arkansas we've got *this* many workers with *these* skills that are available to you. And people will drive quite a ways for a good job in Southwest Arkansas."

Unlike almost every other place in the southern half of the state, De Queen's population showed an increase in the 2010 Census. A large reason for that is the burgeoning Hispanic population in the region. In fact, De Queen is now majority Hispanic, at 53 percent, and McKelvy welcomes the growth.

"It's phenomenal," he says. "We're growing, and we feel good about that."

Benton welcomes new event center

By Sherman Banks



PHOTO COURTESY BENTON EVENT CENTER.

The City of Benton, the Benton Chamber of Commerce, and the city's Advertising and Promotion Commission noticed some time ago that the city of Benton is in a great location along the I-30 corridor for a community event center. In November 2011, the city brought to the residents a proposal to implement a 1.5% food and hotel tax to fund the construction and maintenance of the project. The voters of Benton overwhelmingly approved the measure and in July 2012 ground was broken to build the 28K-square-foot center, which features 14,525 square feet of rentable space designed for weddings, conventions, trade shows, meetings, seminars, receptions, and concerts. It can seat 1,800 theater style, or seat 800 for a banquet.

The center has five banquet rooms that can be used separately or combined for one large function. The center also has an outdoor plaza meeting space that is ideal for corporate meet-and-greets, receptions, and luncheons. The plaza features stained concrete, park benches, landscaping, and canvas awnings. Other amenities include WiFi, state-of-the-art sound and visual capabilities, a stage, and a dance floor.

The city determined that hiring a management company to oversee the facility would diminish the revenue gained from the center. So it was decided in March of 2013 that it was in the best interest of the city of Benton and to keep revenues in the city and that the Benton Area Chamber of Commerce would oversee the management of the center on behalf of the Advertising and Promotion Commission and the City of Benton, and on Oct. 1, 2013, the Benton Event Center was officially opened.

Benton already has numerous bookings for the new center lined up. On the agenda for December 2014 and early 2015 are such events as the Memphis Flea Market, the Starlight Gala benefiting the Bryant Boys and Girls Club, the Rotary Club, and Chamber of Commerce luncheon just to name a few.

By voting for the Benton Event Center, residents invested in their city and its future.



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

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Delta Caucus talks jobs, infrastructure, women's and children's issues

By Andrew Morgan, League staff

Elected officials, nonprofits, business leaders, and other stakeholders from across the eight state Delta region gathered Oct. 30-31 in Helena-West Helena for the fall meeting of the Mississippi Delta Grassroots Caucus to discuss efforts to grow local economies, improve infrastructure, and increase access to services for women and children in the underserved region. The Caucus advocates for the Delta in Washington, D.C., and provides a forum to work on policy affecting the region.

One of the Caucus's major initiatives the last several years has been the revival of the historic steamboat the Delta Queen, which has been docked since 2009 in Chattanooga, Tenn. It deserves an exemption from the Safety of Life at Sea Act, which was intended to cover ocean-going cruise ships, Caucus Executive Director Lee Powell said. Congress had approved the exemption for 40 years before the boat became a floating hotel in Chattanooga, he said.

If exempted and made river-worthy, it would create about 200 jobs and generate tourist dollars up and down the river from New Orleans to Memphis, but time is running out, he said.

"The longer you let a boat like that or any piece of machinery sit there idle it deteriorates," Powell said. "At some point the investors are going to say it's just too expensive to make the upgrades necessary to get the boat ready to travel again."

Legislation has passed the House and right now there is nearly unanimous consent in the Senate, he said, including support from both of Arkansas's senators, to support the non-controversial measure. But because it's a small-scale issue, it stays on the back burner in the chamber. If they continue to leave it there, Powell said, "we're going to lose a national treasure just because they let it slip through the cracks."

On the Arkansas-specific front, Powell and the Caucus urged the state's leaders, especially the newly elected legislators and governor, to support the funding of the so-called "private option" version of Medicaid expansion under the ACA that the previous General Assembly approved, which is tailored to the needs of Arkansans.



The Mississippi Delta Grassroots Caucus held its fall 2015 meeting in the historic Beth El Heritage Hall in downtown Helena. Built in 1916, the restored, Neo-Classically styled former synagogue is now owned by the Delta Cultural Center.

Governor-elect pledges Delta support

Appearing just days before his election as the next governor of Arkansas, Asa Hutchinson addressed the Caucus on Friday, Oct. 31 and said he supports the work of the Delta Caucus.

“I believe in the Delta, I believe in Helena-West Helena, and I want to be a partner with you in the development and the economic growth of this area,” Hutchinson said.

In addition to working to improve the workforce and recruit industry to the region, he said he recognized the importance of the tourism industry to the Delta. Mentioning the possibility of the Delta Queen one day stopping again at the city, Hutchinson said we need to make sure the “underutilized port facility” at Helena-West Helena is adequate and better utilized and better marketed.

Organizations making a difference in the Delta

The Caucus welcomed many of its partner organizations to the meeting, where they shared information about their various initiatives, with a focus on those that promote the advancement of the region’s low-income women and children, improve education and economic opportunities, and improve local infrastructure.

Together for Hope, a project of the Cooperative Baptist Fellowship that’s based in Helena-West Helena, takes a holistic approach to improving literacy and the economy in the region, director Mollie Palmer said. One of the recent successful initiatives aimed at children has been the Stories on Wheels program, a traveling library. The purpose is to reduce “summer slide,” the significant educational momentum children lose when they don’t read during the summer. Visit the Together for Hope Arkansas chapter’s website, togetherforhope.org, for more information on this and their other initiatives.

Millie Atkins, public policy manager with CenturyLink, shared with the Caucus the company’s commitment to broadband expansion in the Delta. Access to affordable broadband Internet is essential for people in rural areas to connect with educational and employment opportunities, medical information and care, and much more. CenturyLink’s Internet Basics plan, as part of the FCC’s national broadband plan, offers low-income residents access to broadband for \$9.95 a month, a \$150 laptop to access the Internet, and free training resources. Visit www.centurylink.com/home/internetbasics.

Henry Snorton with the Minority Economic Development Initiative (MEDI) in western Kentucky discussed the group’s efforts to address the rural exodus in the region, with a focus on opportunities



Hutchinson

for women and minorities. Without more job opportunities, residents will continue to leave the rural communities for more urban areas. “When it’s cold, the blood moves from the extremities to the center to try to keep warm,” he said. The key will be innovating the ways a good income can be earned in the Delta. Visit www.medisuccess.info for information and resources.

Women and children are entwined in the effort to decrease rural “brain drain” in Helena-West Helena, said Will Staley, co-founder of the Thrive nonprofit organization based in the city. For the last five years, Thrive, based in a former haberdashery on historic Cherry Street, has created an entrepreneur resource center in cooperation with Phillips Community College to assist local startups; launched Helena Second Saturdays, an arts-based monthly street fair; produces a Phillips County voter guide to increase voter awareness; and more. The staff also provides below-market rate design services for regional small businesses, nonprofits, and cities. Seventy percent of the clients Thrive works with are women, Staley said. “They are definitely the prime movers and shakers in our community.” Visit thrivecenter.org.

The entire purpose of the Women’s Foundation of Arkansas is to work for the economic security of our state’s women and to help ensure their children are better educated, nourished, and healthy, Lynnette Watts, executive director, said. “We see education as the key strategy to give women more economic strategy.” The Women’s Foundation, in conjunction with the Clinton Health Matters Initiative, has just released three key reports addressing the barriers to education for women in Arkansas. The findings examine the impact of teen pregnancy and birth on education, perceptions of the status of women, and links between women’s education levels and the state’s overall economic health. Read the full reports online at www.womensfoundationarkansas.org.

Veterans exchange program poised for growth

Rison Mayor Vernon Dollar is spearheading a campaign to assist veterans in their efforts to readjust to society through international exchanges and vet-to-vet interactions. Partnering with a similar program in England called Forward Assist and its International Veterans Exchange Program, Dollar has established the nonprofit Veterans Worldwide Assistance Program, or VWAP. Through the program, he hopes to help veterans of all ages, especially those who suffer from PTSD, to more easily transition to a normal life after combat.

Working with the U.K.'s Tony Wright, director of Forward Assist, and Dave Anderson, Member of Parliament (MP), in October 2013, six veterans from the



Tony Wright, director of Forward Assist.

U.K. traveled to Arkansas in the first official exchange (See the November 2013 issue of *City & Town*). The group met with Arkansas veterans and enjoyed the great outdoors in The Natural State. In May of this year, Dollar and a smaller group of Arkansas veterans made a reciprocal trip to

England, where they visited London, York, Newcastle Upon Tyne, and more. It was a wonderful and productive trip, Dollar said, and he wants to build on what they've started.

In November MP Anderson and Wright traveled again to Arkansas to meet with Dollar and map out the way for the partnership between VWAP and Forward Assist. Starbucks in the U.K. is a major sponsor of Forward Assist, and Dollar hopes to replicate that support in the U.S., he said. During their trip they visited with a district Starbucks manager in Jacksonville, and though an official agreement wasn't reached, the feedback from the company was very positive, Dollar said.

Dollar envisions using Rison as a home base for future veteran exchange visits, and he has a facility ready to go in the city to host visitors. Rison can act as a "hub," he said, but he

The goal of the partnership between the U.K.'s Forward Assist program and the newly formed VWAP is to help veterans adjust during their transition to civilian life.

wants to get other cities and towns involved in the program.

"Now it's essential that I get the word out to all 500 mayors," Dollar said. "I need to make sure they understand what we're doing, that it's not just a Rison thing."

The relationship with Forward Assist is low key at this point, Wright said, but he would like to see it grow.

"It's a fantastic program, and this is a fantastic opportunity," he said.

The exchange is far more than just a holiday for the veterans, Wright said.

"These are life-changing experiences."

Veterans deserve all the help we can offer them, MP Anderson said.

"We just owe them so much," Anderson said. "So I got involved, and in many ways it's taken my life over."

Many veterans do things they shouldn't have to do and see things they shouldn't have to see to keep us safe, and as a politician he feels a burden to put things right, he said.

"They come out of that environment into a world that they don't recognize, and they're not happy, they're not comfortable here. And they can blame themselves for that. And that's a huge responsibility on people like me."

Nearly every city is home to veterans, Dollar said, some of whom are struggling to readjust in society and could benefit from participating in the program. He encourages mayors and other municipal leaders to contact him about becoming involved. Call Mayor Dollar at 870-814-8775 or email judgevern2003@yahoo.com.



David Anderson, Member of Parliament.



PHOTOS BY ANDREW MORGAN.



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Roundabouts a safer alternative

By Neil Foreman

Roundabouts are becoming an increasingly viable and safer alternative to traditional intersections in some settings, both urban and rural. The U.S. Department of Transportation's Federal Highway Administration (FHWA), Arkansas State Highway and Transportation Department (AHTD), and the Arkansas Municipal League sponsored "Modern Roundabouts: A Design & Case Study Workshop" recently at the League's North Little Rock headquarters, which featured participants from various agencies, organizations, and municipalities around the state.

Our instructors were Hillary Isebrands, P.E, PhD, and Mark Johnson, P.E., who travelled to North Little Rock from Colorado and Wisconsin respectively.

Isebrands is a Safety Engineer with the FHWA and has over 17 years of experience in the transportation profession as a design engineer as well as a safety engineer and researcher.

Johnson brings 18 years of traffic planning and engineering experience, including 16 years focused on solving complex traffic problems through the application of modern roundabouts. He is a contractor for the FHWA Every Day Counts 2, Innovative Intersections and Interchanges. He leads MTJ Engineering, LLC based in Madison, Wis.

Special thanks to Joe Heflin, Little Rock-based FHWA Safety Program Manager, for arranging the workshop.



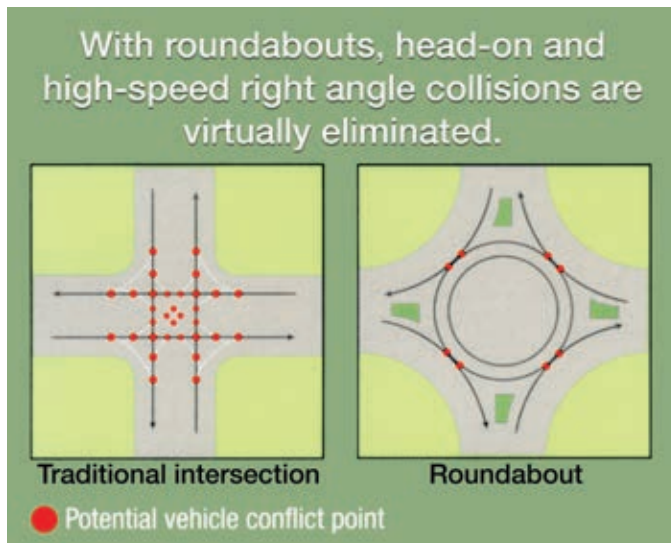
PHOTO COURTESY MCCLELLAND CONSULTING ENGINEERS, INC.

The North Little Rock Roundabout is located at the intersection of Pike Avenue (Highway 365), West Riverfront Drive (Highway 100) and West Roadway Avenue. Completed in 2010, this is the first major roundabout constructed in central Arkansas.

What is a roundabout, and why consider it?

A roundabout is a type of circular intersection with yield control of entering traffic. Traffic light signals are not typically used to control vehicle movement into and out of the roundabout. From my use of roundabouts, I have observed that traffic does not stop and start as is common at signal controlled or stop sign controlled intersections. Traffic backups are not generally observed. Rather, traffic continues to flow at slower speeds into and out of the roundabout unless a stop is needed to yield to traffic circling the roundabout.

One of many important topics covered in the workshop was the improvement in intersection safety when a roundabout is used versus a traditional intersection. The roundabout reduces the number of what is known as conflict points. The diagram below illustrates conflict points as red dots.



SOURCE: U.S. DOT FEDERAL HIGHWAY ADMINISTRATION.

Note the statement at the top of the diagram: “With roundabouts, head-on and high-speed right angle collisions are virtually eliminated.” My first thought was an incident several weeks ago when a vehicle ran a red light and missed my vehicle by inches. Consider too our police, fire, and other emergency vehicles that must enter intersections on red lights in emergency situations. Police officers directing traffic in traditional intersections raise safety concerns as well.

Improvements in safety are also observed in vehicle crashes and pedestrians in roundabout intersections. According to the DOT, the use of roundabouts results in:

- More than 90 percent reduction in fatalities
- 76 percent reduction in injuries
- 35 percent reduction in all crashes

In addition to improving safety, roundabouts can save cities money. The DOT reports the following cost savings associated with roundabouts versus traditional intersections:

- Often there is no signal equipment to install, power, and maintain.
- Smaller roundabouts may require less right-of-way than traditional intersections.
- Often less pavement is needed.
- There are fewer stops and hard accelerations, less time idling.

Additional savings to motorists would include savings in motor fuel and travel delays due to traffic backups. Another benefit is that vehicle speeds are greatly reduced when entering and negotiating a roundabout.

Information is available

As a starting point to understand roundabouts and their benefits, I would encourage you to download the U.S. DOT’s “Roundabouts: A Safer Choice” pamphlet and view the informative video and other resources found at safety.fhwa.dot.gov/intersection/roundabouts.

The League is planning to present a roundabout workshop during the 2015 annual Convention in June. Please attend if you have interest. As interest in roundabouts continues and likely grows, Joe Heflin has offered to serve as an initial contact person to facilitate questions on roundabouts. Contact him at 501-324-6443, or email Joseph.Heflin@dot.gov.



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

Effective ways to influence your legislators

With the 90th General Assembly of the Arkansas Legislature convening in January 2015, it's important for municipal officials to stay abreast of legislation affecting cities and towns and to contact their legislators. Below are some basic tips for a successful session taken from the League's publication, *Communicating with Your Legislator*. An updated version of the publication will be available in January.

- ◆ Make it your business to become acquainted with your Senator and Representative before the session begins. Names and contact information for legislators is available online at www.arleg.state.ar.us.
- ◆ Inform your legislators of the key principles of League policies and statewide issues of municipal concern.
- ◆ Participate in the legislative process, staying current with League *Legislative Bulletins* and responding to legislative alerts (www.arml.org).
- ◆ Be prepared to call, write, fax, text, or email your legislators about issues that will affect your municipality.
- ◆ Hold legislators accountable for their positions.
- ◆ Thank your legislators when they support your position.



NOTICE:

Annexation Reports Due March 1

Arkansas Code Ann. section 14-40-2201 provides:

- (a)(1) Beginning March 1, 2014, and each successive year thereafter, the mayor or city manager of a city or incorporated town shall file annually with the city clerk or recorder, town recorder, and county clerk a written notice describing any annexation elections that have become final in the previous eight (8) years.
- (2) The written notice shall include:
 - (A) The schedule of services to be provided to the inhabitants of the annexed portion of the city; and
 - (B) A statement as to whether the scheduled services have been provided to the inhabitants of the annexed portions of the city.
- (b) If the scheduled services have not been provided to the new inhabitants within three (3) years after the date the annexation becomes final, the written notice reporting the status of the extension of scheduled services shall include a statement of the rights of inhabitants to seek detachment.
- (c) A city or incorporated town shall not proceed with annexation elections if there are pending scheduled services that have not been provided in three (3) years as prescribed by law.

MHBF seminar preps program participants for 2015



PHOTO BY ANDREW MORGAN.

The Municipal Health Benefit Fund on Nov. 7 hosted a seminar at the League's North Little Rock headquarters to share with members information on changes in program benefits, the continuing implementation of the Affordable Care Act, and more. This year's event was the most well attended MHBF seminar on record, with 136 participants.

MHBF Director Pat Planek reported on plan changes for 2015, and League legal counsel Chris Bradley gave an overview of employee reporting requirements. Drs. Charles Smith and John Baker were on hand to discuss new models and programs in healthcare, and MHBF partners RxResults, American Fidelity Assurance Company shared information about their services. League Director of Operations Ken Wasson and Health and Safety Coordinator David Baxter covered the consequences of obesity.

The State Aid City Street Committee has approved 172 requests for city street overlay projects totaling \$37.8 million of State Aid Street funds to date.



Have you applied?
www.citystreet.arkansas.gov

NEWSLETTER

DECEMBER 2014

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

"Whizzinator" maker in trouble

The owners of a company making the "Whizzinator" were charged in federal court with conspiracy to defraud the government. What is a Whizzinator, you may be asking? The Whizzinator is a prosthetic penis used to mask illegal drug use. Now I have your attention!

Owners of Puck Technology, located in Signal Hill, Calif., were charged with conspiracy for selling two different products that mask illegal substances in a user's urine. The Whizzinator and "Number 1" are the product names. The items have been sold through the company's website. The government has claimed the company and owners have intentionally defrauded the government's Substance Abuse and Mental Health Services Administration, which is tasked with overseeing federal workplace drug testing programs.

Some of the charges were brought after an undercover law enforcement officer ordered one of each product and had both items shipped to the Western District of Pennsylvania. The company, ironically, conducted its business in a very public manner. Their website features testimonials, including one truck driver who reported he was able to beat quarterly drug tests required by the Department of Transportation by using these products.

The attorney for Puck Technology had previously stated that he didn't think the government could make a drug paraphernalia case against his client; however, after some research, he found his previous interpretation of the situation to be wrong.

There are other considerations being discussed in the case, such as taxes, sending the products across state line for criminal intent, and other similar matters. All in all, this situation is very serious. The company may have defrauded not only the government's testing program requirements, but allowed drug positive drivers to remain on an employer's payroll by defrauding their company's testing program.

Opiate drugs: helpful yet dangerous

Most individuals have used an opiate drug in their lifetime for cough suppression, pain relief, or sedation. These medications, however, have potential health consequences that can be dangerous. The health consequences include: slowed or arrested breathing, lowered pulse and blood pressure, addiction, tolerance, unconsciousness, coma, and death. The risk of death is increased when combined with alcohol or other CNS (central nervous system) depressants.

Let's look at fentanyl, for example, an opiate that is 80-100 times more potent an analgesic than morphine. Another is oxycodone, which is a muscle relation medication that is as potent as morphine with a high potential for abuse and addiction. Codeine is less analgesia, sedation, and depression than morphine. Another common opiate is methadone. This drug is used to treat opioid addiction and pain with a significant overdose risk when used improperly.

There are other opiate medications that you may be accustomed to using or hearing about. These drugs are to be used for a specific illness or medical need. When used appropriately they offer pain relief, but they can become highly addictive. To help control opiate abuse, pharmacies are monitoring prescriptions more closely.

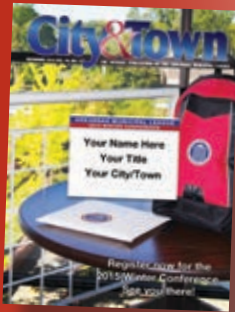


a'TEST CONSULTANTS, Inc., provides drug and alcohol testing as a service of the Arkansas Municipal League Legal Defense Program. The program helps cities and towns comply with the U. S. Department of Transportation's required drug testing for all holders of commercial drivers' licenses.

Missed us?

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

Help us keep you up to date and informed.



www.arml.org

www.arml.org/publications_city_town.html

Are Your Bad Debt Accounts Adding Up?

Having No Success With Collection Agencies...

Turn Those Bad Debts Into Deposits By Joining The Water Utility DataBase System



A network of Municipalities and Rural Water/Sewer systems across the state, through legislation have joined forces through our database system to track and collect their otherwise uncollectable bad debts.

Won't You Join Them By Joining WUDB Today...

For more information contact an ARWA representative, contact us at 800-264-0303 or go to www.wudb.com

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www.greatcitiesgreatstate.com



Great Cities Make a Great State.



2015 Winter Conference

Marriott Hotel/Statehouse Convention Center
January 14-16, 2015

Registration and payment must be received in League office by Monday, Dec. 29, 2014, to qualify for advance registration.

REGISTRATION

Advance registration for municipal officials	\$150
Registration fee after Dec. 29, 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 Dec. 29, 2014.**
- Cancellation letters must be postmarked by **Dec. 29, 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 Room Rates

HOTEL RESERVATION

SOLD OUT	
Marriott Hotel (headquarters hotel) <i>formerly the Peabody Hotel</i>	
Single/Double \$129	Check-in 3 p.m.
SOLD OUT	
Capital Hotel	
Single/Double \$170	Check-in 3 p.m.
SOLD OUT	
Doubletree Hotel	
Single/Double \$136	Check-in 3 p.m.
Wyndham Hotel	
Single/Double \$104	Check-in 3 p.m.

- Cut-off date for hotel reservations is **Dec. 29, 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: Attendee Information

I am a newly elected official.

Name:

Title: City of:

Address:

Attendee only email (required)

cc email

City: State: Zip: Telephone:

Guests will attend: Yes No Name:

Name:

Step 2: Payment Information

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

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

• **HOW ARE YOU PAYING?**

Check

Mail payment and form to:

**Arkansas Municipal League
2015 Winter Conference
P.O. Box 38
North Little Rock, AR 72115**

Credit Card Complete information below and send to address above.

Credit Card: Visa MasterCard Discover

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

Card Holder Name (as it appears on card):

Billing address (as it appears on statement):

City: State: Zip: Telephone:

E-mail address (required for credit card payment)

Step 3: Hotel Reservations 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.

SOLD OUT Marriott Hotel Reservations _____ 877-759-6290

SOLD OUT Capira Hotel Reservations _____ 877-637-0037 or 501-374-7474

SOLD OUT Doubletree Hotel Reservations _____ 800-222-8733 or 501-372-4371

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

TENTATIVE 2015 WINTER CONFERENCE

WEDNESDAY - JANUARY 14

1:00 P.M. – 7:00 P.M.

REGISTRATION Osage & Caddo Rooms, SCC

2:00 P.M. – 3:15 P.M.

GOVERNMENTAL AGENCIES:
WAYS THEY CAN ASSIST CITIES Marriott Ballroom

A panel of governmental agencies explains funding sources and assistance programs available to municipalities.

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

Speakers: Governmental Agency Representatives

2:00 P.M. – 7:00 P.M.

VISIT WITH GOVERNMENTAL
AGENCIES Governor's Hall III, SCC

2:30 P.M. – 3:30 P.M.

MLWCT BOARD OF TRUSTEES Manning Room, Marriott

3:15 P.M. – 3:30 P.M.

BREAK Governor's Hall III, SCC

3:30 P.M. – 4:00 P.M.

AML OPTIONAL PROGRAMS:
HOW WE SERVE YOU Marriott Ballroom

Presiding: Don Zimmerman, Executive Director
Arkansas Municipal League

Speakers: Arkansas Municipal League Staff

*4:00 P.M. – 6:30 P.M.

CITY GOVERNMENT 101: NOW THAT YOU ARE ELECTED,
PART 1 Marriott Ballroom

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

Mayor Rick Elumbaugh, Batesville
First Vice President, Arkansas Municipal League

Speakers: Arkansas Municipal League Staff

*(Part 1 is a core class in which officials will receive 2.25 hours of certification credit. *Scanning for core credits will occur prior to 4:00 p.m.)*

5:15 P.M. – 5:30 P.M.

BREAK Marriott Balcony

6:30 P.M. - 7:00 P.M.

PRE-BANQUET RECEPTION East Wally Allen Ballroom, SCC

7:00 P.M. - 8:30 P.M.

OPENING NIGHT BANQUET Wally Allen Ballroom, SCC

Constitutional Officers and members of the Arkansas Legislature have been invited to attend this event. Chairmen of the Senate and House City County Local Affairs Committees have been asked to address the audience. AML Lifetime Members will be recognized along with this year's Certified Municipal Officials.

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

Invocation: TBA

Speakers: *Chairman of the Senate City County Local Affairs Committee (invited)*

Chairman of the House City County Local Affairs Committee (invited)

8:30 P.M.

PRESIDENT'S POST BANQUET RECEPTION Capital Hotel

Hosted by Stephens Inc.

THURSDAY - JANUARY 15

7:15 A.M. – 5:00 P.M.

REGISTRATION Osage & Caddo Rooms, SCC

7:15 A.M. – 8:30 A.M.

HOST CITY BREAKFAST Governor's Hall III, SCC

7:15 A.M. – 4:30 P.M.

VISIT WITH GOVERNMENTAL
AGENCIES Governor's Hall III, SCC

7:30 A.M. – 7:45 A.M.

VOLUNTARY PRAYER SESSION Fulton Room, Marriott

8:45 A.M. – 10:00 A.M.

OPENING GENERAL SESSION Marriott Ballroom

The Winter Conference officially begins with the National Anthem followed by welcome remarks from our host city Mayor, Mark Stodola. House and Senate leaders have been invited to share their perspectives on the 2015 legislative session. At the conclusion, recipients of this year's City of Distinction Awards will be recognized.

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

National Anthem: TBA

Speakers: Majority and Minority Leaders of the Arkansas House of Representatives and the Arkansas Senate (invited)

10:00 A.M. – 10:30 A.M.

BREAK Governor's Hall III, SCC

*10:30 A.M. – NOON

GENERAL SESSION II: A NEW MAJORITY, A NEW DAY, NEW RULES AND THE IMPACT OF AMENDMENT #3 ON STATE AND LOCAL GOVERNMENT Marriott Ballroom

Former Congressman Ed Bethune of the Second Congressional District analyzes the effects of the new Republican majority on Arkansas politics. The sponsors of Amendment #3 and the Director of the Arkansas Ethics Commission share their opinions on how this will impact Arkansas cities.

Presiding: Mayor Rick Elumbaugh, Batesville
First Vice President, Arkansas Municipal League

Speakers: Former U.S. Congressman Ed Bethune
State Representative Warwick Sabin, District 33
State Senator Jon Woods, District 7
Graham Sloan, Director
Arkansas Ethics Commission

*(This session is a continuing education class in which officials will receive 1 hour credit. *Scanning for continuing credit will occur prior to 10:30 a.m.)*

NOON - 1:30 P.M.

VOLUNTEER COMMUNITY OF THE YEAR
AWARDS LUNCHEON Governor's Hall III, SCC

At the conclusion of Governor Hutchinson's remarks, the 2014 Volunteer Community of the Year Award winners will be announced and recognized.

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

Invocation: TBA

Speaker: Governor-Elect Asa Hutchinson (invited)

***2:00 P.M. – 5:00 P.M.**

CITY GOVERNMENT 101:
NOW THAT YOU ARE ELECTED, PART 2
AND MOCK CITY COUNCIL MEETING Marriott Ballroom

Presiding: Mayor Rick Elumbaugh, Batesville
First Vice President, Arkansas Municipal League

Mayor Mark Stodola, Little Rock
President, Arkansas Municipal League

Speakers: Arkansas Municipal League Staff

*(Part 2 and Mock City Council Meeting are core classes in which officials will receive 2.75 hours of certification credit. *Scanning for core credits will occur prior to 2:00 p.m.)*

3:00 P.M. – 3:15 P.M.

BREAKMarriott Balcony

5:30 P.M.

SOCIAL ACTIVITIES AND RECEPTIONS..... TBA
DINNER ON YOUR OWN

FRIDAY - JANUARY 16

7:15 A.M. – 12:00 P.M.

REGISTRATION Osage Room, SCC

7:15 A.M. – 8:30 A.M.

BREAKFAST Governor's Hall III, SCC

***8:45 A.M. – 9:45 A.M.**

GENERAL SESSION I:
WHY WELLNESS MATTERS Marriott Ballroom

Presiding: Mayor Rick Elumbaugh, Batesville
First Vice President, Arkansas Municipal League

Speaker: TBA

*(This session is a continuing education class in which officials will receive 1 hour credit. *Scanning for continuing credits will occur prior to 8:45 a.m.)*

9:45 A.M. – 10:00 A.M.

BREAKMarriott Balcony

10:00 A.M. – 11:00 A.M.

GENERAL SESSION II:
THE FOIA AND CITY GOVERNMENT Marriott Ballroom

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

Speakers: Spokesperson from Attorney General's office
(invited)

*(This session is a continuing education class in which officials will receive 1 hour credit. *Scanning for continuing credits will occur prior to 8:45 a.m.)*

11:00 A.M. – NOON

GENERAL SESSION III: COMMUNICATING WITH YOUR
LEGISLATOR Marriott Ballroom

It is critical to communicate with your legislator during the 90th General Assembly. There is a professional way to share your opinions. AML staff members explain.

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

Speakers: Jack Critcher, Legislative Liaison
Arkansas Municipal League

Mark Hayes, Director of Legal Services
Arkansas Municipal League

Don Zimmerman, Executive Director
Arkansas Municipal League

11:00 A.M. – 5:00 P.M.

CITY ATTORNEYS..... TBA

City Attorneys will meet for CLE hours.

NOON

CONCLUDING REMARKS..... Marriott Ballroom

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

NOON

LUNCH BUFFET Governor's Hall III, SCC

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

1:00 P.M.

OTHER FRIDAY MEETINGS:

1:00 P.M.

MHBF BOARD MEETING Manning Room, Marriott

1:00 P.M.

ACCRTA MEETING Arkansas Room, Marriott

Operational issues at your wastewater treatment plant

By Sam Gates

Operational issues at your wastewater treatment plant can be divided into four problem areas that can affect the wastewater NPDES (National Pollutant Discharge Elimination System) Permits. They are: 1. mechanical/electrical, 2. chemical, 3. biological, and 4. operational.

The NPDES permits are renewed every five years and are regulated in Arkansas by the Arkansas Department of Environmental Quality (ADEQ), which is governed by the Environmental Protection Agency (EPA) Region 6. The EPA and ADEQ get their regulation authority from The Clean Water Act.

Mechanical issues

Mechanical issues refer to when an important piece of equipment is off line due to mechanical or electrical problems. Mechanical can include pumps, screening equipment, blowers, clarifier, and sludge handling equipment, or some other piece of instrumentation for process control or measuring the flow. These also may include electrical problems such as lack of power, loss of phase, power bumps, and lightning strikes, which can cause equipment to be off line due to blown fuses, motors, wiring, and tripped breakers, or damage to the electrical switchgear (breakers, starter contacts, starter coils etc.) motors or wiring.

Chemical issues

Chemical issues refer to when the pH, ammonia loading, or dissolved oxygen has changed or some unknown chemicals are coming through the plant affecting the final effluent and perhaps the required permit limits. Chemical issues can also include a lack of chemicals that may be required, such as chlorine for disinfection or polymers used for settling and solids coagulation. Also there are chemicals to sequester copper and phosphorus from the effluent.

Chemicals in the influent can also affect areas like biological and operational and are sometimes responsible for killing or shocking the treatment process. These chemicals can be numerous and varied, from detergents, cleansers, disinfectants, herbicides, pesticides, solvents (paint thinners and strippers), oils and greases, paints, and metals. Many new or renewed NPDES permit requirements include monitoring or placing limits on dissolved copper and phosphorus on the wastewater effluent discharged from the treatment plants. These new copper limits come from the results of research showing that even small amounts in parts per million (ppm) can stunt the wing development and growth of the stone fly, a major food source for the small mouth bass, trout, and other fish in Arkansas. Not affecting the NPDES permit limits but of concern on copper limits, Japan has performed research that indicates even very small amounts

of copper in drinking water can cause gastronomic distress in babies when the water is used in formulas.

The phosphorus limits come from the nutrient discharge that encourages algae and bacterial growth in the receiving streams affecting water for sometimes miles downstream in the receiving stream. Copper sulfate has



PHOTO COURTESY MCCLELLAND ENGINEERS.

Wastewater treatment, whether its in a large facility like Fayetteville's, seen here from the air, or a small town's lagoon system, is a complicated and important process.

been the old standby for many years in sewage lagoon treatment and fresh water supplies (reservoirs, lakes, and plant filters) to control the summer algae blooms that cause Total Suspended Solids (TSS) problems in the effluent. Algae can also cause blinding of the treatment plant sand filters. New higher priced algaecides that contain chelated copper or Sodium Percarbonate (hydrogen peroxide and soda ash) and increase alum or polymers are required, increasing treatment plant costs. Copper can also come from water distribution pipes in a typical household. For many years, it was common practice to ground telephone and electrical wiring to the water piping. This caused very minor leaching of the copper from the household supply piping. Water plants typically are adding Calgon or zinc orthophosphate or some other orthophosphate product to the water to sequester the copper that coats the inside of the pipe. This coating prevents leaching but adds phosphate to the water stream, and therefore, to the wastewater treatment. All of this is a delicate balancing act for the operators at the water and wastewater treatment plants.

Biological issues

Biological issues are where the biomass has been affected and the bacteria are shocked, stunted, or killed back and then begin starting over to rebuild sufficient bacterial numbers to break down and clean the water. The biological treatment biomass consists of a mix of different bacteria, algae, plant material, and other organisms that function together to remove the nutrients and break down the proteins, amino acids, and other waste products in the sewage. This process is described as Nitrification and Denitrification in the treatment process.

Nitrification is the biological removal by oxidation of ammonia (NH_4^+) by nitrifying bacteria. These nitrification bacteria are called autotrophs or autotrophic bacteria and are primarily two main species—*Nitrosomonas* sp. and *Nitrobacteria* sp. They use inorganic carbons such as CO_2 , carbonates, and bicarbonates. These are very slow growing bacteria, only doubling every eight hours for *Nitrosomonas* and every 12-24 hours for the *Nitrobacter*. Heterotrophs or heterotrophic bacteria that use organic carbon compounds to grow and gain energy are the predominant species found in wastewater plants and can double every 20-30 minutes under ideal conditions.

Denitrification takes place under special conditions in both terrestrial and marine ecosystems. In both systems, including the wastewater treatment process, denitrification occurs when oxygen is depleted and the heterotrophic bacteria turn to nitrate in order to

use organic matter. Because oxygen is abundant in our atmosphere, denitrification only takes place in this low dissolved oxygen condition. It should be noted that nitrifying bacteria are very sensitive and the following can interfere with their growth and ability to breakdown ammonia products:

- The ideal pH is 7.6-8.2 but is not required.
- Nitrification stops with a low pH or alkalinity <5.0.
- Low dissolved oxygen 0.5 mg/l and nitrification will stop with 2-3 mg/l being ideal.
- Low temperatures—Nitrification will cease at 41 °F with optimum condition ranges of 82-90 °F. Nitrification proceeds at about 50% at 61 °F and 20% at 50°F.
- Septicity, related sulfides and other organic acids can interfere with Nitrification.

Operational issues

Operational issues can also be classified as lack of trained personnel, inexperience in the operations, and changes that need to be made in operations during high rain events or seasonal changes due to temperature and loadings. These also include what to do when something unexpected comes through the plant that affects the treatment permit limits. NPDES permits typically have different effluent requirements based on the winter and summer months that discharge to the receiving stream. Typically, biomass concentration adjustment may be required unless the treatment plant is just an aerated lagoon system. But even with lagoons treatment, ammonia nitrogen, TSS CBOD, chlorine disinfectant, dissolved oxygen, and flow measurements must be monitored and reported. If lagoons are not meeting limits, it must be determined why the lagoons are not performing. Lack of air or lack of treatment capacity could be the answer.

As any manager or operator can tell you, there are many operational issues that need attention every day at the wastewater treatment plant. All of the issues need to be balanced with manpower and budget considerations in order to keep the plant within permit limits. As may be inferred from the above passages, wastewater treatment is very complicated. Our operators are often taken for granted, but they deserve a level of respect that many do not receive.



Sam Gates is Environmental Scientist at McClelland Consulting Engineers, Inc., in Little Rock. Contact Sam at 501-371-0272 or sgates@mcclelland-engrs.com.

The Ark Challenge highlights innovators

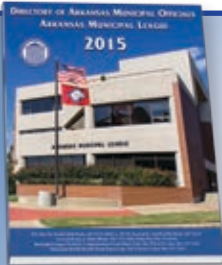
Innovate Arkansas with the support of Winrock International and the Arkansas Economic Development Commission held its inaugural ARK Challenge Central Arkansas Demo Day Nov. 12 at the Clinton Presidential Center in Little Rock. The event gave seven Arkansas-based startup companies the chance to compete for \$150,000 in investment funds. Spencer Jones of Jones Innovative Medical Solutions was the winner of the funds for his invention, a blood drawing system known as a Bifurcated Venous Access Device, which can extract and infuse simultaneously.

Other startups participating in the program included Acorn Hours, an online support tool supporting educational service programs; Fairshare Data, a tool to help businesses better target potential customers; My Color of Beauty, which provides beauty product solutions for women of color; Politapoll, a platform for helping citizens and advocates connect with Congress; Tagless, a service specializing in men's styling; and Linkedcause, which coordinates meal donations through a partnership with Arkansas Rice Depot.

To learn more about the ARK Challenge program, visit arkchallenge.org.



David Allan with Acorn Hours presents a demonstration on how his startup provides support for schools whose students participate in community service programs.



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A photograph of the Arkansas Municipal League building, a modern multi-story structure with large windows and a brick facade. In the foreground, a flagpole holds the American flag and the Arkansas state flag. The building's name, "ARKANSAS MUNICIPAL LEAGUE", is visible on the facade.

ARKANSAS MUNICIPAL LEAGUE

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

Take steps to reunite lost pets with their owners

By Tricia Power

All animal control officers want to save lives. The rush you get when you're able to return a lost pet to his or her family is almost as good as when you save a pet from an abusive home. Chances are, even the most responsible pet owner has lost a pet at some point in their lifetime (which is why my own pets have always worn multiple ID tags).

Animal control professionals know that returning pets to their owners is by far the best way to increase the number of lives saved in an animal shelter. Returning pets to their original owners decreases the average length of stay in the shelter, which decreases disease transmission, decreases stress in the shelter environment, and increases the chances that the other animals at the shelter will find new homes. Plus, it instills a sense of pride for all employees and volunteers. It is a win-win for all involved.

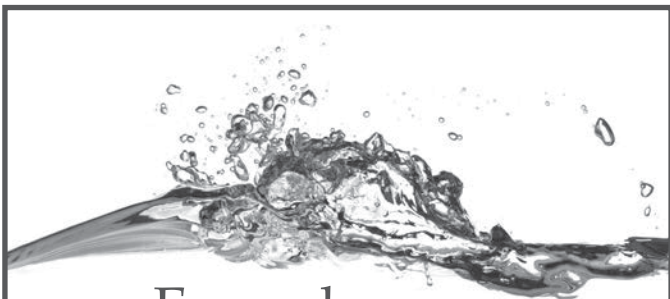
Here are a few things you can do to increase your return-to-owner rate at your department:

1. Get your name and contact information out there. Ask if you can post a free ad under the "Lost and Found" section of your local newspaper and ask them to keep the ad there permanently. Just your shelter's name, address and phone number are all you need. If your department has a website, include that information too.
2. Get on Facebook. Facebook (www.facebook.com) has millions of members. Chances are most of the people in your community are Facebook users. Jump on the bandwagon and allow your Facebook fans to post and share photos of lost pets.
3. Empower good Samaritans. If someone reports that they have found a pet, ask if they would be willing to keep the animal safe until the owner is located. If they can't keep the animal long-term, perhaps keeping it for just a few days can help. Don't forget to remind them to have the animal checked for a microchip at your shelter or at a veterinarian's office.
4. Speaking of microchips, scan for them. Microchips can be a lifesaving device, but only if you scan for them on every pet that comes into the shelter, even pets the owner surrenders. Some shelters don't scan. Don't be that shelter. And always re-scan before humane euthanasia.
5. Ask a volunteer to post photos of found strays on the Arkansas Lost and Found Pet Network at www.alfpetnetwork.com. This online network, which is run by volunteers, offers a one-stop shop of lost and found pets. Refer all reports of lost or found pets to the network. The user-friendly search engine allows you to search for multiple items, for example, entering "Lab Lost Bryant" will show all the Labradors (and mixes) reported lost in Bryant, usually including their photos too.
6. Hold animals for a specified period of time to allow pet owners to reclaim them, including a Saturday. If your shelter or department is not open on the weekends, allow for after-hours reclaims. Although you may have to pay a little overtime to do it, the money you save on providing care for the animal for several days will make up for it.
7. Watch for "Lost" signs. After picking up a stray, go back to the area a few days later and look for these signs, which are often posted on stop signs. The owners may not think to call you until it's too late.

Being proactive and searching for the owners of lost pets takes effort and may cost money, but the lifesaving that can be done is immeasurable.



Tricia Power is the Director of Bryant Animal Control and Adoption Center and has worked in animal welfare for nearly 20 years. She lives in Benton with her husband, Dono, and their cat, Abbi.



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Contact Tammie Williams at
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e-mail twilliams@arml.org.

The great Christmas tree debate: real versus artificial

By Alison Litchy

What is the Christmas season without a Christmas tree? Christmas trees are a beautiful tradition, which originated during the Renaissance of early modern Germany.

The traditional tree was introduced in 1804 to the United States by soldiers stationed in Fort Dearborn, Ill., who hauled trees from surrounding woods to their barracks at Christmas. However, in the modern age we must also consider which is greener? The debate of real versus artificial has been ongoing for a long time.

The choice can be a controversial one. The greener choice may surprise you. Real trees are grown sustainably on farms. This eliminates the worry of cutting down the forest for a tree. Typically they are grown on land that is not suited for other agricultural crops. While the trees are growing, they produce oxygen and absorb carbon dioxide. Some large farms do use pesticides. If you can obtain a locally grown tree and recycle that tree afterwards, you have a greener choice.

Artificial trees can be reused each year but offer other issues as well. According to Allen Green, author of *Raising Baby Green: The Earth Friendly Guide to Pregnancy, Childbirth and Baby Care*, most artificial trees are produced with PVC, which often contains lead. They are also treated with flame retardant chemicals that have been linked to health problems. The production of these trees also uses energy and releases emission of carcinogens such as dioxin, ethylene dichloride, and vinyl chloride. The trees are mostly produced outside of the United States. After several years they end up in a landfill to be upgraded.

We need to think of our carbon footprint. The days of filling the landfill with these live trees should be a thing of the past. There are some creative ideas out there for reusing those real trees:

- Use the needles for mulch. The needles decompose slowly, creating great mulch.
- Create an animal habitat. Set the tree upright for birds and insects to utilize.
- Cut limbs to cover flowerbeds so bulbs and perennials don't freeze.
- Cut tree cookies (slices) to use as trivets, coasters, flowerbed liners, candleholders, and more.
- Chemical-free trees can be used in lakes or ponds for fish habitat (with permission).
- Use as outdoor fire pit firewood (creosote buildup will not allow it to be a good indoor firewood).

Greener greenery: A local, farm-grown Christmas tree may be the greenest choice this holiday season, especially if the tree is reused or recycled after it has brought good cheer to your home.



PHOTO BY ALISON LITCHY.

There is also the option of purchasing a ball and burlap wrapped tree that can be planted after Christmas and enjoyed throughout the year. In Arkansas only a few species will grow. And if the ground is frozen, it may not be a good time to plant. Some possible species to select from include: Eastern Red Cedar, Leyland Cypress, Frasier Fir, and Scotch pine. You might also consider donating your tree to a city park for everyone to enjoy.

Depending on the city in which you live, you may be able to recycle or donate your tree. Check with your local waste management office to find out.

Another option is to donate it to Arkansas Game and Fish and the Corps of Engineers. Fishermen use them as underwater structures for fish. Visit www.agfc.com/fishing/Documents/ChristmasTreeDrop.pdf for drop off locations.

Pinnacle Mountain uses them as animal habitat as well. They can be dropped off at Arkansas Arboretum, located at the west end of the parking lot near the visitor center.

Little Rock Waste Management picks the trees up curbside as part of the weekly yard waste collection. If the trees are cut to no more than six feet in length, they will use them to create mulch, which is then available for sale to both private citizens and commercial customers. For more on this program call 501-888-5806.

Whether you choose an artificial or real tree, make sure to think before you add to your carbon footprint. Have a safe and happy holiday.



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

Summaries of attorney general opinions

Recent opinions that affect municipal government in Arkansas

From the Office of Attorney General Dustin McDaniel

Cost of FOIA compliance cannot be passed along to requestor

Opinion: 2014-099

Requestor: McGill, George B.—State Representative
(Q1) May the City of Fort Smith’s city attorney, who is a contractor and not an employee, bill the City of Fort Smith for time spent responding to FOIA requests made to the city attorney seeking records for which the city attorney is the custodian? (Q2) May the city attorney bill for time spent advising city officials about FOIA requests received by those officials? (Q3) If other professional service providers such as architects, engineers, or auditors receive FOIA requests for records for which they are the custodian, may those professional service providers bill the city for time spent responding to the FOIA request? (Q4) If an FOIA request is so voluminous or requires extensive review for redacting that it requires the city to contract for out-of-house manpower to assist in responding, may the city pay compensation to such contracted service? **RESPONSE:** In response to your first three questions, as long as the outside professionals’ fees are not passed along to the requestor, the FOIA does not come into play. Similarly, in response to your fourth question, the FOIA does not govern how the City decides to pay for necessary redactions.

Issue 3 does not prohibit legislators from attending some events

Opinion: 2014-125

Requestor: Carter, Davy—State Representative
Traditionally, various groups have hosted legislative receptions during legislative sessions. The host organization would pay for facility rental, caterers, bartenders, servers and other expenses. The event would typically be open to all legislators and other invitees. Are such events now expressly prohibited under the constitutional amendment effect by the passage of SJR 1009 (Ballot Issue No. 3) at the 2014 General Election? **RESPONSE:** No, because the scenario you describe falls into an exception to Issue 3’s prohibition on gifts from lobbyists.

FOIA allows public employee to access his own records

Opinion: 2014-126

Requestor: Brooks, Sharre A.—Labor and Employee Relations Mgr., City of Little Rock

Is the City required to provide the requester, a respondent to a harassment complaint filed against him by a subordinate employee, with copies of the requested documents prior to the final resolution of the investigation? Q2) Has the custodian properly categorized the requested documents as the requester’s “job performance records?” Q3) Is the City required to provide the documents in response to a Freedom of Information Act (“FOIA”) request since the requester is “the person about whom the records are maintained?” **RESPONSE:** Your letter suggests you have decided the requester’s access to the records turns on whether they are properly categorized as employee-evaluation records. In my opinion, that decision is not consistent with the FOIA. It is my opinion that the records at issue must be provided to the requester with one redaction regardless of whether they constitute employee-evaluation records. See opinion for full explanation.

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

Longtime Salem mayor retires



Salem Mayor Gary Clayton, right, joined, from left, by his sister, Becky Harber, and daughter, Rani Moss, made an executive decision on Thursday, Nov. 20, giving his approval to his retirement cake so people could eat. Many well-wishers dropped by during a two-hour reception to thank the mayor for his 39 years of leading the city. His accomplishments include great money management and grant writing skills, expanded city services, development of a renowned city park, an industrial park and city hall-fire department complex. The mayor was first elected at the age of 24, and took just one four-year break during his 39 years of service, making him among the youngest elected and longest serving mayors in Arkansas history.

Photo and information courtesy Richard Irby, Editor, Area Wide News.

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Options for elderly care at home

By Robin McAtee, Ph.D., R.N.

A coworker of mine can entertain you with stories of his grandmother, who still tells jokes and loves to paint despite being well into her eighties. While her humor and artistry are still reliable, her balance isn't, and that's had her family wondering how much longer she can remain independent. Grandma, however, is adamant that she will not move out of her home under any circumstances.

This story, or something like it, is perhaps increasingly familiar to many as America's aging population becomes larger. In the next 10 years, it's estimated that nearly one in five Americans—and one in four Arkansans—will be over the age of 65. In surveys, some 90 percent of those seniors indicate that they prefer to age at home. And, the truth is, the majority of seniors do live in their own homes and not long-term care facilities.

That is why it's important to be aware of the role of caregiver, which can be a paid caregiver or care provided by family or other loved ones. Unfortunately, even paid caregivers usually have little or no training, while a family caregiver will have even less.

Which type of caregiver a family chooses depends on many factors, not the least of which is the general health and well being of the person needing care. How much assistance that person needs, from an occasional helping hand to round-the-clock care, should be considered, but asking that person what they are comfortable with is important, too. The nature of a person's needs will also be a factor. A senior who struggles to get around, such as my coworker's grandmother, won't need the same type of care as a patient with Alzheimer's or other dementia.

If considering a family caregiver, that person needs to be honest about their capability to provide care. If going the paid route, families should ask for the qualifications, experience, and certifications of those they are considering for hire. It is possible for someone without any formal training or experience to claim to be a formal caregiver. It's also possible that Medicaid or insurance may help pay for formal care.

Those who opt to take on the task of caring for an aging family member may find themselves overwhelmed. There's a reason paid professionals exist: It can be difficult work and it takes specific skills to do well. But family caregivers should know they are not without resources. A number of programs, such as the UAMS Schmieding Home Caregiver Training Program offered throughout the state, exist to train not just formal, paid caregivers, but family caregivers as well. These kinds of programs are developed specifically to offer high-quality instruction to those caring for older adults living in their own homes.

Schmieding Home Caregiver workshops for family caregivers are free. They are short, consisting of two four-hour sessions. They are offered at 10 sites throughout Arkansas: Springdale, Fort Smith, Jonesboro, West Memphis, Little Rock, Hot Springs, Pine Bluff, Texarkana, and El Dorado. These feature both classrooms and simulated home environments to teach care techniques. Much more information on these workshops, as well as options for care, can be found at arcaregiving.org.

Obviously the decision of how to pursue care for an elderly friend or relative isn't an easy one and is certainly not a one-size-fits-all situation. However, those facing the decision are not alone. Indeed, they have more company than they probably know. And there are more options out there for them—and their loved ones—than ever before.



Robin McAtee, Ph.D., R.N., is Associate Director, Arkansas Aging Initiative, Donald W. Reynolds Institute on Aging, University of Arkansas for Medical Sciences.

Paris unveils its own Eiffel Tower



PHOTO COURTESY PARIS EXPRESS.

Thanks to the efforts of numerous volunteers, Paris has a replica of the famous Eiffel Tower in the French city that shares its name. The city debuted the tower and the lot-turned-park on Nov. 23. The 18-foot-tall replica is painted with the same paint used on the actual Eiffel Tower. The paint was donated to the city by the company in France that paints the Parisian tower. About 5,000 man-hours of volunteer work over five months went into building the park at the southwest corner of downtown.

“It’s really impressive,” Mayor Daniel Rogers told the *Arkansas Democrat-Gazette*. “I’m just excited about our city and the volunteerism. It’s just wonderful how this all came together.”

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Municipal League Workers’ Compensation Trust

501-978-6127

fax 501-537-7253

Obituaries

ANITA LOUISE “SUNNY” HINSHAW, 64, a Tontitown alderman since 2013, died Oct. 17.

WILLIAM EDWARD “ED” MAY, 87, a charter member of the first White Hall volunteer fire department and a White Hall alderman for 22 years, died Oct. 23.

EDWARD L. ROPER, 72, mayor of Heber Springs from 1990 to 2002, died Nov. 5.

RUTH WHITAKER, 77, one of Cedarville’s first aldermen upon the town’s 1998 incorporation and an Arkansas state senator from 2001 to 2013, died Nov. 10.

CRAWFORD A. “JOE” WYATT, 90, a former three-term mayor of Mountain View, died Nov. 7.

Lakeview presents League with gavel

Lakeview Mayor Dennis Behling, right, presented Little Rock Mayor and current League President Mark Stodola with a custom-made gavel that League presidents going forward may use during meetings. Behling made the presentation at the Executive Committee's Dec. 3 meeting. The gavel features an engraved brass plate and is named in honor of longtime Lakeview Alderman and former League District 1 Vice President Joe Gies. The engraving reads: "The Joe Gies Gavel. From—City of Lakeview. For Use of AML President."



Gies



Stodola and Behling

PHOTO BY MARK POTTER.

Bella Vista named best place to retire

Money magazine (time.com/money) has named Bella Vista the number one place to keep costs low in its recent ranking of the nine best places to retire. They cited its low median home price, a cost-of-living index five percent below the national average, variety of outdoors activities, and natural beauty. They also cited the robust job market in northwest Arkansas, which makes it attractive to older folks looking to stay in the workforce.

Other great places to retire included Sioux Falls, S.D.; Morgantown, W.V.; Iowa City, Iowa; Bozeman, Mont.; Casper, Wyo.; Northfield, Minn.; Bellingham, Wash.; and Manchester, N.H.



PHOTO COURTESY BELLA VISTA CHAMBER OF COMMERCE.

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Municipal Notes

Blue & You Foundation awards \$2.6 million in grants to improve health

The Blue & You Foundation for a Healthier Arkansas has awarded a total of \$2,674,119 in grants to 35 health improvement programs in Arkansas, including several municipal-based programs, the organization has announced. Arkansas Blue Cross and Blue Shield established the Blue & You Foundation in 2001 as a charitable foundation to promote better health in Arkansas.

The grants awarded for municipal programs in 2015 are:

Cave Springs—\$30,000 for a new walking trail; Fairfield Bay—\$33,000 for nine outdoor exercise stations; Gosnell—\$100,000 to extend the city's walking trail; Greenland—\$100,000 for a trail and exercise stations; Jonesboro—\$145,030 for 12 workout stations on a 3.2 mile walking/running trail; Lake Village—\$149,698 to implement the city's Health and Wellness Improvement Plan; Piggott Community Hospital, Piggott—\$110,000 to implement telemedicine services; Piggott Parks and Recreation—\$10,000 for a nature trail; and Portland—\$72,000 for a walking trail.

DRA, local partners invest more than \$3.7 million into Arkansas economy

The Delta Regional Authority (DRA) and its state and local partners are investing more than \$3.7 million in federal and local resources aimed at Delta small business owners, entrepreneurs, families, and communities and designed to grow the region's economy and create jobs, Delta Regional Authority Federal Co-Chairman Chris Masingill and local partners have announced. The seven new investments, three of which are direct municipal investments, leverage approximately \$1.4 million in federal resources into more than \$3.7 million in total public and private investment for the Delta region. These investments are expected to help create and retain 1,050 jobs for local residents.

The municipal investments include:

- Airport hangar construction, Stuttgart—Installation of a new hangar at Stuttgart Municipal Airport to support expansion of airplane parts recycling industry. DRA investment: \$200,000; leveraged

public investment: \$2,850,000; total project cost: \$3,050,000 (20 jobs to be created and 20 jobs to be retained).

- Sewer rehabilitation, Rison: Corrections of defects in the sewer pond to stop sanctions from DEQ. DRA investment: \$196,250; total project cost: \$196,250.
- Parking lot reconstruction, Eudora: Repair and upgrade of city-owned parking lot utilized by Superior Uniform Group. DRA investment: \$118,402; total project cost: \$118,402 (206 jobs to be retained).

NWA trails receive international recognition

After years of improvement and region-wide collaboration, Bentonville and Fayetteville trail systems were awarded silver and bronze honors this fall from the International Mountain Bicycling Association, one of the leading mountain bike organizations in the world, the *Arkansas Traveler* reported Nov. 19. Bentonville is one of 10 cities, including cities in New Zealand and Canada, ever to earn silver status for its mountain bike facilities. IMBA looks at both the ride centers themselves and how they fit into community life.

"It's becoming more and more competitive," said Mark Eller, IMBA's communication director. "One of the reasons we do it is to give cities something to shoot for. One of the things we liked in Bentonville is how accessible the trails are to the more urban areas. They are a model for places around the country to emulate."

The Northwest Arkansas Council is working with the U of A to measure the economic impact of the trails. Though the study will not be finished until summer, Murphy said the impact of the trails is evident throughout the region.

One of the driving forces behind improving trail systems throughout the area has been the large number of young residents.

"We know millennials want walkable communities and don't want to have to drive a car everywhere," said Murphy, regional trail coordinator. "We want to provide that sort of culture."

Northwest Arkansas could very well become one of the top biking destinations in the world. Bentonville and Fayetteville have five years before they can be reassessed for a higher IMBA ranking.

"We are just at the beginning of what is going to be a great trail journey in Arkansas," Murphy said. "There is only one gold level ride center in the world and that is Park City, Utah. Park City better watch out because we are coming after them."

NLC honors Hayes for longtime service to cities



PHOTO BY ANDREW MORGAN.

The League's Director of Legal Services Mark Hayes was honored with the John G. Stutz Award by the National League of Cities at its 2014 Congress of Cities, held in November in Austin, Texas. The Stutz Award honors individuals who have served a total of 25 years or more on the staff of a state municipal league, state league risk pool, and/or the NLC.

Hayes, who has been with the League for 25 years, is effectively the city attorney for about half the cities and towns in Arkansas, Executive Director said at the League's 2014 annual Convention, where Hayes was recognized for his longtime service. In addition to heading up the League's Municipal Legal Defense Program, he is the League's "go-to guy" for the Legislature's City, County and Local Affairs Committee, which is where most League-sponsored legislation is introduced.

CALENDAR

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Building a case for your region

By Mike Gerfen

Regional development is a concept frequently referenced these days when discussing economic development. How you understand the term and apply the concept will be unique to your area's circumstance, but rest assured, data should play an important role in defining and quantifying the content of that region. So, what type data would be helpful in studying your region? Here are just a few to consider:

- Analysis of the region's demographics and economic data with forecasting
- Laborshed analysis
- Educational service area analysis
- Skill-gap analysis

Let's see what a study like this might look like:

1. Demographics and economic data and forecast

- a. Conduct an economic, demographic, industrial, and occupational analysis of the region to identify its strengths, weakness, and economic opportunities.
- b. Generate demographic and economic profiles of the region.
- c. Emphasize current industrial and occupational characteristics.
- d. Use economic forecasting models to project future occupation demands for the region based upon different economic scenarios. Probable future occupational demands can be identified using the findings from the projections.

Collecting demographic data and making economic forecasts enables you to establish a baseline against which you can compare the impact of your actions and policies and how you compare to other regions.

2. Laborshed analysis

- a. A laborshed is an area from which an employment center draws its workers. It identifies the maximum distance workers are willing to commute on a daily basis.
- b. Laborsheds vary in size and reflect characteristics of the laborpool, types of jobs available, pay rates and benefits, quality of transportation networks, and proximity to competing employment centers.

This type of analysis provides an understanding of the distribution of a region's workforce by showing the number of communities and counties that provide workers for a particular employer or industry. For example, the Pine Bluff Arsenal drew their workforce from over 14 counties in central and southeast Arkansas. Workers then took their salaries back to their respective communities generating revenue that supported local services.

3. Educational service area assessment

- a. Techniques used to create laborsheds can also be applied to determining the geographic area from which students come to attend local post-secondary schools. This can be done by collecting zip codes for all students attending a particular institution and using a GIS like mapping program to visually show that institution's service area.
- b. Perform a review of each institution's curriculum.
- c. Identify industry clusters within each educational service area and determine primary occupations within those clusters. Then capture the specific skills, knowledge and abilities within each of those occupations.
- d. Conduct a comparison of the occupations and their skills, knowledge, and abilities to the curriculum of the post-secondary institution to determine if there are any gaps between what is taught and what is needed by those industries in that school's service area.

A hoped for outcome of working with educational institutions and the businesses and industries they serve is to facilitate ongoing relationships where the business community provides regular feedback to impact curriculum development as well as shadowing and internship opportunities for students.

4. Skill-gap analysis

Design and conduct a gap analysis that quantifies current workforce skill sets, and compares them to skill requirements of business and industry in your region. For over eight years the state of Arkansas has been collecting data through the administration of its Career Readiness Certificate Program (CRC). Data has been collected on over 59,000 individuals across the state

assessing their ability to read instructions and directions, work with figures, and find information. The assessments are an ACT product called WorkKeys, which is being successfully used across the country to identify potential skill gaps in their regions labor force as well as:

- Indicate their degree of readiness and trainability for target industry recruitment and expansion.
- Inform policy makers who can address those identified deficiencies through changes in their education and training programs made available to their labor force.

A study of your region can be quite involved and in some cases requires the services of a reputable research function but can be very useful in identifying similarities and differences within a region and, most importantly, how interconnected most geographic areas are as it relates to:

- Where people live, work, and spend their incomes.
- Which occupations are expanding or contracting.
- How well educational institutions support the needs of business and industry.

If you are interested in pursuing this type of data collection and analysis for your business or industry, the Institute for Economic Advancement at the University of Arkansas has the expertise to help you determine what your specific needs are and the type research from which you could most benefit.



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

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Implement. Don't simply regulate

By Jim von Tungeln

Dealing with growth and land use issues are difficult tasks for municipal officials. They make plans, but find themselves stymied when they try to bring the plans to reality. They may find that their plans don't match the goals of the market. They may find that the public's commitment to change is fickle. They may simply find a conflict between what seems fine in the planning stage but problematic in the implementation stage. It represents a thorny and common problem.

Planners might retrench and choose to respond to events as they occur, setting the stage for capitulation. They might respond by resorting to over-regulation, bringing about an endless chain of contention and resistance. Neither approach solves the need to implement plans, and, as Thomas Alva Edison once said, "Vision without implementation is hallucination."

The first step in avoiding this spiral of defeat involves more attention to the planning process. This includes the question of who will be involved in it. The so-called "participative approach" to decision making seeks to improve decisions by intimately involving those affected by them. While this is a commendable approach, the results can become skewed toward interest groups that are more organized, better funded, more vocal, or more popular during the planning process.

Often, we find that key individuals neglect this process. They may believe that it is simpler to avoid the planning phase and achieve their goals during the implementation phase. Sometimes this works and sometimes it doesn't. Either way, it hardly represents the "win-win situation" that we hear so much about.

One might ask, "Isn't reaching out to specific individuals a matter of pandering to the rich and/or



Every city's plan envisions pleasant neighborhoods. Implementing them through regulations is a tough task.

powerful?” Perhaps, but isn’t it better to prefer them “in the boat” with us instead of “out there somewhere firing torpedoes?” There is an old salesperson’s adage that one never makes their pitch to a person (or committee) that can say “no” but can’t say “yes.” Key individuals can help make a plan happen or keep it from happening. Take your pick.

If one works around cities for long, one realizes that it is much easier to pass regulations than it is to enforce them. Invariably, the most powerful person in town will be the first to want to “bust” a regulation that was aimed at someone else. The regulation is instantly doomed. It is much better to have never passed the darned thing in the first place.

Then we encounter the principle of efficiency. This one we borrow from our economist friends as it applies to taxation. There are, they tell us, some tax strategies which cost far more to enact—in both real-dollars and ill will—than any revenue produced. Who hasn’t seen a zoning regulation that meets this standard? If you haven’t, attend the next board or council meeting at which a “yard-sale ordinance” is to be considered.

Unfortunately, it is in the nature of folks who prepare regulations for a living to, well ... prepare regulations. Sometimes they accomplish the purpose and sometimes they don’t. We see examples of the latter at the national level when states such as ours are asked to protect, by regulation, fish or animal species that cannot survive in our climate. At the state level, a recent legislature spent a good deal of time and attention deciding who may give a horse a massage. At the local level, even the lowly pot-bellied pig falls prey to being regulated.

When looking for a root cause for these tendencies, one comes to the conclusion that, far too often, we confuse regulation and implementation. They are not the same.

We may accomplish implementation by a number of methods. One is money. While we never wish simply to throw money at problems, there are some that will eventually require it. Good management and maintenance may delay improvements, but a wastewater system will eventually require actions that can only be accomplished with public funds. The private sector will not build the next bridge required to cross the Arkansas River. The list goes on.

We could also implement by the so-called process of “nudging.” This simplifies or reduces the cost and

approval time of projects that meet our plan objectives. Experience indicates that requiring only a simple permit for cell-tower placement in locations deemed desirable by our plans will ensure that these will be the first areas searched for new locations. It doesn’t always work, but if it only works some of the time, think of the time and resources saved.

One city in our state doesn’t stringently regulate design standards for all commercial buildings. It eliminates planning commission approval for proposals that meet the desired standards and the commission only reviews those that don’t. The result has been almost complete voluntary compliance. Think of the time this has allowed the staff and planning commission to spend on other pressing matters.

Then there is the problem of “proving a negative.” Regulation after regulation in our state requires the planning commission (via the staff at times) to determine that so-and-so will not create some adverse effect on the community. The regulations almost universally decline to state how this will be accomplished. We spend a lot of time and resources trying to anyway.

A more effective method of implementation would involve two steps. The first would be to develop levels of service for elements of our plans such as traffic, community facilities, and compatibility of land uses. These are measurable development standards for protecting the health, safety, and welfare of citizens. That, after all, is the source of legitimacy for all we undertake in the area of planning and the implementation of our plans. For example, a major commercial development would arrive with a traffic study initiated by the developer demonstrating how the design of the development will maintain the same level of service for traffic on adjacent streets.

This brings up the second step. It is to change the “who cares” as to whether a level of service is met. Currently, in most instances, it is the staff, the planning commission, the elected officials, and interest groups who care. It should be the concern of the developer who will profit from the development. It is really that simple.



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.

Arkansas Municipal League Winter Conference Scholarships Available

The executive committee of the Arkansas Municipal League (AML) voted in 2012 to award two (2) scholarships for registration to the AML Winter Conference. A scholarship will be awarded to one (1) Mayor or Alderman, and (1) City Clerk, Recorder or Treasurer, both of which will enable city officials the opportunity to further their educational training in municipal government.

The Arkansas City Clerk's, Recorders, and Treasurers Association (ACCRTA) agreed to handle applications and the selection process.

Fill out the scholarship application below and return to:

Donna Stewart
City Clerk
City of Camden
P.O. Box 278
Camden, Arkansas 71711

For more information, please contact Donna Stewart at payroll.camden@cablelynx.com, or call 870-836-6436.

2015 APPLICATION FOR ARKANSAS MUNICIPAL LEAGUE SCHOLARSHIP

I, _____, am a member of the Arkansas Municipal League, and do hereby apply for a registration assistance from AML. (Applicant's city or town must be a member of AML at the time of application).

Name _____ Title _____

Street Address or PO Box _____

City, State, Zip _____

Telephone _____ Date assumed current position _____

Other related experience:

Title	Municipality	Years

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

Please answer the following questions:

How does your municipality budget yearly for your 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 for registration at the AML Winter Conference to be held in January 14-16, 2015, at the Statehouse Convention Center in Little Rock, Arkansas, and that I must attend all sessions.

Yes _____

If your attendance must be approved by the Chief Executive Officer or legislative body of your city or town, will you be given time to attend the conference? Yes _____ No _____

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

Signature: _____ Date: _____

Deadline to apply is December 18, 2014.

DISCLAIMER:

ACCRTA or AML will not be responsible for applications that are not received by the deadline.

Please feel free to call to verify that your application has been received.

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For further information, please call 501-978-6111.

Lessons for a new year

By Chad Gallagher

I know lots of people are skeptical of making new year's resolutions, because too often we don't follow through. But don't throw out the baby with the bath water. I'm a firm believer in planning, making lists, and thinking ahead. Even if all of it doesn't get executed exactly according to plan, you're still better off. I have found this to be true on so many fronts, including pursuing grant funding.

Here are a few tips and new year's resolutions you might adopt as a busy elected official.

Make your list and check it twice

Make a list of the most important projects you'd like to pursue funding for through grant opportunities. For each item identify why it is important, how much it is likely to cost, and what problem is solved once the project is complete.

Be prepared

Too many times the busiest among us meet ourselves coming and going, and one of the items that gets neglected is preparation. You may think you don't have time to prepare, but a failure to prepare will eventually catch up with you. Invest the right amount of time and effort on the front end of each project. Study your options, discover good solutions, look at best practices elsewhere, and become the expert on your most important projects.

Be focused

"Jack of all trades and master of none" is not always a good thing. Municipal leaders deal with a broad spectrum of issues. It is important that you learn to delegate what you can and carefully manage how much time you will spend on certain items. Small and often unimportant items will eat up much more time than they deserve. Stay focused on the most important things and devote time to them accordingly.

Be involved

Be involved in the broader picture. With the new year coming I strongly encourage you to become very involved in the Arkansas Municipal League, its conferences and programs. Arkansas's General Assembly will begin meeting in January with new legislators and a new governor. You should be involved. In the last session we saw some very serious threats arise for municipalities. As a municipal leader you should be involved in what happens at the state Capitol and communicate with your legislators on behalf of your citizens.

Be proactive

Good things may come to those who wait, but that doesn't mean to those who sit around waiting while doing nothing. Proactively pursue the new businesses, grant funding, and worthwhile projects in 2015. Don't wait for something to fall in your lap. Go after it with all you've got.

Be-COME

Most importantly, remember that who you become is more important than what you do. In all your activities of this year, be sure not to miss the truly important lessons in life—both formally and informally. Attend workshops and meetings to become a better official, don't neglect your faith, and use the challenges and successes of public service to help you become a better person.

I want to use this moment to offer a final salute to Camden Mayor Chris Claybaker as he leaves office. Mayor Claybaker has been a firm advocate for pursuing grants. There is no better example of a mayor who has utilized grants to bring improvements in infrastructure, community development, and economic development to his city. He has been a tireless advocate for Camden. Thanks, Mayor!



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.

HUD, NLC fight veteran homelessness together



From left, League Executive Director Don Zimmerman, HUD Secretary Julian Castro, and Little Rock Mayor and League 2014-2015 President Mark Stodola.

The U.S. Department of Housing and Urban Development (HUD) and National League of Cities (NLC) have announced a new Memorandum of Understanding (MOU) to help fight against veteran homelessness in cities across the country. To date, more than 255 cities, counties, and states are pledging to end veteran homelessness in their communities by 2015 using the power of federal, state, local, and nonprofit resources.

Speaking in November at the annual convention of the National League of Cities in Austin, Texas, Secretary HUD Secretary Julián Castro announced the new partnership and signed the official MOU with NLC Executive Director Clarence Anthony.

“Today’s partnership sends a loud message that ending homelessness is not a dream,” Castro said. “It’s a goal within reach for veterans, for youth, for families and for individuals. It’s up to us to make it a reality. Working together we can get it done and give every family a home of dignity.”

“We are excited to partner with the Department of Housing and Urban Development on this critical issue facing our veterans,” Anthony said. “Since the beginning of the Mayors Challenge, NLC has worked closely with HUD to engage city leaders. This partnership will expand our efforts to bring a deeper understanding of the resources available to local leaders and assist in creating action plans that will go a long way towards eliminating veteran homelessness.”



Support a family on \$20 a week?

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

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

What they get: Weekly temporary total disability benefits payable up to a MAXIMUM of \$575 allowed under Arkansas Workers’ Compensation Law; weekly benefits go for 52 weeks; \$10,000 death benefit.

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

Call: 501-978-6127
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

2014 State Turnback Funds

Actual Totals Per Capita						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	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	\$4.8363	\$0.3438	\$0.5347	\$1.0056	\$1.0055
May	\$3.5348	\$5.1527	\$0.3138	\$0.5897	\$1.0028	\$1.0053
June	\$3.6607	\$4.9881	\$0.3573	\$0.6126	\$1.0055	\$1.0050
July	\$3.5917	\$5.5230	\$0.4276	\$0.5581	\$2.8863	\$3.9543
August	\$4.0882	\$4.9486	\$0.4603	\$0.6130	\$1.3763	\$1.0932
September	\$5.0401	\$5.0410	\$0.4348	\$0.5763	\$1.0055	\$1.0910
October	\$5.0134	\$5.1889	\$0.3953	\$0.5542	\$1.0055	\$1.0930
November	\$4.3811	\$4.9326	\$0.3652	\$0.4906	\$1.0053	\$1.0928
December	\$4.4869		\$0.3649		\$1.0055	
Total Year	\$46.7372	\$55.0517	\$4.5476	\$5.7751	\$16.4470	\$15.3041

Actual Totals Per Month						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	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	\$9,090,103.48	\$646,153.53	\$1,005,050.29	\$1,890,083.64	\$1,889,913.97
May	\$6,643,763.23	\$9,684,675.50	\$589,734.49	\$1,108,429.75	\$1,884,771.73	\$1,889,592.55
June	\$6,880,560.47	\$9,380,093.69	\$671,509.25	\$1,151,947.00	\$1,889,910.83	\$1,889,914.20
July	\$6,750,810.43	\$10,386,236.87	\$803,621.40	\$1,049,503.01	**\$5,424,973.20	***\$7,436,192.77
August	\$7,684,015.71	\$9,310,016.61	\$865,190.21	\$1,153,167.19	\$2,586,803.92	\$2,056,570.50
September	\$9,473,119.80	\$9,483,759.74	\$817,319.05	\$1,084,169.71	\$1,889,909.64	\$2,052,581.22
October	\$9,422,855.56	\$9,763,094.43	\$742,984.39	\$1,042,826.36	\$1,889,909.64	\$2,056,448.50
November	\$8,234,597.41	\$9,282,963.15	\$686,466.96	\$923,263.56	\$1,889,429.45	\$2,056,540.00
December	\$8,433,440.86		\$685,869.13		\$1,889,909.64	
Total Year	\$87,845,254.58	\$103,522,556.68	\$8,547,455.28	\$10,860,083.18	\$30,912,970.64	28,778,185.16

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

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

*** Includes \$3,516,800.29 supplemental and \$2 million appropriation from Category B of Budget Stabilization for July 2014

Local Option Sales and Use Tax in Arkansas



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
April	\$44,819,678	\$44,204,032	\$41,824,879	\$39,707,294	\$86,644,557	\$83,911,326	\$6,185	\$24,953
May	\$48,373,032	\$47,315,206	\$43,431,803	\$42,055,467	\$91,804,835	\$89,370,673	\$6,011	\$5,611
June	\$45,121,494	\$46,455,658	\$40,770,568	\$41,846,373	\$85,892,061	\$88,302,031	\$7,080	\$27,062
July	\$50,985,699	\$47,227,642	\$45,660,838	\$42,580,665	\$96,646,537	\$89,808,307	\$7,291	\$7,773
August	\$48,591,520	\$47,615,222	\$44,364,160	\$43,352,547	\$92,955,680	\$90,967,768	\$7,038	\$25,210
September	\$48,279,490	\$45,850,267	\$43,224,258	\$43,479,764	\$91,503,748	\$89,330,031	\$9,120	\$9,433
October	\$50,649,942	\$46,540,715	\$45,482,360	\$44,208,889	\$96,132,302	\$90,749,603	\$8,604	\$26,911
November	\$48,903,456	\$45,245,392	\$44,043,654	\$42,367,542	\$92,947,110	\$87,612,934	\$19,648	\$8,718
December								
Total	\$523,322,698	\$508,679,150	\$473,860,420	\$461,233,955	\$997,183,117	\$969,913,103	\$87,118	\$182,846
Averages	\$47,574,791	\$46,243,559	\$43,078,220	\$41,930,360	\$90,653,011	\$88,173,918	\$7,920	\$16,622

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%
- STUTTGART,** Mar. 11
Passed. 1%
- HARRISON,** April 8
Failed. 1%
- BAUXITE,** May 20
Failed. .5%
- CRAWFORD Co.,** May 20
Passed. .5%
- CRITTENDEN Co.,** June 24
Passed. 1%
- ELKINS,** June 24
Passed. .75%
- ROCKPORT,** July 8
Passed. 1% Renewal
- ALMA,** August 12
Passed. 1%
- JONESBORO,** August 12
Passed. .5%
- HARRISON,** August 12
Passed. .5%
- CONWAY,** Sept. 9
Passed. .125% Renewal
- MISSISSIPPI Co.,** Oct. 14
Passed. .5%
- BARLING,** Nov. 4
Passed. 1%
- CHERRY VALLEY,** Nov. 4
Passed. 1%
- GATEWAY,** Nov. 4
Failed. 1%
- GENTRY,** Nov. 4
Failed. .875%
- GILLHAM,** Nov. 4
Passed. 1%
- GOULD,** Nov. 4
Passed. 2%
- HIGGINSON,** Nov. 4
Passed. 1%
- LEAD HILL,** Nov. 4
Passed. 1%
- LOCKESBURG,** Nov. 4
Passed. .75%
- MADISON Co.,** Nov. 4
Failed. 1% Increase
- NORFOLK,** Nov. 4
Failed. 1%
- POCAHONTAS,** Nov. 4
Failed. .5%
- WALDRON,** Nov. 4
Failed. .5%
- WARD,** Nov. 4
Passed. 1%
- WHITE Co.,** Nov. 4
Failed. .25%
- WILMOT,** Nov. 4
Passed. 1%

CITY SALES AND USE	AMOUNT	LAST YEAR	Garland	2,086.62	3,540.73	Norfolk	5,056.51	4,193.72	Briarcliff	2,986.57	2,843.47
Alexander	71,633.51	53,727.71	Gassville	36,729.55	37,005.06	Norman	2,597.78	2,923.51	Cotter	12,275.31	11,687.15
Alma	187,797.79	189,675.25	Gentry	47,576.32	53,191.90	North Little Rock	1,373,612.56	1,262,130.52	Gassville	26,296.99	25,037.01
Almyra	2,788.36	2,849.14	Gilbert	485.25	209.04	Oak Grove	943.86	834.15	Lakeview	9,377.32	8,928.02
Alpena	5,424.44	3,438.98	Gillett	8,891.79	11,062.70	Ola	13,288.15	14,486.13	Mountain Home	157,528.87	149,981.10
Altheimer	2,238.11	2,746.20	Gillham	2,892.86	2,127.73	Oppelo	3,090.26	2,013.30	Norfork	6,466.68	6,156.84
Altus	5,716.31	6,217.66	Gilmore	345.41	476.73	Osceola	81,397.36	4,233.97	Salesville	5,694.72	5,421.87
Amity	9,407.42	7,656.08	Glenwood	63,465.00	58,804.30	Oxford	1,619.33	1,647.28	Benton County	619,058.08	567,607.36
Anthonyville	133.11	232.10	Gosnell	17,177.03	15,269.61	Ozark	66,555.42	69,150.94	Avoca	7,050.35	6,238.29
Arkadelphia	160,487.44	151,163.76	Gould	3,549.66	3,616.85	Palestine	19,878.99	17,080.53	Bella Vista	383,232.62	338,260.85
Ash Flat	77,858.55	75,899.34	Grady	4,202.55	6,062.69	Pangburn	7,278.97	6,371.72	Bentonville	510,008.85	451,265.88
Ashdown	113,965.81	106,425.65	Gravette	103,036.56	74,214.98	Paragould	283,081.55	157,098.22	Bethel Heights	34,269.31	30,322.16
Atkins	50,698.67	44,685.84	Green Forest	59,530.33	23,360.81	Paris	76,597.03	23,044.36	Cave Springs	27,897.99	22,102.45
Augusta	28,542.73	28,431.25	Greenbrier	144,103.58	139,454.91	Patmos	109.64	69.85	Centerion	137,467.33	121,633.80
Austin	24,899.49	20,077.86	Greenland	20,368.09	19,263.77	Patterson	1,102.35	1,724.57	Decatur	24,546.19	21,718.95
Avoca	10,504.23	2,536.02	Greenwood	191,623.41	158,120.01	Pea Ridge	42,894.04	29,375.70	Elm Springs	549.00	485.77
Bald Knob	54,065.79	53,694.41	Greers Ferry	24.26	NA	Perla	2,906.10	2,811.32	Garfield	7,252.61	6,417.25
Barling	30,272.97	21,576.35	Guion	11,208.82	6,022.80	Perryville	16,841.34	18,230.99	Gateway	5,851.21	5,177.27
Batesville	571,754.12	528,145.82	Gum Springs	761.66	360.07	Piggott	69,215.41	71,027.16	Gentry	45,624.99	40,369.89
Bauxite	19,756.75	20,244.52	Gurdon	20,978.95	18,081.36	Pine Bluff	921,532.79	929,390.78	Gravette	44,974.86	29,721.34
Bay	7,577.85	6,273.54	Guy	4,634.51	4,444.79	Pineville	1,767.05	1,804.16	Highfill	8,422.85	7,452.71
Bearden	23,711.78	12,366.80	Hackett	5,459.11	4,988.50	Plainview	3,083.64	3,004.25	Little Flock	37,346.62	33,045.02
Beebe	109,505.67	116,526.09	Hamburg	27,132.39	27,093.34	Plumerville	14,069.90	10,202.20	Lowell	105,856.35	93,663.78
Beedeville	81.37	74.70	Hardy	16,880.13	19,631.22	Pocahontas	230,279.74	112,773.90	Pea Ridge	69,261.00	61,283.49
Bella Vista	145,047.08	119,409.17	Harrisburg	22,636.32	23,258.88	Portia	2,732.22	2,249.05	Rogers	808,536.17	715,408.73
Bellville	1,622.14	2,056.21	Harrison	243,376.22	260,534.42	Portland	5,621.59	NA	Siloam Springs	217,274.95	192,249.16
Benton	1,123,563.36	664,110.39	Hartford	2,747.55	3,087.13	Pottsville	32,819.84	24,045.16	Springdale	94,659.58	77,390.54
Bentonville	1,614,069.81	1,199,672.60	Haskell	21,750.51	20,425.64	Prairie Grove	83,441.81	80,926.98	Springtown	1,256.93	1,112.15
Berryville	227,385.20	197,815.25	Hatfield	4,193.12	3,149.08	Prescott	49,626.17	47,684.30	Sulphur Springs	7,382.64	6,532.32
Bethel Heights	59,849.91	54,208.98	Havana	2,339.45	2,211.22	Pyatt	453.84	441.62	Boone County	343,382.86	363,922.13
Black Rock	5,891.30	7,906.09	Hazen	57,298.56	52,058.51	Quitman	33,511.83	24,798.71	Alpena	3,623.43	3,840.17
Blevins	2,559.31	1,621.52	Heber Springs	145,454.62	134,897.65	Ravenden	2,480.53	2,607.59	Bellefonte	5,156.86	5,465.32
Blue Mountain	146.96	147.20	Helena-West Helena	246,415.41	249,346.59	Rector	27,371.58	27,513.74	Bergman	4,986.48	5,284.75
Blutheville	226,313.85	514,953.21	Hermitage	5,127.90	3,779.16	Redfield	18,176.66	14,246.91	Diamond City	8,882.53	9,413.83
Bonanza	2,151.45	1,994.13	Highfill	66,503.44	68,722.72	Rison	12,703.34	14,508.54	Everton	1,510.71	1,601.07
Bono	14,964.79	12,358.96	Highland	26,396.70	28,785.02	Rockport	9,831.44	11,582.27	Harrison	147,016.02	155,809.70
Booneville	97,429.99	79,971.53	Holly Grove	6,731.56	7,322.64	Roe	580.96	695.89	Lead Hill	3,078.22	3,262.34
Bradford	11,863.19	NA	Hope	170,704.78	166,732.86	Rogers	2,510,770.33	2,392,857.83	Omaha	1,919.63	2,034.45
Bradley	3,481.50	3,406.58	Horatio	4,850.28	NA	Rose Bud	18,518.26	15,133.80	South Lead Hill	1,158.59	1,227.89
Branch	1,625.80	1,479.17	Horseshoe Bend	21,737.90	20,234.12	Russellville	890,714.18	968,671.45	Valley Springs	2,078.65	2,202.98
Briarcliff	1,415.11	1,213.30	Hot Springs	1,333,222.52	1,382,855.17	Salem	19,813.42	21,148.95	Zinc	1,169.94	1,239.92
Brinkley	96,440.43	101,794.06	Hoxie	19,615.61	16,678.36	Salesville	3,521.39	3,825.91	Bradley County	132,544.73	118,583.19
Brookland	15,072.95	16,566.21	Hughes	12,548.68	10,303.56	Searcy	787,334.32	254,848.27	Banks	1,023.45	915.64
Bryant	975,970.85	927,035.47	Humphrey	2,183.66	2,125.78	Shannon Hills	10,784.49	9,235.87	Hermitage	6,850.50	6,128.90
Bull Shoals	13,185.35	12,772.93	Huntington	3,041.53	2,543.91	Sheridan	178,174.19	178,996.69	Warren	49,546.42	44,327.48
Cabot	657,872.99	639,424.33	Huntsville	117,524.31	49,756.33	Sherrill	656.98	2,160.89	Calhoun County	70,204.87	62,141.05
Caddo Valley	47,620.89	42,452.78	Imboden	7,321.12	6,698.65	Sherwood	400,576.46	399,345.92	Hampton	19,899.64	13,682.81
Calico Rock	27,350.19	25,559.86	Jacksonville	595,847.83	590,579.67	Shirley	2,471.14	2,732.20	Harrell	3,817.60	2,624.95
Camden	293,948.85	274,537.12	Jasper	25,162.63	27,223.17	Siloam Springs	506,092.86	471,337.17	Thornton	6,117.18	4,206.12
Caraway	4,779.84	5,056.64	Jennette	150.37	112.51	Sparkman	3,218.61	3,959.10	Tinsman	811.64	558.06
Carlisle	52,292.74	58,642.29	Johnson	51,630.95	51,568.27	Springdale	1,969,858.40	1,801,827.79	Carroll County	158,303.65	149,873.33
Cave City	18,821.88	NA	Joiner	2,375.97	2,188.04	Springtown	554.99	196.81	Beaver	579.53	548.60
Cave Springs	20,429.06	18,299.33	Jonesboro	2,027,981.86	1,931,475.34	St. Charles	2,890.60	2,632.98	Beauregard	173.86	164.66
Centerion	151,083.06	93,525.76	Junction City	5,571.95	3,841.78	Stamps	13,734.75	16,623.85	Chicot County	224,144.08	233,049.07
Charleston	31,426.02	24,213.74	Keiser	4,026.20	2,414.61	Star City	73,306.69	72,932.01	Dermott	23,405.22	24,335.08
Cherokee Village	14,557.73	13,310.02	Keo	1,624.73	2,008.82	Stephens	6,238.95	9,213.62	Eudora	18,382.29	19,112.60
Cherry Valley	25.30	5,772.61	Kibler	2,956.98	2,014.95	Strong	7,759.44	9,662.33	Lake Village	20,861.36	21,690.15
Chidester	2,067.79	2,709.64	Kingsland	2,192.77	2,066.36	Stuttgart	538,946.97	350,144.49	Clark County	387,972.78	366,445.68
Clarendon	44,993.87	44,510.77	Lake City	12,481.89	11,781.36	Sulphur Springs	NA	1,355.58	Clay County	98,051.68	54,726.84
Clarksville	341,793.93	309,636.48	Lake Village	71,802.58	70,820.69	Summit	3,799.34	3,734.09	Corning	26,466.35	NA
Clinton	66,936.84	80,408.04	Lakeview	3,085.97	3,688.23	Sunset	4,077.09	1,696.47	Datto	1,175.58	378.05
Coff Hill	4,293.55	1,993.11	Lamar	11,964.53	8,844.21	Swifton	3,362.61	2,920.33	Greenway	2,456.97	790.13
Conway	1,972,596.27	1,827,138.95	Lepanto	26,569.21	21,987.03	Taylor	6,751.71	6,191.32	Knobel	3,373.93	1,085.01
Corning	86,654.77	78,287.33	Leslie	3,674.25	4,325.95	Texarkana	390,074.23	374,814.42	McDougal	2,186.59	703.18
Cotter	10,484.05	14,414.53	Lewisville	7,773.80	9,680.34	Texarkana Special	192,573.61	187,029.98	Nimmons	811.15	260.86
Cotton Plant	1,379.71	1,754.75	Lincoln	35,767.47	40,726.36	Thornton	1,293.47	1,115.54	Peach Orchard	1,587.04	510.37
Cove	10,903.37	11,127.67	Little Flock	8,501.72	9,184.33	Totitown	108,266.45	108,107.26	Piggott	30,165.53	NA
Crawfordsville	48.51	NA	Little Rock	5,877,071.52	5,755,151.36	Trumann	69,377.06	67,907.59	Pollard	2,609.80	839.28
Crossett	282,471.99	146,689.68	Lonoke	137,007.96	141,089.02	Tuckerman	13,544.69	13,883.72	Rector	15,494.22	NA
Damascus	10,727.93	11,547.37	Lowell	258,126.52	284,196.69	Turrell	4,211.85	5,539.45	St. Francis	2,938.96	945.13
Danville	44,826.67	45,444.47	Luxora	4,138.61	2,838.31	Tyronza	3,553.59	3,528.87	Success	1,751.64	563.29
Dardanelle	143,756.88	141,705.33	Madison	1,468.06	1,542.25	Van Buren	623,620.86	622,179.57	Cleburne County	403,001.12	397,558.06
Decatur	20,151.99	31,674.46	Magazine	9,241.95	8,917.69	Vandervoort	248.38	781.32	Concord	2,991.89	2,951.48
Delight	3,764.81	3,589.61	Magnolia	463,972.23	422,092.80	Vilonia	120,585.84	87,254.03	Fairfield Bay	2,243.92	2,213.61
De Queen	98,918.81	96,897.18	Malvern	154,310.94	143,149.92	Viola	2,264.11	2,259.53	Greers Ferry	10,925.31	10,777.75
Dermott	24,013.47	38,826.41	Mammoth Spring	7,964.11	7,530.72	Wabbaseka	707.65	848.03	Heber Springs	87,856.18	86,659.68
Des Arc	17,949.11	18,855.72	Manila	42,015.96	40,255.32	Waldenburg	8,565.81	9,875.23	Higden	1,471.42	1,451.55
DeValls Bluff	12,817.04	12,116.03	Mansfield	33,818.72	33,562.86	Waldron	45,213.14	40,925.88	Quitman	8,975.68	8,854.45
DeWitt	165,056.20	178,300.23	Marianna	74,231.37	81,136.98	Walnut Ridge	65,529.37	73,3			

Chester	1,438.17	1,325.10	Pleasant Plains	3,997.88	3,817.62	Dell	2,733.77	Waldron	29,608.14	25,716.16
Dyer	7,923.51	7,300.57	Sulphur Rock	5,223.60	4,988.08	Dyess	4,902.49	Searcy County	36,050.24	38,290.27
Kibler	8,692.34	8,008.96	Izard County	45,193.65	42,423.18	Etowah	4,197.01	Big Flat	5.88	6.25
Mountainburg	5,707.46	5,258.74	Jackson County	276,140.49	232,739.59	Gosnell	42,424.49	Gilbert	164.77	175.01
Mulberry	14,969.64	13,792.74	Amagon	990.43	834.76	Joiner	6,887.40	Leslie	2,595.19	2,756.45
Rudy	551.75	508.37	Beedeville	1,081.39	911.43	Keiser	9,075.59	Marshall	7,973.89	8,469.36
Van Buren	206,146.90	189,939.87	Campbell Station	2,577.14	2,172.09	Leachville	23,830.89	Pindall	659.10	700.05
Crittenden County	721,383.90	658,705.04	Diaz	13,320.27	11,226.73	Luxora	14,085.70	St. Joe	776.81	825.06
Anthonyville	1,053.65	962.10	Grubbs	3,901.08	3,287.95	Manila	39,961.29	Sebastian County	780,723.29	736,474.76
Clarkedale	2,427.97	2,217.02	Jacksonport	2,142.56	1,805.82	Marie	1,004.41	Barling	71,354.37	67,310.26
Clarkfordsville	3,134.77	2,862.40	Newport	79,628.56	67,113.36	Osceola	92,752.76	Bonanza	8,825.29	8,325.10
Earle	15,798.19	14,425.54	Swifton	8,064.93	6,797.37	Victoria	442.42	Central City	7,704.86	7,268.18
Edmondson	2,794.46	2,551.66	Tuckerman	18,818.17	15,860.53	Wilson	10,797.45	Fort Smith	1,323,163.85	1,248,171.75
Gilmore	1,549.06	1,414.47	Tupelo	1,819.16	1,533.24	Monroe County	NA	Greenwood	137,398.22	129,610.99
Horseshoe Lake	1,910.97	1,744.93	Weldon	757.99	638.85	Montgomery County	41,113.94	Hackett	12,462.84	11,756.49
Jennette	677.35	618.49	Jefferson County	667,391.49	669,127.91	Black Springs	531.37	Hartford	9,853.63	9,295.16
Jericho	778.78	711.12	Alzheimer	9,615.85	9,640.87	Glennwood	225.43	Huntington	9,746.19	9,193.81
Marion	80,790.68	73,771.03	Humphrey	3,009.84	3,017.67	Mount Ida	5,775.27	Lavaca	35,132.32	33,141.15
Sunset	1,166.21	1,064.88	Pine Bluff	479,649.12	480,897.07	Norman	2,028.86	Mansfield	11,096.84	10,467.91
Turrell	3,622.33	3,307.60	Redfield	12,674.55	12,707.53	Oden	1,245.23	Midland	4,988.21	4,705.49
West Memphis	171,757.93	156,834.38	Sherrill	820.87	823.00	Nevada County	97,538.30	Sevier County	251,495.92	250,200.57
Cross County	260,647.77	261,142.70	Wabbaseka	2,491.91	2,498.40	Bluff City	897.97	Ben Lomond	1,145.65	1,139.75
Cherry Valley	6,694.88	6,707.59	White Hall	54,001.19	54,141.69	Bodcaw	999.35	De Queen	52,099.43	51,831.09
Hickory Ridge	2,797.25	2,802.56	Johnson County	114,006.72	103,317.57	Cale	572.09	Gillham	1,264.17	1,257.65
Parkin	11,385.81	11,385.39	Clarksville	83,741.79	75,890.25	Emmet	3,439.80	Horatio	8,248.68	8,206.20
Wynne	86,046.15	86,209.54	Coal Hill	9,233.68	8,367.94	Prescott	23,868.60	Lockesburg	5,838.87	5,808.79
Dallas County	141,982.72	137,024.94	Hartman	4,735.45	4,291.46	Rosston	1,890.08	Sharp County	72,461.13	70,894.80
Desha County	110,461.44	118,269.89	Knoxville	6,669.78	6,044.43	Willisville	1,100.75	Ash Flat	8,667.39	8,480.03
Arkansas City	4,275.02	4,577.22	Lamar	14,644.32	13,271.28	Newton County	49,695.97	Cave City	15,406.72	15,073.69
Dumas	54,967.91	58,853.56	Lafayette County	74,945.37	87,479.30	Jasper	1,988.69	Cherokee Village	34,298.09	33,556.70
McGehee	49,279.56	52,763.10	Bradley	3,532.09	4,122.77	Western Grove	1,638.75	Evening Shade	3,820.73	3,738.14
Mitchellville	4,204.94	4,502.18	Buckner	1,546.69	1,805.36	Ouachita County	373,852.65	Hardy	6,456.32	6,316.76
Reed	2,009.03	2,151.04	Lewisville	7,199.16	8,403.11	Bearden	9,808.83	Highland	9,242.27	9,042.48
Tillar	245.29	262.63	Stamps	9,522.02	11,144.42	Camden	123,707.07	Horseshoe Bend	70.75	69.22
Watson	2,464.55	2,638.79	Lawrence County	206,772.50	144,414.03	Chidester	2,934.53	Sidney	1,600.81	1,566.21
Drew County	427,237.96	415,277.15	Alicia	744.44	778.85	East Camden	9,454.44	Williford	663.32	648.99
Jerome	464.33	451.33	Black Rock	3,969.02	4,158.06	Louann	1,665.27	St. Francis County	141,540.04	140,805.95
Monticello	112,713.34	109,557.83	College City	2,727.95	2,857.88	Stephens	9,047.28	Caldwell	9,312.94	9,264.64
Tillar	2,428.81	2,360.81	Hoxie	16,667.47	17,461.34	Perry County	91,628.85	Colt	6,342.88	6,309.98
Wilmar	6,083.92	5,913.60	Imboden	4,058.95	4,252.27	Adona	816.56	Forrest City	257,926.73	256,589.00
Winchester	1,988.29	1,932.63	Lynn	1,726.70	1,808.94	Bigelow	1,230.70	Hughes	24,180.10	24,054.70
Faulkner County	733,175.02	678,835.67	Minturn	653.51	684.64	Casa	668.10	Madison	12,903.88	12,836.96
Enola	2,232.51	2,067.05	Portia	2,620.03	2,744.82	Fourche	242.23	Palestine	11,427.24	11,367.98
Holland	3,679.02	3,406.35	Powhatan	431.68	452.24	Houston	675.91	Wheatley	9,566.94	9,526.04
Mount Vernon	957.73	886.75	Ravenden	2,817.88	2,952.10	Perry	1,054.89	Widener	4,580.98	4,557.20
Twin Groves	2,212.70	2,048.70	Sedgwick	911.31	954.72	Perryville	5,704.22	Stone County	85,199.73	83,308.97
Wooster	5,680.35	5,259.35	Smithville	467.65	489.92	Phillips County	112,157.84	Fifty Six	1,555.95	1,521.42
Franklin County	159,509.90	142,643.01	Strawberry	1,810.64	1,896.88	Elaine	12,555.16	Mountain View	24,715.38	24,166.90
Altus	6,249.31	5,588.49	Walnut Ridge	29,317.94	30,714.36	Helena-West Helena	198,948.98	Union County	531,173.13	520,478.43
Branch	3,025.72	2,705.78	Lee County	33,273.36	34,762.32	Lake View	8,745.18	Calion	15,485.41	15,173.63
Charleston	20,792.55	18,593.91	Aubrey	1,031.07	1,077.21	Lexa	5,645.87	El Dorado	659,350.67	646,075.25
Denning	3,883.14	3,472.53	Haynes	909.77	950.48	Marvell	23,412.60	Felsenthal	3,794.42	3,718.03
Ozark	30,372.63	27,160.97	LaGrange	539.80	563.95	Pike County	148,650.00	Huttig	21,224.50	20,797.16
Wiederkehr Village	313.30	280.17	Marianna	24,958.05	26,074.91	Antoine	953.30	Junction City	18,932.39	18,551.20
Fulton County	100,091.42	96,523.43	Moro	1,310.07	1,368.70	Daisy	937.01	Norphlet	23,887.55	23,406.60
Ash Flat	395.99	381.87	Rondo	1,200.90	1,254.64	Delight	2,273.26	Smackover	62,845.30	61,579.97
Cherokee Village	3,078.62	2,968.88	Lincoln County	56,336.30	55,746.86	Glennwood	17,811.27	Strong	17,880.99	17,520.97
Hardy	163.05	157.24	Gould	4,459.38	4,412.72	Murfreesboro	13,370.68	Van Buren County	311,789.61	285,129.57
Horseshoe Bend	66.00	63.65	Grady	2,392.19	2,367.16	Poinsett County	120,051.63	Clinton	27,696.18	25,327.98
Mammoth Spring	3,792.95	3,657.74	Star City	12,115.45	11,988.68	Fisher	1,795.57	Damascus	2,661.05	2,433.51
Salem	6,347.47	6,121.20	Little River County	192,095.97	162,438.27	Harrisburg	18,535.44	Fairfield Bay	22,938.23	20,786.86
Viola	1,308.32	1,261.68	Ashdown	39,182.86	33,133.42	Lepanto	15,242.22	Shirley	3,097.46	2,872.61
Garland County	1,851,107.45	1,797,349.74	Foreman	8,387.44	7,092.50	Marked Tree	20,661.14	Washington County	1,241,848.20	1,221,133.83
Fountain Lake	6,284.35	6,101.85	Ogden	1,493.31	1,262.76	Trumann	58,746.57	Elkins	37,209.67	36,369.66
Hot Springs	188,439.43	182,966.99	Wilton	3,102.77	2,623.73	Tyrone	6,135.54	Elm Springs	21,035.83	20,560.94
Lonsdale	1,174.41	1,140.30	Winthrop	1,592.87	1,346.95	Walden	491.17	Farmington	83,946.59	82,051.48
Mountain Pine	9,620.17	9,340.80	Logan County	102,573.41	89,351.17	Weiner	5,765.16	Fayetteville	1,033,945.48	1,010,603.93
Grant County	170,792.24	171,231.56	Blue Mountain	1,010.66	880.38	Polk County	243,360.62	Goshen	15,049.68	14,709.93
Greene County	491,533.73	368,062.26	Booneville	32,520.30	28,328.26	Cove	7,299.86	Greenland	18,183.28	17,292.07
Delaplaine	1,267.90	949.41	Caulksville	1,736.05	1,512.26	Grannis	10,586.72	Johnson	47,130.38	46,066.40
Lafe	5,006.00	3,748.51	Magazine	6,903.43	6,013.54	Hatfield	7,892.26	Lincoln	31,602.93	30,889.48
Marmaduke	12,143.38	9,093.01	Morrison Bluff	521.63	454.39	Mena	109,631.70	Prairie Grove	62,194.11	60,158.27
Oak Grove Heights	9,716.89	7,276.04	Paris	28,787.39	25,076.55	Vandervoort	1,662.54	Springdale	902,067.55	875,495.06
Paragould	285,418.67	213,722.56	Ratcliff	1,646.39	1,434.16	Wickes	14,408.62	Tontitown	34,567.90	33,787.52
Hempstead County	355,682.38	504,533.68	Scranton	1,825.70	1,590.36	Pope County	307,171.15	West Fork	32,558.46	31,823.45
Blevins	3,321.08	3,312.12	Subiaco	4,662.05	4,061.09	Atkins	36,890.38	Winstow	5,494.33	5,370.29
Emmet	453.35	427.97	Lonoke County	250,481.75	243,412.32	Dover	16,855.09	White County	856,703.95	990,693.35
Fulton	2,119.17	2,000.51	Allport	1,012.85	984.26	Hector	5,504.20	Bald Knob	33,339.22	38,553.51
Hope	106,432.70	100,473.29	Austin	17,949.43	17,442.84	London	12,708.59	Beebe	84,182.39	97,348.60
McCaskill	1,012.14	955.47	Cabot	209,404.15	203,494.07	Pottsville	34,713.17	Bradford	8,734.71	10,100.83
McNab	676.93	676.79	Carlisle	19,499.53	18,949.19	Russellville	341,505.14	Garner	3,268.33	3,779.49
Oakhaven	664.22	627.02	Coy	845.51	821.64	Prairie County	68,850.90	Georgetown	1,427.02	1,650.20
Ozan	896.16	845.99	England	24,880.83	24,178.62	Biscoe	2,861.07	Griffithville	2,589.34	2,994.32
Patmos	674.76	636.98	Humnoke	2,501.29	2,430.70	Des Arc	13,532.94	Higginson	7,146.58	8,264.32
Perrytown	2,867.73	2,707.16	Keo	2,254.69	2,191.05	DeValls Bluff	4,878.79	Judsonia	23,235.03	26,869.01
Washington	1,897.76	1,791.49	Lonoke	37,387.31	36,332.11	Hazen	11,570.39	Kensett	18,965.49	21,931.71
Hot Spring County	334,460.57	278,763.23	Ward	35,819.59	34,808.66	Ulm	1,339.89	Letona	2,934.59	3,393.56
Donaldson	2,705.93	2,255.31	Madison County	190,785.53	162,196.56	Pulaski County	832,330.90	McRae	7,848.58	9,076.11
Friendship	1,582.20	1,318.72	Hindsville	402.50	342.19	Alexander	4,029.17	Pangburn	6,916.42	7,998.16
Malvern	92,756.63	77,309.98	Huntsville	15,479.80	13,160.17	Cammack Village	13,111.88	Rose Bud	5,546.95	6,414.49
Midway	3,497.03	2,914.67	St. Paul	745.61	633.88	Jacksonville	484,251.59	Russell	2,485.77	2,874.55
Perla	2,166.54	1,805.75	Marion County	82,372.87	81,604.82	Little Rock	3,303,987.64	Searcy	263,054.14	304,196.07
Rockport	6,787.29	5,657.01	Bull Shoals	14,190.93	14,058.61	Maumelle	293,019.68	West Point	2,129.01	2,461.99
Howard County	319,177.01	300,930.25	Flippin	9,860.87	9,768.93	North Little Rock	1,063,700.86	Woodruff County	17,779.68	19,555.87
Dierks	15,636.05	14,742.17	Pyatt	1,608.30	1,593.31	Sherwood	504,038.91	Augusta	18,390.18	20,227.35
Mineral Springs	16,671.10	15,718.04	Summit	4,395.55	4,354.56	Wrightsville	36,091.80	Cotton Plant	5,427.57	5,969.78
Nashville	63,855.28	60,204.79	Yellville	8,761.99	8,680.30	Randolph County	125,757.75	Hunter	878.11	965.84
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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.

CITY ADMINISTRATOR—Siloam Springs is seeking qualified candidates for the position of full-time City Administrator. Salary Range: \$93,657 - \$140,486. Starting Salary Negotiable. Under the direction of the Board of Directors, the City Administrator performs high level administrative, technical and professional work by directing and leading the administration of City government. Applicants must agree to reside in City after hire; must possess a Master's degree or equivalent; or 8 years' experience and/or training; or equivalent combination of education and experience. The City offers a generous benefit package including, but not limited to medical, dental, vision, LTD, life insurance, 457 Deferred Compensation, vacation and sick leave. The City requires a completed application be submitted for all positions. Applications are available at City Hall, 400 N. Broadway, Siloam Springs, AR or can be accessed on our website www.siloamsprings.com. Completed applications may be submitted via fax to 855-201-7302, by e-mail to: humanresources@siloamsprings.com or by U.S. mail to: Human Resources, P.O. Box 80, Siloam Springs, AR 72761. For complete job description and further information please call 479-524-5136 or email humanresources@siloamsprings.com. Open until filled. EOE.

CITY MANAGER—Coffeyville, Kan. (pop. 9,949; \$85.5 million budget; 158 FTE's), is accepting applications for a City Manager. The City has a long history of professional management, operating with a Commission-Manager form of government. The governing body is composed of five commissioners, who elect one commissioner to serve as mayor. The City Manager facilitates the day-to-day operations of the municipality, and oversees all operations and departments based on strategic guidance from the Commission. Coffeyville is a full-service city, with electric, stormwater, water/wastewater, and Internet utilities. Applicants must have a bachelor's degree in public administration or a related field, although a master's degree in public administration is preferred. The ideal candidate will also have at least five years of public management experience, and a reputation as a collaborative team-builder. Candidates must showcase strong communication and leadership skills, and be able to cite examples of professionalism and ethical decision-making. Past experience with an electric utility is strongly preferred. Competitive benefits; Salary \$90,000-\$100,000 DOQ. Interested candidates should submit a cover letter, resume, and three work-related references to LEAPS-Coffeyville@lkm.org or LEAPS-Coffeyville, 300 SW 8th, Topeka, KS 66603. If confidentiality is requested, please note in application materials. Position will remain open until filled. Application review will begin December 15. EOE.

CITY TREASURER—Heber Springs is accepting applications for a City Treasurer. This position is responsible for managing and directing the financial affairs of the city, including the functions of accounting, payroll and accounts payable. This position is further responsible for the preparation and administration of the municipal budget and annual audit process. Strong hands-on experience in general ledger transactional accounting, month-end and year-end financial reporting and payroll tax reporting. The position qualifications are HS diploma, accounting classes or 2 years experience in Accounting and payroll experience. Salary is DOE and negotiable. Benefits include vacation, sick leave, paid holidays, APERS, health insurance as well as dental, vision and life insurance. Applications available at the City of Heber Springs, Mayor's office, 1001 W. Main St. You may submit a resume and cover letter to City of Heber Springs, Attn: Human Resources, 1001 W. Main St., Heber Springs, AR 72543; or fax to 501-250-0844. You may also download an application from our website at cityofhebersprings.com and mail or fax it or you can email resume to marthagarrett@suddenlinkmail.com. All applications and resumes must be received by Feb. 15, 2015.

DIRECTOR OF VEHICLE MAINTENANCE—North Little Rock is seeking a Director of Vehicle Maintenance. F/T position with excellent benefits package that includes paid health/life insurance, retirement plan, longevity pay, generous vacation, personal and sick leave, 11 paid holidays, credit union, optional 457 Deferred Compensation Plan. Salary negotiable. Min. requirements: Bachelor's in related field from an accredited college or university and two

years experience managing a fleet of vehicles or similar workplace; OR HS diploma or equivalent and six years progressively responsible experience managing a fleet of vehicles or vehicle repair and maintenance operations; OR equivalent combination of education and experience which provides the necessary skills, knowledge, and abilities. A Class A CDL and good driving record. General responsibilities: Directs the activities and employees of the Vehicle Maintenance Department. Complete job description and application available from the North Little Rock Human Resources Department, 3rd floor, City Services Building, 120 Main Street, North Little Rock, AR. Open until filled. EOE.

EXEC. DIRECTOR OF ECON. DEVELOPMENT—Berryville is accepting applications for the position of Executive Director of Economic Development. Job duties include promotion of local businesses, business recruitment, management of the Berryville Chamber of Commerce, grant writing, website development and management, and volunteer coordination. Qualified applicants should possess excellent communication and organizational skills. Previous experience and/or an accredited college degree in a related field are preferred. Benefits include vacation, sick leave, 10 paid holidays per year, retirement program, paid employee health insurance (including dental, vision, prescription drugs and life). Applications and job descriptions may be received at the Berryville City Hall located at 305 E Madison Avenue, or by contacting Mayor Tim McKinney at 870-423-4414 or email at mayortim@berryville.com. A resume must accompany the application. Applicants may submit their resume to the Mayor's Office, City of Berryville, P.O. Box 227, Berryville, AR 72616. EOE.

FINANCE DIRECTOR—The City of Gravette seeks a Finance Director. Manages the day-to-day accounting, budgeting and purchasing activities of the city; establishes and enforces proper accounting methods, maintains the integrity of accounting and reporting functions, coordinates and participates in financial/budget research including recommendations regarding research findings and prepares technical reports. Requires a minimum of a college degree in Accounting and/or Finance plus 8 years of accounting/finance experience and 5 years of supervisory/managerial experience. Applications are available in City Hall or at www.cityofgravette-ar.gov. Please hand deliver or mail applications, with professional references and salary requirements, Attn: Mayor at 604 First Avenue SE, Gravette, AR 72736; or fax to 479-787-5018. No phone calls please.

FINANCE DIRECTOR—Texarkana, which operates under the city manager form of government, seeks applicants for the position of finance director. The finance director plans, organizes, and directs the work of the Finance Department and provides the City Manager and the Board of Directors with timely information regarding the fiscal condition of the city. In conjunction with the city manager, the finance director will prepare and administer the city budget in accordance with Arkansas municipal finance law. This position will also be responsible for developing budgeting, accounting, and reporting systems in compliance with professional standards as well as preparing an adopted budget in a format conforming to the GFOA Distinguished Budget Awards program. For complete job description and an application, please visit arkansas.txkusa.org/departments/personnel/job-opportunities.html. Salary is DOE and will be negotiated during the selection process. A competitive benefit package is also offered, and includes a car allowance, medical, vision and dental insurance, and a 401(a) retirement plan. Additional benefits include vacation and sick leave, longevity pay, and 13 paid holidays. Supplemental insurance and optional retirement plans are available for enrollment as well. Mail applications to Arkansas City Hall at 216 Walnut St.; fax 870-772-8182; or email jessica.hyman@txkusa.org. Open until filled. EOE.

FIREFIGHTER/EMT—Holiday Island Fire Department is accepting applications for the F/T position of Firefighter/EMT. Successful applicant must have a current Arkansas EMT license and would prefer Firefighter I & II. Salary based on experience and training. Any questions contact Chief Deaton at 479-253-8397. Mail resumes to 251 Holiday Island Drive, Holiday Island, AR, 72631.

ONLINE PRODUCTS SPECIALIST—The Center for Training Transportation Professionals (CTTP) at the University of Arkansas provides a comprehensive training and certification program for highway agency and contractor personnel performing quality control and quality assurance (QC/QA) testing on pavements and construction materials in the state of Arkansas. CTTP is seeking applications for an Online Products Specialist, who is expected to manage a number of web-based applications, including those relating to the CTTP website, online course development, online testing and evaluations, and computer-based support for program efforts. Specific tasks for this position will involve reconstruction of the existing CTTP website, ensuring user-friendly functions, searchable databases, and automated course registration/payment/confirmation features. In addition, this employee will be responsible for generating web-based training modules, monitoring online exams, maintaining and automating records for online course participants, and facilitating “live” webinars. General maintenance and support for CTTP computer hardware and software will also be required. The CTTP Online Products Specialist is a F/T non-classified position with benefits. Minimum requirements include a B.S. degree in a computer-related field or equivalent experience. Two years of experience in a F/T computer-related position is also required. Additional experience in teaching and/or highway construction is desired. The salary is negotiable DOE. For a complete position announcement and information regarding how to apply, visit jobs.uark.edu, Posting #0603362. Interested persons should submit a resume and cover letter at jobs.uark.edu, Posting #0603362, or by mail to: Stacy G. Williams, Ph.D., P.E., Director, CTTP, 700 Research Center Blvd. #3515, Fayetteville, AR 72701.

PARKS MAINTENANCE SUPERVISOR—The City of Arkadelphia is accepting applications for a Parks and Recreation Sports/Grounds Maintenance Supervisor. Responsible for supervising and maintenance of the fields and facilities within the parks system, assisting the Director of Parks and Recreation in all duties performed in the department, and responsible for the activities of the department during the absence of the Director. Applications and a job description can be picked up at the Arkadelphia Recreation Center 2555 Twin Rivers Drive, Arkadelphia, AR 71923, between the hours of 8 a.m. and 5 p.m. Monday through Friday. Open until filled. Benefits and F/T salary depending on experience, training, and education. EOE.

PARKS AND RECREATION DIRECTOR—Harrison is accepting applications for this position. Previous experience and/or formal education in parks and recreation management preferred. Experience and related skills in park facility and grounds maintenance, including baseball, softball, tennis, soccer, volleyball and playgrounds, business management, budgeting, supervision of staff, organization of leagues with excellent people skills required. Paid vacation, holidays, health insurance, and annual sick days. Salary negotiable DOE. Resumes should be sent either by email to parks@cityofharrison.com or mail to Parks and Recreation, City of Harrison, P.O. Box 1715, Harrison AR 72602.

POLICE CHIEF—Brinkley is seeking qualified applicants for the position of full-time Police Chief to lead the department of 10 full time plus auxiliary. This position will be open due to the resignation of the current police chief at the end of this year. Send resume with cover letter to Mayor Hankins, 233 West Cedar Street, Brinkley AR 72021 or email to brinkleyar@msn.com. Deadline 10 a.m., Dec. 15. EOE.

POLICE CHIEF—Eudora is accepting applications for a full-time police chief. Must be certified and meet all requirements of law enforcement standards and training. Send resume to, or applications are available at: City of Eudora City Hall, 239 S. Main St., Eudora, AR 71640. Office hours 8-4 Mon-Fri, 870-355-4436 Ext 203. EOE.

POLICE CHIEF—Hampton is accepting applications for a F/T police chief. Must be certified and meet all requirements of law enforcement standards and training. Send resume to, or applications are available at: City of Hampton City Hall, 121 North 2nd street, Hampton, AR 71744. Office hours 8 a.m. - 4:30 p.m. Monday-Friday. 870-798-4049 EOE.

POLICE CHIEF—Siloam Springs is seeking qualified candidates for the position of full-time Police Chief. Salary Range: \$65,928 - \$94,349. Applicants must be a citizen of the United States, possess a valid driver's license, and the ability to meet departmental physical standards; have the formal education equivalent of a Bachelor's degree in criminal justice, public administration, or related field; eight years of experience in law enforcement or a related field, including five years of supervisory and managerial experience. Certified as a Law Enforcement Officer by the Arkansas Commission on Law Enforcement Standards and Training as established by Arkansas Code 12-9-201 or ability to achieve same through reciprocity within 6 months of hiring. Applicants must agree to reside within 10 miles of the City after hire. The city offers a generous benefit package including, but not limited to medical, dental, vision, LTD, 457 Deferred Compensation, vacation and sick leave. The City requires a completed application be submitted for all positions. Applications are available at City Hall, 400 N. Broadway, Siloam Springs, Arkansas or can be accessed on our website www.siloamsprings.com. For complete job description and further information please call 479-524-5136 or email humanresources@siloamsprings.com. Open until filled. EOE.

PATROL OFFICERS—Harrison is accepting applications for two full-time patrol officers. Applicants must meet minimum standards and be capable of passing a physical and psychological exam. For complete job description, see www.cityofharrison.com/employment.php. Contact Leta Price within the Harrison Police Department, at 116 S. Spring or 870-741-5463 for more information or an application.

POLICE OFFICER—Sheridan is seeking certified applicants for the position of a full-time Police Officer. Benefits include health insurance package, paid vacation, holiday/sick leave and retirement. Applicants must meet the minimum standards as required by CLEST. Certified officers are preferred. Send resumes to 304 Gatzke, Sheridan, AR 72150.


PUBLIC SAFETY DISPATCHER—North Little Rock seeks a Public Safety Dispatcher. Salary: \$11.81/Hr. (\$2,046 Mo) - \$15.07/Hr. (\$2,612 Mo) DOQ. Employees in this job classification are required to work 8-hr. shifts with 2 days off during the week. Some overtime is required. Excellent benefits package that includes paid health/life insurance, retirement plan, longevity pay, generous vacation, personal and sick leave, 11 paid holidays, credit union, optional 457 Deferred Compensation Plan. Min. requirements: 18+ years of age. Related computer experience and experience in a multi-tasking work environment. Must be able to type at least 22 wpm. Call center experience preferred but not required. Good work history, evidenced by stability and satisfactory character, performance, conduct and attendance. Physical and psychological ability to perform duties in a stressful environment. Good customer service and interpersonal skills. General responsibilities: Receives emergency and non-emergency calls and dispatches services in response to the calls. Complete job description and application available from the North Little Rock Human Resources Department, 3rd floor, City Services Building, 120 Main Street, North Little Rock, AR. Open until filled. EOE.

FOR SALE—Glenwood is taking bids on a 2005 Chevrolet Trailblazer (former police vehicle). The vehicle is in good condition. We will be accepting bids until 4 p.m. Dec. 30. Bids will be opened at the 1st council meeting in January 2015. The city reserves the right to accept or deny any or all bids. For more information contact Glenwood City Hall at 870-356-3613 Ext. 1.

WANTED TO BUY—Mountain Home is looking to purchase a new or used Motorola Smartnet Type II Radio Controller. Please contact the mayor's office at 870-425-5116.

WANTED TO BUY—The Dumas Fire and Rescue Department is looking for a 2005 or newer rescue vehicle. Call 870-382-2121 or email Dumas Fire and Rescue Department at dumas@centurytel.net Attn.: Fire Chief David Byrd.

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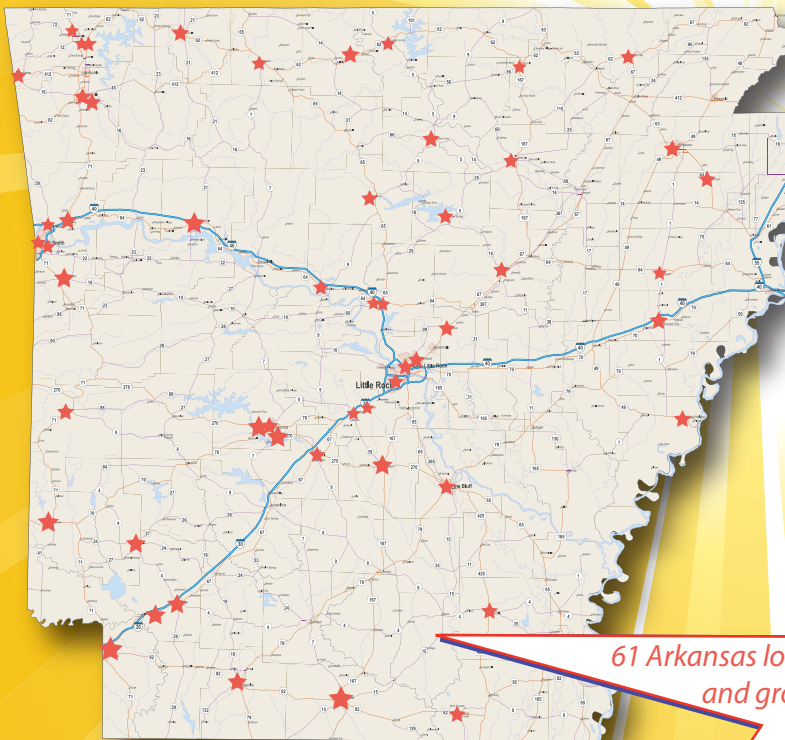
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