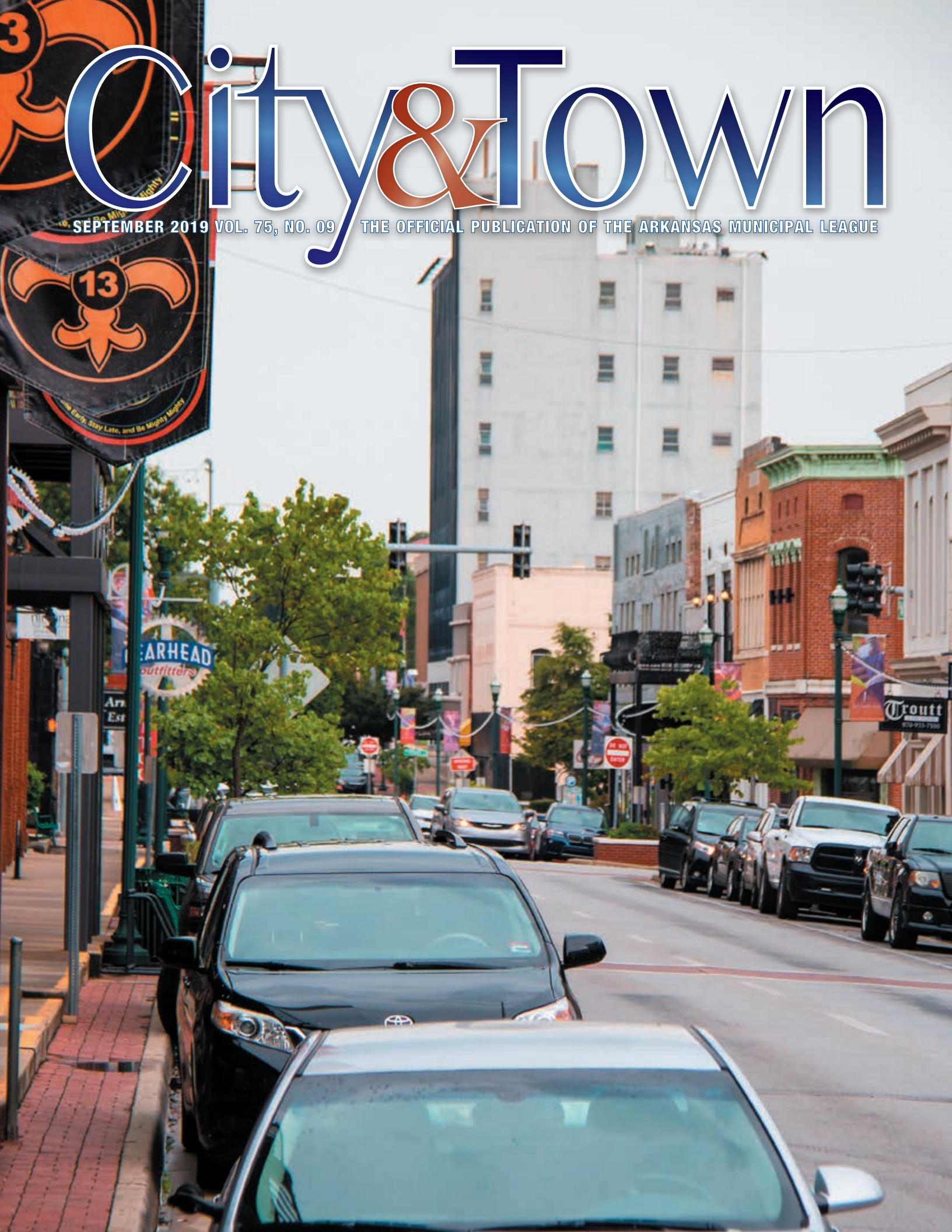


City & Town

SEPTEMBER 2019 VOL. 75, NO. 09 THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



How do you think new money becomes old money?



Jim Shenep

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Little Rock, AR*

Dee Davenport

*SVP, Trust Officer
Little Rock, AR*

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Jonesboro, AR*

Robin Thornton

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Cover photo by Andrew Morgan.



ON THE COVER—Downtown Jonesboro and the city as a whole is thriving, and the League’s leadership had a chance to experience it firsthand when the city hosted the Annual Planning Meeting in August, which set our organization’s agenda for the coming year. Read about the results of the meeting inside beginning on page 6. Read also about League District 2 Vice President, Council Member Allan Loring of Wrightsville, who takes great pride in his home town. This issue also contains the executive director’s annual budget memo, which is essential in helping member cities and towns set their financial priorities for 2020.—atm

Features

6 Annual Planning Meeting sets course for year
The League’s Executive Committee and boards met Aug. 21-23 in Jonesboro for the Annual Planning Meeting, where they charted the path ahead for the League’s agenda.

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For longtime Wrightsville Council Member Allan Loring, the League’s 2019-2020 District 2 vice president, good citizenship is essential to meet challenges and help keep his beloved city a lovely place to call home.

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Dear friends and fellow public servants,
We are all preparing for fall, and that means a lot more than football season for those of us in municipal government.

You are likely already considering the needs and concerns that will drive next year's budget. We certainly are in Jonesboro, and I am blessed to be surrounded by intelligent and creative departmental leaders and staff members who understand the priorities and constraints that come with budget-making. I certainly hope you feel the same way about the staff in your city, regardless of its size, as we can only be as successful as those who represent us on a daily basis. Still, I go through every line item, relying on my background in banking as well as civil leadership to make suggestions and question anything that looks out of place.



After 11 years as mayor, I can promise there is no crystal ball that will help you forecast what is to come in 2020. I can assure you that something unpredictable awaits, so we budget quite conservatively in Jonesboro. We don't want to be wiped out financially when disaster strikes.

The Annual Planning Meeting brought the League's leadership to Jonesboro for three days last month. We accomplished a lot, and it was impressive to see what great people we have running our cities and towns all around this state.

One of the key decisions that will affect you is the expansion of our voluntary certification program. The League will begin offering advanced levels of certification, and certification will be opened up to department heads and other key staff members as well as elected officials. I think this will be important to your office and your city or town. You can read more about the meeting in this issue.

I also want to remind you of upcoming events. A Municipal Finance 101 certification workshop will be held Sept. 26, and an HR and Personnel Matters certification workshop will be held Oct. 9. Both events will be held at the Wyndham Hotel across from League headquarters in North Little Rock and begin at 9 a.m. I strongly suggest you participate in the voluntary certification program. It's incredibly effective.

In closing, I will say that the League is bigger and stronger than ever before, and its excellent staff is here to help. I personally have recommended that all of my council members take advantage of the training available, as this is the best way for them to learn how to serve in their roles with professionalism.

You can call on them and you can call on me if there is any way we can help, whether it has to do with budgeting or any other local government endeavor.

Sincerely,

Harold Perrin
Mayor, Jonesboro
President, Arkansas Municipal League

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NOTE: Names submitted for positions on committees, councils and boards received after the issue printer date will appear in the next issue of *City & Town*.



Jonesboro Mayor and 2019-2020 League President Harold Perrin, center, presides at a meeting of the League's Executive Committee during the Annual Planning Meeting.

League leadership sets agenda at Annual Planning Meeting

By Andrew Morgan, League staff

Jonesboro, the home of 2019-2020 League President, Mayor Harold Perrin, hosted this year's Annual Planning Meeting Aug. 21-23, where the Executive Committee and the leadership of each of the League's various programs met to review the past year's finances and set the agenda for the next.

Mayor Perrin and Jonesboro staff made the League's leadership feel more than welcome during their stay in the northeast Arkansas hub city, as did the Red Coat Ambassadors, comprised of members of the chamber of commerce and other community leaders who, as the name suggests, donned red jackets and gave the city and town leaders from across the state a royal greeting upon their arrival. On Thursday evening, Arkansas State University helped the city welcome the League with a reception at Centennial Bank Stadium, home of Red Wolves football. Overall, the city's hospitality was really something to "HOWL" about.

The visit to Jonesboro was also something of a homecoming for League Executive Director Mark Hayes, who is a graduate of both Jonesboro High School and A-State.



Arkansas State University hosted a reception for city and town leaders at Centennial Bank Stadium, where they displayed the League's logo on the jumbotron.



The Executive Committee convenes at the Hilton Garden Inn in Jonesboro.

PHOTOS BY ANDREW MORGAN.



The League is on a "proactive streak," Executive Director Mark Hayes, center, reports during the Executive Committee meeting.

After a busy year that included not only the League's usual operations but also a legislative session, the programs and financial outlook is strong, Hayes reported.

"The staff was more than up to the task," he said. "We had to be a little reactive sometimes, because we're all sort of new in our roles, but we are on a very proactive streak right now."

Going into an even year means we don't have to contend with a legislative session, which will allow the League to focus even more on some of those proactive initiatives, Hayes said.

A key part of that effort is an expansion of the League's voluntary certification program, which the Executive Committee approved. The expansion of the program will be two-fold, explained League Deputy Director Whitnee Bullerwell. Until now, only elected city and town officials have qualified to receive Certified Municipal Official (CMO) status. The League will now allow non-elected members of city staffs—department heads, finance officers, deputy city clerks, etc.—to earn credit toward the designation of Certified Municipal Personnel (CMP).

"We had a good deal of demand, which made us look at this, and we are up to the challenge," Bullerwell said. "You are in the business of loss control. You being the best official that you can be professional development-wise is loss control at its finest."

The second aspect of the expansion will be the offering of two advanced levels of certification in addition to the existing, basic certification, which will now be considered Level 1.

Achieving Level 1 certification will continue to require 15 hours of core courses and six hours of continuing education. Those core topics will remain focused on the basics of local governance, with continuing education covering a variety of topics important to cities.

After achieving Level 1 certification, CMOs and CMPs will have the opportunity to go for Levels 2 and 3, which will require 15 and 20 hours respectively of advanced training plus six hours of continuing education. The advanced level training will add several new topics

to the curriculum, including disaster preparedness, cybersecurity, and conflict management. The training will be designed to evolve over time and respond to cities' needs, Bullerwell said.

For a preview of the expanded Voluntary Certification Program schedule over the next two years, see the chart, color-coded by level, on page 12. A more detailed look at the curriculum and the required credit hours will be available soon.


The Executive Committee voted to retain the current service charge formula for 2020 for the League's 499 member cities and towns. The base charge will remain \$40 plus \$.035 per capita. Members will receive a \$.07 per capita credit for participation in each of the League's optional programs. The formula has served cities well over the years, and the seven-cent-per-capita credit represents substantial savings for program participants, Hayes said.

For detailed information on the League service charge, fees associated with the League's optional programs, turnback estimates, and the latest APERS multiplier, please refer to the Executive Director's Budget Memo in this issue on page 14.

The League also has 122 "limited service members," which include housing authorities, improvement districts, counties, water associations, and other entities. Their membership cost is either \$500 or \$1,000 depending on the type of entity, and the committee voted to keep the rates unchanged for 2020.

"It's been a very effective way for some of your fellow public entities to get help when they couldn't get it anywhere else," Hayes said.

In other business, the Executive Committee agreed to continue the National League of Cities (NLC) affiliate membership agreement whereby each city and town that is a member of the Arkansas Municipal League is automatically a member of the NLC.

Among its last orders of business, the Executive Committee reviewed and approved the future meetings calendar. The 2020 Winter Conference will be held Feb. 12-14 at the Statehouse Convention Center and Marriott Hotel in Little Rock. The adjoining venues will also host the League's 86th Convention, June 17-19, 2020. To access the full calendar, please visit the League's website at arml.org. 



League Deputy Director Whitnee Bullerwell outlines the expansion of the popular voluntary certification program for municipal officials and, now, personnel.

League District 2 VP encourages citizens to take pride in their hometown

By Andrew Morgan, League staff

League 2019-2020 District 2 Vice President Allan Loring has now been a council member in his hometown of Wrightsville for 33 years, which makes it just about half his life, he says. And since Wrightsville has only been incorporated since 1982, it means he's served as an elected official there nearly as long as it has been a municipality.

Of course the small city of just more than 2,000 about 10 miles south of Little Rock on Highway 365 has existed as a suburban community for much longer than that, and it's where Loring was born and raised. It's also where he and his wife of 49 years, Gussie, raised their two children, and they have four grandchildren and one great-grandchild, and they all live nearby.

Loring has a strong connection to the city, he says. "I chose the place, and the place chose me,"

Loring says.

There was a time years ago, he says, when he entertained the idea of moving. He used to drive charter buses, which took him through many new places, and he found himself sizing up towns and checking out their amenities. When he was younger, he'd look to see what their recreation center was like.

"Once I got older, the first thing I thought then when I hit a new town was: Where is the nearest hospital?" he says with a laugh.

He has stuck with Wrightsville, and the city is stuck with him, he says.

"Once they get tired of me, it'll be a fight trying to get me out."

Loring grew up working from a young age, helping his father work the fields in the agricultural community.



Longtime Wrightsville Council Member and 2019-2020 League District 2 Vice President Allan Loring.

He went to the local high school, and when he was older he began taking jobs in the hospitality industry, often at hotels in Little Rock, including the old Lafayette Hotel and Marion Hotel.

"I set foot in every hotel in Little Rock it seems," he says.

He then took a job at the state highway department, and he retired from there after more than 28 years. He also worked side jobs during his time with the state, including as a coach driver, which allowed him to see the country.

"I've been border to border and coast to coast on that bus."

Wrightsville has a lot going for it, he says.

"Every community has its pros and cons, and I think Wrightsville has more pros," Loring says.

It has similar challenges to many small cities and towns in Arkansas. There aren't very many employers in the city itself. The Arkansas Department of Corrections' Wrightsville Unit is a large employer, but only a few of the city's residents work there, Loring says. The Arkansas Electric power plant on the south edge of the city once



Wrightsville is a quiet, bedroom community with several nice amenities, including the Millie Brooks Library, two parks, and a rec center.

employed more workers, but these days it functions mostly as backup power to the grid.

There isn't much retail in the city. They jokingly refer to the Dollar General as "the mall," and they're happy to have that available, he says. But there is easy access to the Little Rock metro area to the north and Pine Bluff to the south.



The Dollar General, or "the mall," as locals refer to it, is just about the only retail option in town, though Little Rock is just a short drive away, and the city is on the Rock Region Metro bus line for those with mobility issues or a lack of transportation.

Wrightsville is a quiet bedroom community for both of those cities, and it's getting quieter as more of its residents reach retirement age, he says. In fact, it's becoming more of a destination for retirees, and Loring expects the population count to tick up slightly when the results of the 2020 Census come in.

"We've come a long ways from the days of dirt roads and septic tanks," Loring says.

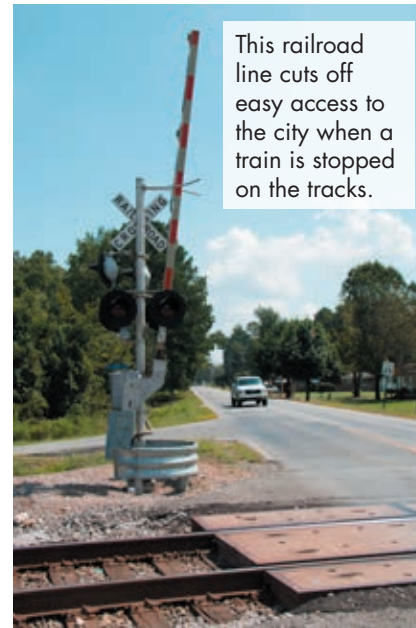
The city is on the Central Arkansas Water System, and it has its own sewer system. Change can be a hard sell to some residents, however, especially when it comes to digging on their property and granting right of way, Loring says. But it's now something they can be proud of, and the lagoon has recently received upgrades to handle more capacity.

Like other cities with limited resources, cleaning up derelict properties is a big challenge. The city is exploring ways to help owners without means to clean up their lots



It provides only backup power now and doesn't fire up very often, but when it does, the Arkansas Electric power plant on the city's south side "sends off all kinds of sound," Loring says. The cooperative made some generous donations to the city when it was built, he says, including funding for the library, and the city still has some of the money in a beautification fund.

and to encourage others to take pride in theirs without having to impose fines, Loring says.



"If there's something in your life that's preventing you from doing this, let's get together and find out a solution to it," Loring says.

Loring has two more years in this term, and he plans on running at least one more time. One big reason is a project he'd like to start and then see through, if not during his next term, at least during his lifetime, he says.

The main route to Wrightsville from nearby I-530 is via 145th Street. To get to the city requires crossing a frequently busy railroad track.

"If and when a train stops on that track, we are isolated," Loring says. "And if you come to Wrightsville, that's the way you're going to come."



A short gravel stretch of Union Street already exists, and Loring would like to see it extended up and down the track to provide alternate routes into Wrightsville in case of an emergency.

It's especially worrisome when you consider the need for an ambulance or other emergency vehicle to either reach or transport a patient, he says. He'd like to see a street running parallel to the track on its west side to connect to alternate crossing points that already exist on the north and south sides of the city. It would greatly increase access to the city during an emergency situation, he says.

"It's already plotted on the map, but it's just not built yet," Loring says.

With the potential of funding through the State Aid Street Program, it's a very feasible project, he believes. 🏠

From the Desk of the Executive Director



By the time you read this Labor Day will have passed. Fond memories of family time, parades, cookouts, and the closing of summer will be all that is left. As a kid, Labor Day spelled the beginning of fall, which I loved, but also the start of school that following Tuesday. A true sweet and sour moment! Please don't misunderstand; I enjoyed going to school. But compared to the relative freedom of summer...well, you get my point.

Labor Day is a celebration of the American Worker. I still believe Americans, and Arkansans in particular, are the best workers in the world. We are creative and have a competitive streak a mile wide. We don't like to lose.

Labor Day was first officially recognized by the United States of America in 1894. I did a little research—using Wikipedia of course—and I learned, much to my surprise, that 30 states were already celebrating the holiday and had been doing so for several years before the U.S. decided to recognize it. Interestingly, Oregon was the first state to recognize Labor Day as an official holiday, having done so in 1887. Even more interesting is the debate as to who actually “invented” the holiday. Two union leaders claimed to be responsible: Matthew Maguire of the Central Labor Union of New York, and Peter J. McGuire of the American Federation of Labor. Personally, I'm calling it a tie, mostly because I want to get to the remainder of this column!

To me, no worker is more dedicated and hard working than those employed by our cities and towns. I've said this many times: Municipalities are, by a long shot, the most visceral form of government on the planet.

As you recall your memories of Labor Days gone by, give some thought to what was present during those long, fun weekends. There was a police officer available if you needed one. A firefighter or first responder was but one call away. The parks you enjoyed were in good shape due to the diligence of a city or town worker. And the city streets where parade participants marched were smooth and safe.

I learned at a very early age that hard work was the only way to get ahead. Both of my parents were high school graduates. From there my father went into an apprenticeship at Brown and Sharpe, a tool and die company in Providence, Rhode Island, which is also my birthplace.¹ My mother attended a three-year nursing program in her hometown of Columbia, South Carolina. She graduated with high marks from the Columbia School of Nursing. My parents came from very different backgrounds—dad from New England and mom from the deep south—yet they shared a deep belief that hard work wasn't just required, it was to be aspired to. Sounds like a lot of city officials and city employees to me.²

It also sounds like your Municipal League staff. Recently the League's Annual Planning Meeting was held in Jonesboro³ and hosted by League President Mayor Harold Perrin. It was a fantastic meeting and it sets the stage for the League for the next 12 months. I'll tell you what I told Mayor Perrin and the Executive Committee. Your employees at the League (that's right: *your* employees) are some of the finest people and hard workers that you'll ever come to know. I hope you share my enthusiasm for these wonderful folks. Moreover, I trust you see the value they bring to your city or town.

As you consider the significance of Labor Day, please give special remembrance to all your employees, both those on the municipal payroll and those on the League's. Because of them, Great Cities do indeed make for a Great State. Peace.

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

Mark R. Hayes
Executive Director
Arkansas Municipal League

1 My brother Pete was born in Ann Arbor at the University of Michigan Hospital. That's a story for another day.

2 For you curious readers, my parents met in Augusta, Georgia. Dad was in the Army during the Korean War and was stationed there. Mom was a nurse at a hospital that served the military community. They were introduced by one of dad's fellow soldiers who just so happened to be married to a nurse that worked with mom. As she says, she chased him until he caught her.

3 I'm a proud graduate of Jonesboro High School and Arkansas State University. Go 'Canes and Red Wolves!



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ARKANSAS MUNICIPAL LEAGUE GREAT CITIES MAKE A GREAT STATE

Welcome

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

News Feed

- Berndt, Burks and Knox face off in World 2 City Council forum
- Park City Treasure Hunt: Old Town v. rest of city? Schools v. open space?
- Startup Creel - Crawling through the Startup City of the South
- Basket files for reelection
- Park City Treasure Hunt denounced as excessive, Old Town claims

More News

Calendar

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

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

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

Full Calendar

Meeting Registrations

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

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

All Registrations

www.arml.org



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Great Cities Make a Great State!

Arkansas Municipal League's Certified Municipal Official/Certified Municipal Personnel Voluntary Certification Program

All municipal officials—mayors, city administrators, city managers, city directors, council members, city clerks, recorders, and treasurers; or department heads, managers and other key personnel—are invited to participate in the new advanced voluntary certification program.

To become a Certified Municipal Official (CMO) or Certified Municipal Personnel (CMP), a participant must complete a combination of 15 core Level 1 hours, plus 6 continuing hours. Participants pursuing any and all levels of certification must obtain six hours of Continuing Education on an annual basis to maintain certification status.

For the first time, advanced level training will be offered to our members. The new advance classes will include 15 hours of Advanced Level 2 training, 20 hours of Advanced Level 3 training, and 6 hours of Continuing Education. Please examine the class schedule below for a preview of the next two years.

Voluntary Certification Program



Level 1	Continuing Education	Advanced Level 2	Advanced Level 3
City Government 101 Municipal Finance 101 Human Resources	Various topics of interest to municipalities	Municipal Finance 201 Disaster Preparedness Leadership 101 at the Local Level	Personnel Management Technology/Cybersecurity Conflict Management Leadership 201 at the Local Level
15 hours	6 hours	15 hours	20 hours

Voluntary Certification Class Schedule

Even Year 2020	Month	Odd Year 2021
Municipal Finance 201 (5 hours of Advanced Level 2)	January	Winter Conference City Gov't 101 (5 hours of Level 1) plus (3 Hours of Continuing Education)
Winter Conference (3 Hours of Continuing Education)	February	Personnel Management (5 hours of Advanced Level 3)
Disaster Preparedness (5 hours of Advanced Level 2)	March	Technology/Cybersecurity (5 hours of Advanced Level 3)
City Government 101 (5 hours of Level 1)	April	Planning & Zoning (5 hours of Continuing Education)
Leadership 101 (5 hours of Advanced Level 2)	May	Conflict Management (5 hours of Advanced Level 3)
June Convention (3 Hours of Continuing Education)	June	June Convention (3 Hours of Continuing Education)
	July	
	August	
Municipal Finance 101 Workshop (5 hours of Level 1)	September	Municipal Finance 101 Workshop (5 hours of Level 1)
Human Resources (5 hours of Level 1)	October	Human Resources (5 hours of Level 1)
MHBP/MLWCP	November	Leadership 201 (5 hours of Advanced Level 3)
	December	

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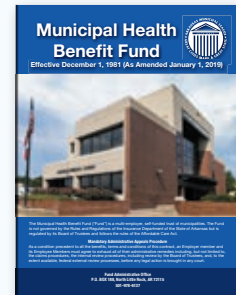
MHBP provides coverage to 406 entities.
And that number is growing!

In 2019 the Program offers:

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The Municipal Health Benefit Program provides quality health protection for your officials and employees at a reasonable rate.

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Municipal Notes

From the ARKANSAS MUNICIPAL LEAGUE

2nd & Willow • P.O. Box 38 • North Little Rock, AR 72115 • (501) 374-3484

August 29, 2019

**TO: OFFICERS, EXECUTIVE COMMITTEE, ADVISORY COUNCILS,
MAYORS, CITY ADMINISTRATORS, CITY MANAGERS, CITY
CLERKS, RECORDERS, TREASURERS AND FINANCE DIRECTORS**

FROM: MARK R. HAYES, EXECUTIVE DIRECTOR 

SUBJECT: 2020 BUDGET INFORMATION

The new League governing bodies, which were elected at the Convention or appointed by Mayor Harold Perrin, League President, met in Jonesboro last week. Several items considered will affect your budget preparations for 2020.

League Service Charge. The Executive Committee retained the current service charge formula. The base charge is \$40 plus 35¢ per capita with 7¢ per capita credits, determined on October 1st, for participation in each of the following programs:

- Municipal Legal Defense Program
- Municipal Health Benefit Program
- Municipal League Workers' Compensation Program
- Municipal Vehicle Program
- Municipal Property Program

Also continued by the Executive Committee was inclusion of membership in the National League of Cities for all our members.

Municipal Legal Defense Program. The Steering Committee and Board of Trustees for the Municipal Legal Defense Program retained the current service charge formula for 2020. The 2020 charges range from \$1.25 to \$7.00 per capita depending upon your municipality's loss experience. The optional drug and alcohol testing program for **non**-Commercial Drivers License (CDL) employees will continue to be available and can be implemented by increasing your MLDP charge by 20¢ per capita. This program is underutilized and can save your city or town money and liability.

Municipal Health Benefit Program. The Board of Trustees made some minor changes which will be effective January 1st. The 2020 Bylaws will be accessible online at <https://www.arml.org/services/mhbp/>. A Health-Workers' Compensation Seminar will be held in North Little Rock on November 13, 2019. If you are not currently participating in the MHBP and would like to receive a proposal for comparative purposes, please advise.

Municipal League Workers' Compensation Program. The Board of Trustees adopted the same rates as the Arkansas Workers' Compensation Commission for 2020 with the application of state mandated experience modifications (NCCI). They approved a 2% front-end discount for participating members with a cumulative loss ratio of 100% or less. They also approved a 1% discount for reporting estimated payroll timely. A Health-Workers' Compensation Seminar will be held on November 13, 2019 in North Little Rock.

Municipal Vehicle Program. The Committee and Board of Trustees for the Municipal Vehicle Program approved amendments to the Program Bylaws and retained the current rates for 2020. The updated Bylaws will be accessible online at <https://www.arml.org/services/benefit-programs/>.

Municipal Property Program. The Committee and Board of Trustees for the Municipal Property Program approved amendments to the Program Bylaws. The Committee also approved a 5% increase in rates effective 12-1-19 and optional deductible buy-downs for entities in Class 1 and Class 2. The updated Bylaws will be accessible online at <https://www.arml.org/services/benefit-programs/>.

Turnback Estimates. Estimates for general turnback are as follows. The street turnback estimate includes proceeds from the highway ½ cent sales tax¹ and the severance tax.

		<u>2020 (same as 2019)</u>
Street Turnback	\$65.50 per capita	\$65.50 per capita
General Turnback	<u>\$15.50 per capita</u>	<u>\$15.50 per capita</u>
Total Turnback	\$81.00 per capita	\$81.00 per capita

APERS. For those municipalities participating in the Arkansas Public Employees Retirement System (APERS), the employer contribution will remain at 15.32% for 2020 and the employee rate will stay at 5%.

We hope this information will be of assistance to you as you begin your budget preparations for 2020.

¹ Please recall this ½ cent sales tax is finite and will no longer be collected as of June 1, 2023. A replacement ½ cent will be on the general election ballot in November 2020. Without the passage of the new ½ cent your street funding will dramatically plummet.

Conway dedicates splash pad to memory of Candy M. Jones

On August 9, the city of Conway honored Candy M. Jones by dedicating a new splash pad at Laurel Park in her name. She was an employee of the city for two and a half years prior to succumbing to a lengthy battle with cancer on May 2 of this year. Friends, supporters, and family gathered at the park for the ceremony.



Mayor Bart Castleberry recalled how, upon learning of the city's desire for the splash pad, Jones had immediately procured a grant from the Outdoor Recreation Grant Program for part of the cost.



He also recounted receiving a call from a citizen early in the year concerning some problems with sections of a levee near the owner's property. The mayor promised to drive out and examine the situation. Jones overheard and offered to go with him. As he and the caller surveyed the conditions, he looked around. Jones had moved away from them. "I thought she had wandered off and was talking on her cell phone," he said.

She was. When she walked back, she said, "Two representatives from the Army Corps of Engineers will be here tomorrow." Two weeks later, workers were unloading riprap onto the weakened sections.

"I truly believe," the mayor said, "that if Candy hadn't been there, that levee, adjacent to our municipal

airport, would have failed during this year's flooding."

"That's the way she was," he said. "She knew everybody."


Prior to her job with Conway, Jones spent a long career as a grant writer and grant administration consultant, working for countless cities and counties throughout the state of Arkansas.



Conway Mayor Bart Castleberry shares memories of Jones' dedication to her community.



Family members at the plaque's unveiling.

Many remember her as a regular exhibitor at Arkansas Municipal League conferences. Jones was also a niece of the League's staff planning consultant, Jim von Tungeln, who said, "No one will ever know how many summer evenings Candy spent in some un-air-conditioned church building in the Arkansas Delta, helping a poor community seek safe drinking water for its people." 





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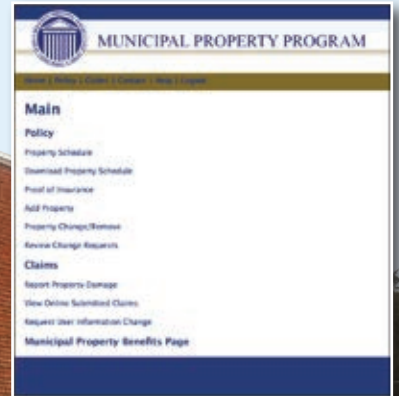


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- First and Last Name
- Phone Number

Youth and millennial engagement critical to our future

By Mark Stodola

It is increasingly clear that decisions made today affecting the social and political climate of the county will have a tremendous impact on our young people who will be assuming positions of authority at the local, state, and national levels in the future.

How prepared are our young people to shoulder these awesome and challenging 21st century responsibilities?

Are we seeking their input?

Are we ensuring their active involvement in the political process?

These are the questions local officials need to answer.

With high school and college students having recently returned to classes this fall, the Arkansas Municipal League has charged me with embarking on an exciting project that will hopefully answer those questions. I will be rolling out the League's program on "Youth and Millennial Leadership in Municipal Governance."

As we witness the stagnation and increasing acrimony in Washington, D.C, positive political action and progress benefitting our citizens is only happening at the local level. It is crucial that we encourage more young people to be engaged.

Youth Engagement Perception Inventory

Please read each of the following statements. Using the scale that follows, place the number—0, 1, 2, 3, or 4—in the space immediately preceding each statement that best represents your perception of the current reality in your community.

0 = I'm not sure whether this statement is true or false.

1 = I believe this statement is "not at all true" in my community.

2 = I believe this statement is "somewhat true" in my community.

3 = I believe this statement is "mostly true" in my community.

4 = I believe this statement is "very true" in my community.

_____ Public officials and community leaders view youth as a valuable resource to improving the community for everyone.

_____ Designated individuals within city government are responsible for carrying out youth and community engagement.

_____ City leaders see youth voice as more than just a single program and have taken active steps to embed it into municipal, school, neighborhood, and community systems.

_____ A local champion for youth civic engagement has enough authority to rally support among city departments and in the community.

_____ The city provides an array of meaningful opportunities for all youth to join pro-social activities.

_____ Youth have access to transportation and other resources needed to support their active involvement.

_____ Capacity exists to provide adequate training to prepare youth to participate in meaningful roles and assist them in navigating adult-focused municipal settings.

_____ Staff focused on youth have broad networks and experience enabling them to recruit and establish positive relationships with diverse youth.

_____ A network of caring, skilled adults exists to help youth have a role within local government and community decision-making.

Next steps:

High rates of 3s or 4s indicate that your city is ready to advance authentic youth civic engagement.

Ratings of 1s and 2s indicate city leaders and staff may need assistance in making the city ready for authentic youth civic engagement.

I will be contacting high schools and colleges throughout the state, speaking to classes about careers in public service, and explaining the importance of the daily operations of municipal government.

From the moment students wake up for school until they retire to bed, professionals working in local government are working for them. Whether it's clean drinking water, a bus ride to school, police officers keeping children safe on the way home from school, or making sure there is electricity at night so the lights stay on for studying, all these things that we may take for granted are the responsibility of the people serving in local government.

As improved technologies increasingly help local leaders do their jobs more efficiently and effectively, the need for new leaders and new ideas is paramount. One of my main objectives will be to urge young people to get engaged in the political process. The voices of young people need to be heard around the country. This has been particularly emphasized following the tragic Parkland High School shootings in Florida. It is ever so important that we as adults listen to the needs of our young people as they grow into adulthood.

We also need more young people running for office. Take a moment and look at the ages of the people serving on your city council, quorum court, and in the state legislature. How many of them are under the age of 40? I suspect very few.

As current office holders at the local level, how are you actively promoting authentic youth engagement?

One of the basics of ensuring that your city is meeting the needs of its young people is to actively and authentically engage your youth in the process. Youth civil engagement provides young people meaningful opportunities to contribute their experiences, knowledge, and solutions to city issues.

The National League of Cities Institute for Youth, Education and Families strongly urges city leaders and staff to follow three core values:

- Treat youth as valuable partners in the work of local government.
- Prepare and support youth to take on meaningful roles in addressing important issues.
- Respect and listen to youth.

Having spent many years as mayor of Little Rock, I have had the benefit of learning on the job how important those core values can be to developing engaged, responsible citizens. If I can be of help to your city on developing authentic youth civic engagement programs, I hope you will call on me. I will help guide you on:

- How to host a "youth summit;"
- How to start a "youth council" and ensure that it remains vital;
- How to create a "youth advisory board" to ensure input on municipal issues and projects benefiting young people;
- How to develop an internship program at both the high school and college level; and
- How to engage young people in participatory budgeting.

Is your city ready to launch authentic youth civic engagement? To find out, take the NLC Youth Engagement Perception Inventory on the opposite page and let me know.



Mark Stodola is an attorney and League consultant. He served as mayor of Little Rock from 2007-2018 and was the 2017-2018 president of the National League of Cities. He can be reached at (501) 707-6149 or email mstodola@barberlawfirm.com.

Time to levy property taxes

City and town councils may levy general property taxes of up to five mills on the dollar (Ark. Const. art. 12 § 4; A.C.A. §§ 26-25-102 and 103). In order to implement this millage, the governing body of the city or town must certify the rate of taxation levied to the county clerk. (A.C.A. § 26-73-202). This must be done prior to the time fixed by law for the Quorum Court to levy county taxes. *Id.* Arkansas Code section 14-14-904(b) establishes the November or December meeting of the Quorum Court as the time to levy those taxes.

Accordingly, municipal officials should check with the Quorum Court to determine whether its levying meeting will be in November or December. It is important also to bear in mind that the city council must levy and certify its taxes annually, as failure to levy by the required date will result in a millage of zero for the following year (*See* Ark. Ops. Atty. Gen. No. 91-044 and 85-5).

The bottom line: If your city or town wishes to collect property taxes for the following year, make sure that council approval and certification to the county clerk occur prior to the meeting of the Quorum Court at which county taxes are levied. 🏛️



HHS physical activity guidelines promote wellness for Americans of all ages

By Anita Bennett, MD

It may seem hard to believe, but approximately 80 percent of American adults and adolescents are insufficiently active. Appropriate physical activity can make such an impact on how you feel and how you function. It also reduces the risk for many chronic diseases.

In November 2018, the U.S. Department of Health and Human Services released its new physical activity guidelines. It's a perfect topic for our regular wellness tip! Here are their recommendations by age group.

Preschool-aged children (3-5 years old)

For the first time, the guidelines actually include recommendations for children younger than 6. The recommendation is that these children should be physically active throughout the day. Adult caregivers should encourage active play that includes a variety of activity types. A specific quantity of activity is not well defined for this age group in the guidelines, but a reasonable target would be at least three hours per day of physical activity (including light, moderate, and vigorous level of intensity).

Physical activity can enhance growth and development and teach important movement skills for this age group. Parents and caregivers play a critical role in

supporting and encouraging children of this age to be physically active, including by simply showing children that you are physically active.

School-aged children and adolescents (6-17 years old)

Children in this age group should have at least 60 minutes or more of moderate-to-vigorous physical activity daily. Most of this should be aerobic activity. Muscle and bone strengthening should be part of these 60 minutes at least three days a week.

It is important for young people to have opportunities and encouragement to participate in physical activities that are appropriate for their age, that are enjoyable, and activities that offer variety. This is a critical time for developing not only important physical movement skills, but also for developing healthy physical activity habits. This can establish a firm foundation for lifelong health and well being. Parents and caregivers still have a crucial role in supporting and encouraging physical activity in children at this age. This again includes modeling a physically active lifestyle for them.

Young people who are regularly active have a better chance of a healthy adulthood, by lowering risk factors such as obesity during these years, and also developing the habits to help keep that risk low.

Adults (18-65 years old)

Adults should do at least 150 to 300 minutes of moderate intensity physical activity per week, or 75 to 150 minutes of vigorous intensity aerobic physical activity per week, or an equivalent combination. Adults should also do muscle strengthening activities of moderate or greater intensity that involve all major muscle groups on two or more days a week, as these provide additional health benefits.

Preferably, the aerobic activities should be spread throughout the week. Additional health benefits are gained by doing more than the recommended amount of exercise.

Adults should move more and sit less throughout the day. Some physical activity is better than none, and adults who sit less and do any amount of moderate-to-vigorous activity do gain some health benefits.

Older adults (65 years and older)

The same key guidelines apply to older adults, but with the following additions:

- The activity should include some balance training.
- Their level of fitness should determine their level of effort.
- They should understand how their chronic medical conditions impact their ability to do physical activity safely.

If they cannot do 150 minutes of moderate intensity activity per week due to chronic health conditions, they should be as active as possible.

Keep in mind that things like raking leaves, carrying heavy groceries, doing heavy housework, and a brisk walk (2.5-4 miles per hour) can all be included in the activity that you count. Just don't include things that are not at least moderate intensity.

The guidelines state that "being physically active is one of the most important actions individuals of all ages can engage in to improve their health."

Dr. Anita Bennett is health tip content editor for eDocAmerica's Weekly Health Tip blog. This article appeared originally at eDocAmerica.com and is reprinted with permission.



David Baxter is the League's general manager of health/safety and operations. Email David at dbaxter@arml.org or call (501) 374-3484 Ext. 110.

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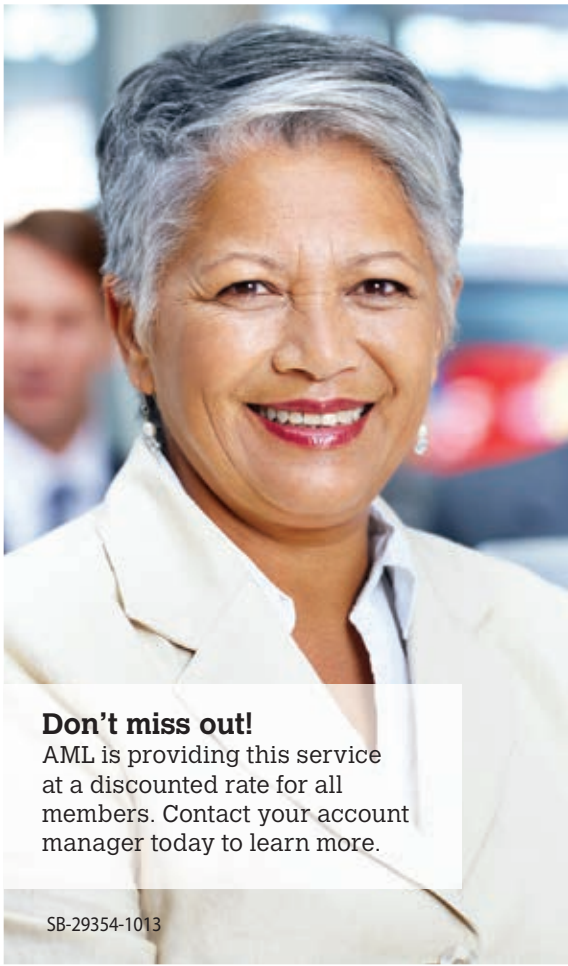
Springdale Junior Police Academy takes young citizens behind the scenes

The Springdale Police Department held its annual Junior Police Academy this summer, which is designed as an immersive program for the city's young people to see what a day in the life of a police officer is like in a safe and controlled environment. This year's Academy had 11 participants ages 14-17, who participated in a variety of activities, including crime scene processing, mock traffic stops, crisis negotiation, a K-9 demonstration, a SWAT demonstration, and more.



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#CityHallSelfie Day showcases hometown pride

From the capital city to tiny Rose Bud, cities and towns across Arkansas took to social media on August 15 for the third annual #CityHallSelfie Day. Elected officials, city employees, and residents captured selfies and group shots on their smartphones to show their pride in good local government and posted the pics to Twitter, Facebook, and Instagram. Check out the collage of enthusiastic folks from every part of the state. Thank you, everyone!

#ARLocalGovYall
#GreatCitiesGrateState



Grants crucial in stretching local dollars

By Chad Gallagher

In these times of budget constraints and shifting policies, Arkansas cities and towns are fortunate that grant programs designed to pass dollars to local communities in order to serve the greater public good continue to thrive here. That's not always the case in other states.

I've even read articles from so-called "thought leaders" that make the case for drying up all local grants. They feel that communities that cannot create a self-sustaining local tax base for the necessary amount of income should be forced into the history pages. In other words, they should dry up and blow away. They go on to argue that tax dollars shouldn't be collected by the state or feds in order to be distributed to another level of government.

Fortunately, Arkansas has a long record of understanding that it really is great cities and towns that create a great state. Arkansas communities understand their greatest needs and know how to stretch a dollar further than anyone in the beltway could ever imagine. I'd actually argue that so long as the government is going to collect taxes from our paychecks that I much prefer those who live among us in our communities be tasked with spending it on projects that best serve us.

Arkansas's commitment to invest at the local level is evident through the vast number of grants available through state agencies. Just last month, Governor Asa Hutchinson announced \$25 million in funding for a new program, the Arkansas Rural Connect grant. This grant program aims to expand broadband internet service to communities with 500 residents or more. This is critical if Arkansas is going to truly compete in the new economy. In this new economy, entrepreneurs can base their businesses anywhere and sell to the world, but only if they have high speed internet. Grants like these are very important for our small communities and the future of our state.

Beyond this major new grant initiative, other well established programs continue to thrive. The Department of Finance and Administration is funding new police equipment through the Local Law Enforcement

Equipment Grant (LLEEG), FEMA is funding new fire-fighter gear, the Arkansas Department of Transportation is partnering with cities on new sidewalks across the state, and Rural Services (now a division of the Arkansas Economic Development Commission) allows you to ask for up to \$75,000 for community centers and other major projects with only a 10 percent match. Right now through October 4, the Arkansas Game and Fish Commission is accepting applications for Conservation Education programs. These are just a few of many state and federal grants available to Arkansas municipalities.

The grants aren't limited to public sector funding either. West Memphis, Benton, and Batesville were recently awarded challenge grants from the AARP. This is just one example of funds that can be secured through a proactive effort from nonprofit organizations and private sector entities.

Grants not only provide a tremendous boost to your local budget, they also allow you to create a sense of synergy and momentum. The greater the investment in your community, the greater the local pride sails. This positive impact can serve your city or town very well going forward.

The Arkansas Municipal League understands the budget constraints most Arkansas cities and towns face. That's why they have prioritized helping members achieve success through grants. Last month, the League hosted a grant-writing workshop that was very well attended, and our next grant-writing workshop will be held on Dec. 5. You don't have to wait until then, however, to receive help with grants. You can call on our team for input, guidance, and counsel on grants any time. Just drop me an email or give me a call.



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



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2020 Winter Conference

Marriott Hotel/Statehouse Convention Center, February 12-14, 2020

REGISTRATION

Registration and payment must be received in League office by Friday, January 31, 2020, to qualify for Pre-registration rates.

Pre-registration for municipal officials	\$150
Registration fee after January 31, 2020 , and on-site registration for municipal officials	\$175
Pre-registration for guests	\$75
Registration fee after January 31, 2020 , and on-site registration for guests	\$100
Other registrants	\$200

- Registration will be processed **ONLY** with accompanying payment in full. Make checks payable to the Arkansas Municipal League.
- Registration includes meals, activities and a copy of **Handbook for Arkansas Municipal Officials, 2019-2020**.
- No daily registration is available.
- Registration must come through the League office. No telephone registrations will be accepted.
- **No refunds after January 31, 2020.**
- Cancellation letters must be postmarked by **January 31, 2020.**

HOTEL RESERVATION

Hotel Room Rates

Marriott Hotel (headquarters hotel)		
Single/Double. SOLD OUT	\$139	Check-in 3 p.m.
Capital Hotel		
Single/Double. SOLD OUT	\$195	Check-in 3 p.m.
Doubletree Hotel		
Single/Double. SOLD OUT	\$144	Check-in 3 p.m.
Wyndham Hotel		
Single/Double.	\$109	Check-in 3 p.m.

- Cut-off date for hotel reservations is **January 15, 2020.**
- Rooms in Little Rock/North Little Rock are subject to a 13-15 percent tax.
- Rooms will be held until 6 p.m. and then released unless guaranteed by credit card.
- Contact the hotel directly to make changes or cancellations in hotel accommodations.
- Hotel confirmation number will come directly from the hotel.
- Please check on cancellation policy for your hotel as penalties for cancellation can apply.

Two ways to register **2**

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

Complete the steps and **mail with payment** to:
 ARKANSAS MUNICIPAL LEAGUE
 Attn: 2020 Winter Conference
 P.O. Box 38
 North Little Rock, AR 72115-0038

Step 1: Delegate Information

Name:

Title: City of:

Attendee only email (required): CC Email:

Address: City:

State: Zip: Phone Number:

Non-city Official guests will attend: Yes No

Name: Name:

In Case of Emergency (ICE) Contact Name: ICE Phone Number:

Step 2: Payment Information

• **What is your total?** (see opposite page for fees)

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

• How are you paying?

Check

Mail payment and form to: Arkansas Municipal League
 2020 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

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

- Marriott Hotel** **SOLD OUT** Reservations: 877-759-6290
- Capital Hotel** **SOLD OUT** Reservations: 877-637-0037 or 501-374-7474
- Doubletree Hotel** **SOLD OUT** Reservations: 800-222-8733 or 501-372-4371
- Wyndham Hotel** Reservations: 866-657-4458 or 501-907-4823

Special dietary needs:

- Gluten free
- Vegetarian
- Pescatarian
- Vegan

Return-to-work programs benefit workers and employers

By Bryan Lamb, League staff

Many of you wonder how paying someone their regular wage to get one quarter of their normal productivity will reduce costs. In addition, there are very real concerns about whether a return-to-work (RTW) program is right for your city or town and whether it will result in net savings. You deserve answers to your questions and concerns beyond the quintessential industry responses.

It is critical to recognize that only well-constructed and administered programs will succeed. Merely having a policy or occasionally being open to accommodating injured workers is only the beginning of the total process.

To be effective (and to enjoy net savings), a return-to-work program should be part of a coordinated risk management/loss control program. The major components are:

1. Immediate reporting and investigation of accidents;
2. Primary medical care arrangement;
3. Return-to-work program; and
4. Regular communication with injured employees.

The return-to-work program will not produce the desired results if the injured employee does not receive treatment with a provider that is willing to cooperate in the return-to-work effort. To improve the chances of success, cities and towns should establish relationships with

medical providers who will take the time to understand your operations. Offers to return to temporary, alternate work have the biggest potential for cost savings when they are made in time to prevent a medical-only claim from becoming a lost-time claim.

But does paying an employee full wages for a reduced contribution to your city or town ultimately pay a dividend? In the best-case scenario, the return-to-work program is embraced by the employee as a means of remaining a part of the work environment while also receiving the treatment necessary to recover to the point where they can resume their full duties. The employer may have a period of reduced productivity, but this should be counterbalanced by successfully avoiding the need to search for, hire, and train a replacement.

A well-written policy will also indicate that the bridge assignment will be reviewed on a weekly basis so that you are able to make adjustments as necessary to ensure the success of the employee during the healing period.

In any event, the accommodation should not typically last more than 30-90 days. The intent is to maintain the work connection and work routine for a limited period of time and then have the employee resume full-duty work.

Any RTW program must comply with state and federal laws including the ADA, the Family Medical Leave

League Loss Control Dept. moves to online service for safety-training videos

The League is pleased to announce we now offer all member cities and towns the Training Network Now (TNN) program for Loss Control. This service is provided to our members at no cost. The TNN provides access to valuable resources (streaming videos) that help support your mission to protect your municipal employees. We are moving away from the DVDs of safety-training videos and moving to this streaming video library for your convenience. No longer will you have to wait on another member city to return a DVD in order for your city to receive and watch it. TNN is an extensive online video library and it's incredibly convenient.

To become a user, you must submit a registration request to safetytraining@arml.org. You will receive a unique username and password by email that allows you to begin training immediately by clicking the link provided in the email. Please allow up to two business days to receive your login.

Why this resource?

- Designed for small group or large group training (classroom style).
- Videos have been developed in accordance with OSHA standards and industry best practices.
- Easy-to-use interface allows training anywhere you have an internet connection.
- To check out their landing page, please visit trainingnetworknow.com. Please contact the Arkansas Municipal League Loss Control Department for more information at (501) 537-3796.

Act (FMLA), OSHA standards, and workers' compensation statutes.

For cities and towns, an RTW program offers the following advantages:

- **Retain experienced workers**—Injured workers who remain at home for an extended period may become dispirited and ultimately resign. Employers can retain valued employees by encouraging them to return to the workplace as soon as they are physically able.
- **Reduce turnover**—By returning injured employees to the workplace promptly, employers can avoid the cost of hiring and training temporary or permanent replacements.
- **Better employee relations**—A successful RTW program signifies that the employer cares about its workers and their welfare.
- **Better productivity**—Even if they can't perform at full capacity, injured employees who return to work are more productive than they would have been at home.
- **Reduced costs**—Injured employees who return to work part time will collect fewer disability benefits than they would have if they remained at home. Thus, an RTW program can help reduce your direct and indirect workers' compensation costs.

An RTW program also offers benefits to employees:

- **Retained social connections**—By returning to work promptly, injured workers can avoid feeling socially isolated. They also regain a sense of purpose from a daily work routine.
- **Financial security**—An RTW program can ensure injured employees retain their position at the company.
- **Skill retention**—An RTW program can help injured workers retain valuable skills.
- **Better morale**—Workers may feel better about their jobs knowing that their employer will facilitate their return to the workplace following an occupational injury.

Lastly, a written RTW program qualifies your city or town for the “fast track” in the event that you are identified by the Arkansas Workers' Compensation Commission to participate in the Rule 32 program! This is a potential reduction from up to nine months to as little as three months. You're welcome!



Bryan Lamb is the League's loss control manager. Email Bryan at blamb@arml.org or call (501) 374-3484 Ext. 122.



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Changes to the Directory of Arkansas Municipal Officials

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

Arkadelphia

Add AIR Michael Sellers

Austin

Delete CM Jennifer Moreau
 Add CM Jane Balgavy
 Delete CEO Scott Kelley
 Add CEO Tony Scroggins
 Delete FC Steve Bettis
 Add FC Chris Nelson



Batesville

Delete CM Ronda Bryant
 Add CM Pete Musgrave
 Add IT David Webb

Bearden

Delete PC Jared Brownlee

Bradford

Delete M Ronnie Burress
 Add M Dennis Whitener

Egypt

Delete CM Linda Colburn
 Add CM (Vacant)

Fort Smith

Delete FD Jennifer Walker
 Add /A/FD Victoria Runkle
 Add T Lori Hopkins
 Delete DJ Gunner DeLay
 Add DJ Samuel Terry
 Add /A/PLD Brenda Andrews

Highfill

Delete AM Valerie Davenport
 Add AM Catrina Mills
 Delete SS Vernon Reams, II
 Delete CEO Greg Alsip
 Add BI JC Brenaman
 Add CM Ryan Evans

Huttig

Add CM Cassandra Mitchell

Malvern

Delete CM Robin Halbert
 Add CM Matthew Keehan
 Add IT Robin Halbert

Oppelo

Delete R/T LeAnn Cornett
 Add R/T (Vacant)

Ravenden Springs

Delete R/T Joyce Cox
 Add R/T Betty Konecny
 Delete CM Bobby Owens
 Add CM Hunter Roberts

Redfield

Delete SS James Smith
 Delete PRD Diann Smith
 Add DPW Mike Shinn

Rosston

Delete R/T Dana Fincher
 Add R Emily Evans
 Add T Alisha Pearson

Russellville

Delete FO Jerry McKaughan
 Add FO Robin Johnson

Success

Delete CM Sheila Wheeler
 Add CM Bill Cato
 Delete T Pat Conley
 Delete R Beverly Johnson
 Add R/T Sheila Wheeler
 Add CM Beverly Johnson

MEETING CALENDAR

Nov. 20-23, 2019

**National League of Cities
 2019 City Summit**

San Antonio, Texas

February 12-14, 2020

**Arkansas Municipal League
 2020 Winter Conference**

Statehouse Convention Center
 Little Rock, AR

March 8-11, 2020

**National League of Cities
 Congressional City Conference
 2020**

Washington, D.C.





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List price		List price		List price	
Onboarding	Monthly Fee	Onboarding	Monthly Fee	Onboarding	Monthly Fee
\$1,000	\$515	\$1,000	\$252	\$1,000	\$142
AML members SAVE 52% the first year!		AML members SAVE 52% the first year!		AML members SAVE 65% the first year!	
Onboarding	Monthly Fee	Onboarding	Monthly Fee	Onboarding	Monthly Fee
FREE	\$249	FREE	\$120	FREE	\$50
Save on IT in a Box, sign up today, and let us handle your IT needs and risks.					
https://sophicity.com/Signup-AML-ITinaBox.aspx					
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Men mentoring women in the era of #MeToo: Part 2

The second in a two-part series on the issue of men mentoring women. Part 1 addressed the reluctance of some men to mentor women.

By John Baldoni

Mentoring is that investment of self in the development of another, and most successful individuals—not simply in business but also science and academia—have benefited greatly from the experience of a senior colleague advising and coaching them.

“If your company is pairing you with a mentor, there is bound to be some degree of formality,” says Sally Helgesen, a longtime leadership advisor and co-author with Marshall Goldsmith of *How Women Rise*. “But if that’s not the case, opening with the question ‘will you be my mentor?’ is rarely a good start.”

Before you begin, perform due diligence. Mentors should look closely at the individual and see if their background warrants your investment in time. Protégés should ask about the mentor: What kind of reputation does he have and whom has he mentored. Talk to them to get a good feel for who they are as people.

Helgesen advises, “Better is to just ask for someone’s advice on an issue they might be able to help you with. If they seem open and are helpful, try to follow up. This is how the best mentoring relationships evolve.”

Establish ground rules

When you begin, establish ground rules. How often will you meet? When and where? For how long? Will the mentor be available on short notice?

At the same time, the mentor should expect the protégé to be timely and responsive and regard the experience as something worthy of her time.

“If men and women treat each other with professionalism and respect,” says Shannon Polson, CEO of the Grit Institute, “there should be no concern about a mentoring relationship. It’s arguable that any senior leader should look for the opportunity to mentor those coming up behind him, especially those showing potential who may be disadvantaged by their minority status.”

Theodore J. Iwashyna, M.D., Ph.D, professor of internal medicine at the University of Michigan and an advocate of mentoring, says, “It is ridiculous that some men feel they need the woman to make them comfortable. Setting appropriate boundaries is a basic life skill for adults. I’m married, and so that shapes the kind of relationships I can have with other women. I’m a doctor, and so that shapes the kind of relationships I can have with patients. It’s on me, not them, to ensure that those boundaries are maintained.”

“The obligation here ought not be on women to make men feel more comfortable mentoring them,” he says. “It ought to be on those of us with some power and position to be clear to our colleagues what acceptable and unacceptable are.”

Mutual learning experience

As the mentoring continues, be open about what you are learning and how it is helping or not helping. Not every mentoring relationship is the right match, even when both parties enter in good faith. If it is not working, find ways to end, and move on.

“And remember,” says Helgesen, “you don’t always need to take the advice that someone gives you, but you do need to thank them. No ‘that wouldn’t work because’ or ‘I don’t think I’m ready to do that yet.’ Keep your own counsel but actively seek to build relationships with people who can help you grow and develop.”

Be thankful

Finally, when the mentoring is over, thank the mentor for what he has done. The mentor should acknowledge the effort the protégé has expended. Cite successes as well as shortcomings. And when things go well, the mentor should encourage the protégé to return the favor, and mentor another when time and circumstances warrant.

“Mentorship is best between individuals who share interests, experience, or another form of connection,” says Polson. “Women leaders will benefit tremendously

from the diverse perspectives both men and women bring to the table—as individual leaders and based on experiences navigating different challenges in their work environments.”

“Mentoring is a great privilege,” says Iwashnya. “People who can’t do the job of mentoring shouldn’t get to do it.”

Women can find mentors who aren’t “sexist or harassing jerks.”

Gender, however, need not be the only criteria, says Polson.

“It’s important for leaders to not select a mentor simply based on gender, but rather based on a kind of connection,” she says.

Mentoring succeeds or not on the basis of trust. Without it, there will be little growth; with it, there can be a foundation for a lifetime of success.

John Baldoni is an internationally recognized leadership educator and executive coach. He is the author of 14 books, including his newest, GRACE: A Leader’s Guide to a Better Us (gracethebook.com).

This article appeared originally at SmartBrief.com and is reprinted with permission.



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Progressive Arkansas cities like Pot Luck and Salem (pictured here) blend the old with the modern to keep downtown active.

PHOTO BY JIM VON TUNGELN.

I visit a special city, and they are all special

By Jim von Tungeln

As faithful readers know, I visit cities that request it on behalf of the Arkansas Municipal League. It makes for one of the major bright spots of my life. Last month proved special. I made my annual visit to Pot Luck, Arkansas.

There I met a man with whom you are all familiar, Mayor Furlough Thompson, the self-proclaimed “Best mayor in America.” As I’ve explained before, he was born in November of 1943 while his dad was in the United States Army, hence the first name.

On this trip, he greeted me with some good news. “We had this feller from Northwest Arkansas that I met at the Municipal League conference come down and visit.” He sipped his soft drink and waved at a red-haired man driving an old 4010 John Deere tractor through town. We were sitting on benches on the front porch of Duberry’s Diner facing the main highway. “He does population estimates for cities that can’t afford a special census.”

“And?”

“He estimates us at over 2,500 now and maybe 3,000 by the time the next census comes around. At-airs some pretty good growth, now ain’t it?”

“Absolutely. How did you accomplish that?”

“Oh,” he said. “I didn’t have anything to do with it.

Air’s lots of younger folks moving into those new apartments Bobby John Dupree is building. He can’t build them fast enough. They like it here, those young folks.”

“Why is that, do you think?”

“Because we just work on one problem at a time.”
“Pardon?”

“Some years ago, we realized we weren’t keeping up to date with internet and cell phone service. We decided that was our main basic problem and we needed to fix it.”

“You don’t say.”

“I do. We didn’t work on anything else until we got what you call ‘state of the art’ service here.”

“Brings in young folks?”

“It helps. Lots of them work from home, so it reduces traffic. That saves us money in several ways.”

“I see.”

“Well,” he said, “there’s also Billy Don Chidester’s domino parlor. He’s updated it for the younger crowd, calls it a ‘lounge’ now. They like to meet up there after they’ve worked all day. They can walk over there from the apartments and don’t have to drive to Little Rock to have fun. He’s serving more than fried baloney sandwiches now, too. It’s still his landmark dish, though, and best seller.”

From the highway lane opposite the store, a logging truck was waiting at the town’s only traffic signal. A bearded face yelled from it, across the empty lane. “Hey Furlough.”

He yelled back, “Hey Rooster. How you?”

“Good,” the man said. “I hear the crappie are tearin’ it up over at Longbow Slough.”

“Can’t you see I’m too busy being Mayor to go fishin’?”

“Well, if’n you get a break, my boat’s ready and Thelma took the kids to see her sister in El Dorado. If you ask me, they went to eat and have fun more than anything else.”

“If I get a break, I’ll let you know.”

Gears ground in response, and the truck moved away. “People think I don’t have anything to do,” he said, leaning back and sipping his cola. “They don’t have no idear. Just this morning, I was as busy as a casino on payday.”

“What occupies your time?” I asked.

“Well, first thing happened was our consulting engineer called and said them folks in Little Rock was running a special on bypasses this month. Was I intersted?”

“What did you tell him?”

“Are you kidding? Bypass downtown and all this fun? No, I told him. No.” A Jeep Cherokee full of kids off for the summer, in swim gear drove by and waved at us.

“I’m glad we built that swimming pool,” he said, waving back. “Gives them kids something to do.”

“Back to the bypass,” I said. “Most cities seem to want them.”

“And what happens when they get one?”

“What do you mean?”

“Don’t they call you up and complain that downtown has died?”

I changed the subject. “So, you like traffic downtown?”

“There’s worse things,” he said. “Besides, a bypass would hurt our number-one tourist attraction.

“What’s that?”

“Jemima Rose Lancaster.”

“Pardon?”

“Old Miss Lancaster. She sits out on her porch, right by the highway. Sits there in old-fashioned clothes and waves at everyone who drives by. She talks to the ones that walk by.”

“She’s a tourist attraction?”

“Son, would you believe that scores of people drive three extra miles home from work each day just to come through Pot Luck and get their wave? Seems to do something good for them, relaxes them or something. Maybe it’s the only bright spot in a lonely life. Oh, and you won’t believe how many of them stop down at Roy Jenkins’s for gas or snacks. You don’t get that kind of benefit from a bypass.”

I said nothing.

“What else kept you busy this morning?”

“Oh, I had to deal with the Shaming Squad.”

“The what?”

“The Shaming Squad. It’s a special group of women that helps me out.”

“What kind of special group?”

“You have to be a grandmother, auntie, retired school teacher, Sunday School teacher, librarian, or retiree from the health clinic to belong.”

“And they do what, exactly?”

“Just what they name says. This morning they was reporting on Elmer Duvall. He can be a pain.”

“And?”

“Things sort of all came together at once. He’s building a new house, Tommy Thornton was tearing down an old barn his granddaddy built, and Elmer got mad at his neighbors.”

“I don’t understand.”

“He was threatening to put barn siding on his house and we didn’t want him to. I don’t think he really wanted to do it, but if we had gotten all official on him, he would have done it for spite. My fellow mayors tell me there’s one like that in every town, sometimes more.”

“You know that there is a new state law that says you can’t regulate what kind of siding people put on their house.”

“Didn’t have to,” he said.

“Oh?”

“Nope, just sent The Shaming Squad.”

“And?”

“They threatened to tell his mamma. She lives in Florida and didn’t know about it.” He sipped his cola and waved at the postal worker. “Anyway. Problem solved.”

“I see.” And I truly began to. “I’m happy for your growth,” I said.

“We are too,” he said. “We don’t want to grow too fast, but we don’t want to be like that town down the road that had the exact same population for ten years.”

“Oh? How did that happen?”

“Ever time a baby was born, a man left town.”

“Pardon?”

“It’s joke, son,” he said. “It’s a joke. Don’t they allow you to indulge in any humor up there at the Municipal League? Shoot fire.”

That made me defensive. “Why sure,” I said. “They allow humor.”

“Like how?”

I thought before answering. “Well,” I said, “for one thing, Mark Hayes likes to tell jokes. He tells lots of jokes, even in the staff meetings.”

“Are they funny jokes?”

“Why I guess they are,” I said. “Everyone sure laughs.”



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

Understanding the facts about addiction leads to more effective treatment

There are many misconceptions concerning addiction, substance use disorders, treatment, and recovery. Misinformation can stand in the way of getting children or adults the help they deserve.

According to a recent article by the Partnership for Drug-Free Kids and the Center on Addiction, a study has listed nine facts about addiction that people usually get wrong. This basic information can help us to better understand addiction.

Fact 1: The brain is changed by substance use and can make drug use compulsive. Sometimes a young person may start out doing drugs occasionally, or they may be prescribed medicine by a physician. Over time, any continued drug use rewires the brain and compulsive behavior causes the user to seek more of the drug, despite any negative consequences. With opioid use, a person may initially like the euphoria, but soon the drug is needed just to feel “normal” and not get sick from withdrawal.

Fact 2: Expecting an adult or child to quit “cold turkey” is unrealistic. Getting off a substance (drug or alcohol) is a process. In the beginning, the person does not believe they have a problem and feel conflicted about addressing it. They need to figure out how to deal with it and take steps in a healthier direction, which may include getting professional help, changing friends, learning drug refusal skills, and more.

Fact 3: Intervening early is more effective than waiting for a “rock bottom” crash. Any behavioral change is a difficult process and it is important to get help right away. When the user is still engaged in school or work, and has some social support or extra-curricular interests, help is more effective because the person has some connections and structure in place to have a good outcome.

Fact 4: A substance abuse user can be ambivalent about treatment and it can still be effective if sought. Most substance abuse users will be conflicted about stopping the abuse and will be hesitant about receiving treatment. Studies show those entering drug treatment programs as a result of loving pressure do well in treatment, regardless of the reason they sought treatment in the first place.

Fact 5: Tragically, relapse is common and represents a learning opportunity for abusers. Most people believe a relapse means that treatment hasn't worked and that is wrong. As with any chronic disease, many people have one or more relapses before achieving long-lasting recovery. It is important to know that relapses can happen

when the person is doing well or when struggling, and these can serve as learning opportunities to identify what triggered the relapse. This provides a way to address any future issues.

Fact 6: Positive behavior and communication skills are more effective than any type of punishment. Addiction is a brain disease and, like other chronic illnesses, it requires family support. Shaming, detaching, or punishing can often lead to a backlash. With young people, it can lead to further spiraling behavior like risky substance use and isolation. The best outcome is reached by reinforcing any positive behaviors and healthy activities, coupled with empathy and compassion.

Fact 7: Finding an effective approach for treatment can mean investigating different doctors or programs before finding a good match. It may take some serious searching before settling on one certain program. The best programs give a screening and an in-depth assessment of the person needing help. A qualified professional versed in addiction and mental health is preferred. They will develop an individual treatment plan and combine methods tailored to address the patient's specific needs. It is important to avoid being discouraged if the first program you investigate is not a good fit. It is OK and necessary to keep exploring other options.

Fact 8: Medication-assisted treatment coupled with counseling is the preferred treatment for heroin and other opioids. Taking medication for opioid addiction is like taking medication for any other chronic disease. Numerous studies have shown that medication can reduce cravings, relapses, and overdoses when taken as prescribed.

Fact 9: Many people struggling with substance use require longer-term or repeated treatment. Since a drug problem can include relapses, going through treatment once may not be sufficient to keep the patient drug or alcohol free. Each treatment episode allows them to be abstinent for a period of time while learning new coping skills. Recovery takes time!

Knowing how to help an addicted person get the right help, at the right place, and offering them emotional support will give them the best chance of getting and staying well.

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

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E-one ARFF Crash Truck, Nice!
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(2) 2005 ITNL Derrick Diggers \$29,750

Nominations open for 2019 Volunteer Community of the Year Awards

The Arkansas Department of Human Services Office of Communications and Community Engagement is now accepting nominations for the 2019 Arkansas Volunteer Community of the Year Awards. The deadline to apply is October 4.

Each year DHS partners with the Governor's Office and the Arkansas Municipal League, along with Little Rock's Channel 4 and the Governor's Advisory Commission on National Service and Volunteerism, to recognize cities and towns that seek to address

the greatest needs within their communities through volunteerism. A panel of judges from across the state will select the communities, which will be honored at the League's Winter Conference in February 2020 in Little Rock. Winners also receive two signs donated by the Arkansas Highway Commission designating the city or town as a Volunteer Community of the Year.

For more information, support materials, and to complete a nomination form online, visit www.volunteerar.org/coy-nomination.

The benefits of conducting a walk audit

By Greta Hacker

Economic prosperity and the quality of the built environment go hand in hand. Communities with vibrant, thriving public spaces and high quality physical infrastructure set themselves up for better economic outcomes because of their desirability as places to live and work.

Communities looking to increase economic opportunities through improvement of their built environments have a variety of tools at their disposal to assist with these efforts. One method of achieving this goal is known as a walk audit. This program provides a professional on-site assessment of a community's physical environment around an identified area. Walk audits engage communities in critically evaluating city infrastructure and provide recommendations for how to move forward in improving community assets.

The programs are most effective when diverse community stakeholders are involved in the process. Common participants in walk audits include mayors, public works officials, local merchants, city engineers and outside engineering consultants, chamber of commerce officials, and other leaders. While these programs can be customized to address specific community needs, walk audits often focus on evaluating how safe, pedestrian and bike-friendly, and accessible to those with disabilities the surveyed area is.

Generally, walk audits focus on a 3x3-block area of a community and are often concentrated on the downtown area. This trend has decisive economic development impacts.

"When a company or industry visits a potential location for a new site, one of the first places they go to is the downtown," said Dave Roberts, vice president of business development with Crafton Tull and Associates. "Think of the downtown as the community's living room. That space brings everyone together so it needs to be an active, growing destination that is accessible for all to enjoy."

Another unique benefit of walk audits is the ability to help community leaders identify little-considered environmental issues and recognize how seemingly small infrastructure disparities can have adverse consequences for citizens.

"I always hear a mayor or public works director say 'I've never noticed that' when talking about a barrier in the built environment," Roberts said. "Sometimes it is



City and community leaders in Beebe, above, and De Queen, right, participate in walk audits to determine what they can do to make their cities more walkable, more accessible, and more beautiful.

a little thing they stepped around for most of their life, such as a lack of curb cuts and crosswalks that make access for a wheelchair user very difficult."

Walk audits are also beneficial because they have the potential to contribute to sustainable change. Roberts notes that though the program's focus is on small areas of a community, "the safety, accessibility, and circulation recommendations can be transferred to other parts of town that may have some of the same issues."

The hope is that outcomes ripple through the community rather than just address one specific issue in one location.

The cities of Beebe and De Queen participated in walk audits earlier this year in partnership with Crafton Tull and the University of Central Arkansas Center for



Community and Economic Development. Both cities have worked hard to put the program’s recommendations into effect.

“We appreciate the opportunity to participate in a walk audit of our downtown area,” said Mayor Mike Robertson of Beebe. “It provided us with some fresh ideas and productive discussion for improvement. Our group consisted of leaders from various facets of our community, which offered a great dynamic.”

Following the program, Crafton Tull provided reports to community leadership in Beebe and De Queen that outlined recommendations for improvement based upon on-site evaluations of the surveyed areas. The reports identified beautification opportunities, accessibility recommendations, crosswalk opportunities, recommended changes in sidewalk structure, and included other specific suggestions for each community, such as increasing the connectivity between downtown Beebe and the campus of ASU-Beebe and creating a pocket park in downtown De Queen.

In the short months following this process, the cities have rallied behind the opportunities for improvement.

“Since the walk audit, we have installed crosswalks, benches and a new mural downtown,” Mayor Robertson said.

Lisa Taylor, economic development coordinator at the University of Arkansas Cossatot said, “During the walk audit in De Queen, participants became aware of the challenges faced by the approximately 12 percent of our citizens who have a disability. Since then, community leaders have been making incremental changes to our physical environment to support these individuals and others in our community. We also just kicked off a major project to construct an inclusive playground where every child in our community will have the opportunity to play, learn, and grow with one another.”

A community’s participation in a walk audit and implementing its recommendations can increase its livability, beauty, and viability. If your community is interested in participating in a walk audit, please contact Shelby Fiegel at (501) 450-5269 or email sfiegel@uca.edu.



Greta Hacker is a Public Administration major at the University of Central Arkansas. She was a fall 2018 Community and Economic Development Fellow and the spring 2019 and summer 2019 intern for the Center for Community and Economic Development.

Suicide is preventable, not inevitable

By Katy Allison, Ph.D., M.P.H.

Suicide is the leading cause of injury-related death in Arkansas. More Arkansans die by suicide each year than die in car crashes—and the rate is increasing.

With September being National Suicide Prevention Month, it's worth taking a moment to consider things we can all do to reverse this trend and find help for those who need it.

Don't be afraid to talk about suicide

First, we have to acknowledge and say the word "suicide." Talking about it reduces stigma. There's no evidence that simply asking someone if they are thinking about suicide will plant the idea—instead, it can create an opportunity to help them if they do say yes.

And if they do? It's important to let that person know that you're there for them and you're not going anywhere. Tell them you'll see them through their crisis and help them in any way that you can. Make sure they understand they're not alone. You can also help to keep them safe by keeping them away from anything dangerous: guns, knives, pills, etc.

Know the warning signs

Knowing when someone is suicidal can be difficult, but there are some common things to look for: talking about feeling hopeless or having no purpose, withdrawing from friends and family, increasing drug or alcohol use, talking about being in unbearable pain, or sleeping too much or too little. This is especially true after a stressful life event, like a financial crisis or loss of a relationship or loved one.

Certain factors can also increase risk for suicide, such as having a mental health or substance use disorder, a family history of suicide, or past suicide attempts. Keeping these things in mind may help us recognize when someone may be at risk.

We also know there are certain factors that make a person less likely to engage in suicidal behavior: ongoing medical and mental health care relationships, restricting access to guns and other highly lethal means of suicide, and strong connections to family and community support.

We see a growing theory that people need connectedness—they need to feel like they belong, and once that feeling is lost, the risk of danger increases. This is especially true when people start to think of themselves as a burden to others. It then becomes important to make sure people know they are not alone or a burden to those around them. People also need skills to resolve conflicts and handle problems in a non-violent way.

Use the available resources

When you identify someone who is struggling—or realize you might be struggling yourself—know that there is help. If you are having thoughts of suicide, call the National Suicide Prevention Lifeline to talk with someone local who is trained to help. If you're worried about someone, call the Lifeline and ask an expert how you can help.

I also encourage you to download the My3 app. This app helps people identify their support network and their plan to stay safe for when they are having thoughts of suicide.

If someone needs immediate help, there is also the hospital emergency department. Here at UAMS we have a behavioral emergency evaluation area in which people can be safe until they see a mental health professional. There are also community mental health centers in some communities where people can find the mental health care they need.

Suicide is not inevitable. It can be prevented. One major step we can take is to treat mental health care just like any other doctor visit. Go get regular wellness checkups.

More and more, people are realizing it's ok to seek help. I hope as a society we continue to move in that direction. Our lives and the lives of those we love depend on it.

If you or someone you know is considering suicide, please call the National Suicide Prevention Lifeline at 1-800-273-8255.



Katy Allison, Ph.D., M.P.H., is a postdoctoral fellow in the NIDA T32 Translational Addiction Research Training Program at the University of Arkansas for Medical Sciences (UAMS).

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Mature ash trees provide shade on the Bentonville square.

Preparing for the emerald ash borer

By Krista Quinn

The invasive emerald ash borer beetle was first detected in Arkansas five years ago, and it is just a matter of time before we start to see major infestations of this devastating pest in the state. The beetle kills all species of American ash trees and has caused major tree losses across many parts of the U.S. and Canada. While only about 2.5 percent of Arkansas forests are made up of ash trees, many Arkansas cities and towns have a much higher percentage of ash trees within their borders. Arkansas communities need to prepare now for how they will handle the inevitable arrival of emerald ash borers.

Most American ash trees have no natural resistance to the emerald ash borer, so ash trees will be killed when the insects attack unless chemical pesticides are used. It is impractical to treat all of the ash trees in the forest with pesticides, but trees in cities and towns may be worth protecting since dead trees will create hazardous situations and removing dead trees is expensive. One of the best ways for Arkansas communities to prepare to deal with this issue is to develop an emerald ash borer action plan.

Emerald ash borer infestations are similar to other natural disasters in that they create dangerous situations

and are expensive to manage. However, unlike other disasters, we have advance warning that the emerald ash borer will be a problem in the near future. By making preparations now, communities can reduce the cost of managing this problem and possibly reduce tree losses. Some U.S. cities have lost so many trees due to emerald ash borer that their residents' health is being negatively impacted, and the cities are experiencing excessive heat due to a lack of shade.

One of the first things every Arkansas city and town should do is assess how much of an impact emerald ash borers will have in the community. If there are not many ash trees in a community, then an action plan is probably not necessary. Arkansas Department of Agriculture Forestry Commission staff can help cities determine if there are enough ash trees in the community to warrant developing an action plan.

Communities with a large number of publicly owned ash trees will need to budget for ash tree management. It is impossible to predict when emerald ash borer infestations will occur in individual cities. However, once the insects infest a tree, the tree will usually die within five years if not treated with pesticides. Whether communities decide to protect trees with pesticides or remove

trees, there will be costs. Some cities in other states have passed special taxes or added fees to pay for ash tree management. Diverting funds from other municipal budgets is also an option. Developing an emerald ash borer action plan will help communities determine how much funding is needed over a particular timeframe.

In order to make good decisions, communities need to know how many, what size, and where ash trees are located by conducting a tree inventory. Some communities may be able to do a complete inventory of their publicly owned trees. A sample inventory noting the locations and approximate sizes of ash trees can also be beneficial if a complete inventory is not possible.

Communities then have the difficult job of deciding what to do with the trees. There are basically four options: one, remove trees before they die; two, remove trees as they die; three, treat trees with pesticides so they do not die; or four, a combination of some or all of the first three options.

Having an action plan in place will save valuable time when emerald ash borers arrive. However, no action is warranted until the presence of emerald ash borers has been confirmed in the county or an adjacent county.

Ash wood becomes very hard and brittle when trees die making dead trees difficult to cut and prone to falling. Removing large trees before they die is sometimes advisable if borers have been detected in the county and there is no plan to use pesticides to prevent tree death. If the plan is to remove most of the publicly owned ash trees in a community, it can also be helpful to start early to spread out the cost and the workload by removing some trees before they die and some after. Small trees are relatively easy to remove and are not as hazardous if they die, so removing them as they die and replanting with other types of trees usually makes sense.

Many studies show that it is more cost-effective to use pesticides to protect healthy, mature ash trees than to cut them down since mature trees provide many cost-saving benefits in communities. Depending on what type of pesticide is used, treatments must be done either annually or every two years for as long as emerald ash borers are in the area. It is only recommended that pesticides be used if borers have been found within 15 miles of a tree.

Pesticide treatments by homeowners are not effective for trees with trunks greater than 20 inches in diameter, so very large trees must be treated by tree care professionals. Communities that decide to protect trees



Ash trees grow along the Tucker Creek Walking and Bike Trail in Conway.

with pesticides have found that contracting with tree care services to treat large numbers of trees is often more reasonably priced than treating just a few trees. The University of Arkansas Cooperative Extension Service can provide pesticide recommendations.

Deciding if public tree removals will be done by municipal staff or contracted out is another important element of the action plan. Communities will also need to decide how to dispose of debris from removed trees. Some communities have been successful in developing ways to utilize the wood for furniture, crafts, or firewood, although those items cannot be moved outside the emerald ash borer quarantine area. The action plan needs to include ways to educate the public about treatment options for trees on private property and may need to address how to handle hazardous, dead trees on private property. In addition, the action plan should include a plan for planting new trees since some trees will invariably be lost.

The emerald ash borer is proving to be one of the most devastating pests North American forests have ever faced. Since other parts of the country have been battling the beetles for close to 20 years, we are fortunate to be able to use their experience to help guide how we deal with this pest in Arkansas. Preparing now for the arrival of emerald ash borers in our cities, will help communities avoid losses, save money, and recover more quickly.



Krista Quinn is the Urban Forestry Program coordinator with the Arkansas Department of Agriculture Forestry Commission. Contact Krista at (479) 228-7929 or Krista.Quinn@agriculture.arkansas.gov.



Utilizing DBEs in your municipality

By Alex Smith, PE

A Disadvantaged Business Enterprise, or DBE, is defined by the U.S. Department of Transportation as a for-profit small business where socially and economically disadvantaged business individuals own at least 51 percent interest and also control management and daily business operations. Disadvantaged business individuals can include, but are not limited to: African Americans, Hispanics, Native Americans, Asian Americans, and women. These businesses play a considerable role in the infrastructure of your community but have to overcome hurdles that most larger companies do not face. This article will go through the benefits of using DBE participation in your construction projects and a few ways that you can help break down some of the barriers for construction projects in your community by helping socially and economically disadvantaged individuals compete for work in your city.

Any recipient of DOT financial assistance is responsible for certifying the eligibility of DBE firms, establishing DBE goals for their projects, evaluating and maintaining those goals, and reporting DBE participation at the end

of each year. As far as the certification of eligible DBE firms, the Arkansas Department of Transportation's Arkansas Unified DBE Certification Program maintains a DBE directory that is updated regularly. This directory can be used as a database to solicit to DBEs or verify a DBE's status. If your city receives funds from the DOT, your engineer or planner can help you develop a DBE program, establish the corresponding goals, help maintain the program, and report the participation annually.

Even on a project that is not funded by the DOT, it can still be very beneficial to utilize DBE participation. A clause can be included in your construction contracts to encourage the use of DBE participation in the form of contractors, subcontractors, suppliers, administrators, or any other roles associated with the project. Encouraging this type of participation can be very advantageous. Many DBEs have to keep a great track record due to the certification and review process that they have to go through to get certified. DBEs typically stay within a small radius of their office. This means that encouraging DBE usage is also encouraging local businesses, which helps your local economy and tax revenues. Promoting DBE



participation will also help to boost competition among bidders on your projects by providing more prospective bidders and specialties. Most importantly, encouraging the use of DBEs helps to break down the walls and barriers that minority- and women-owned businesses in your community face every day by creating a level playing field for your community.

It can be difficult to figure out where to start when looking for DBE participation, but there are a few steps that you can take to encourage and foster DBE participation in your projects. It all starts with making your projects more accessible to DBEs. In order to do this, bid items can be broken out into different bid schedules that can easily be subcontracted out to DBE firms. You can also add a clause in your construction contracts encouraging the use of DBEs in your projects. This can be done even if the project does not require DBE usage.

It is also a good idea to provide a link to ARDOT's DBE directory on your city's website. This will provide prime contractors with the tools to easily locate DBEs in the area.

Outreach is another important tool in promoting DBEs. By reaching out to local small business organizations, DBEs listed in the DBE directory, and community organizations, you can spread information about your project to potential DBEs and provide them with the information and tools needed to get involved in your project, which will then increase the competitiveness in your bidding process. Outreach can be taken a step further by providing assistance or information on how to obtain bonding or financing, establishing a program in your community to help new firms get started (this can be helpful to all potential new businesses in your community, not just DBEs), and encouraging DBEs to use electronic media and email to be more accessible.

Disadvantaged Business Enterprises are not just a requirement for projects with U.S. Department of Transportation funding, they are a key to the success and growth of your community. Promoting DBE usage is a good way to encourage local businesses' participation in your city's projects and help foster competition in your bidding processes, while simultaneously benefiting small and minority-owned businesses by providing them with the tools they need to succeed and grow. If you would like more information on DBEs, DBE goals, or fostering DBE participation, feel free to reach out to me.



Alex Smith is a project engineer with MCE's Aviation Department and works out of the Little Rock office. Contact Alex by phone at (501) 371-0272 or email him at asmith@mce.us.com.

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2019 State Turnback Funds

Actual Totals Per Capita						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2018	2019	2018	2019	2018	2019
January	\$5.3807	\$5.662	\$0.2314	\$0.246	\$2.1460	\$2.145
February	\$5.7121	\$5.675	\$0.2181	\$0.096	\$1.0867	\$1.087
March	\$4.9583	\$5.085	\$0.2452	\$0.438	\$1.0870	\$1.087
April	\$5.3609	\$5.401	\$0.2342	\$0.338	\$1.0854	\$1.085
May	\$5.6871	\$5.811	\$0.2369	\$0.227	\$1.0859	\$1.086
June	\$5.6422	\$6.017	\$0.1786	\$0.209	\$1.0872	\$1.088
July	\$5.9048	\$5.801	\$0.1625	\$0.182	\$2.9589	\$2.959
August	\$5.5464	\$5.990	\$0.1504	\$0.114	\$0.9368	\$0.924
September	\$5.5992		\$0.1999		\$1.0873	
October	\$5.7310		\$0.1746		\$1.0871	
November	\$5.2853		\$0.2317		\$1.0869	
December	\$5.4642		\$0.2511		\$1.0871	
Total Year	\$66.2722	\$45.442	\$2.5145	\$1.849	\$15.8224	\$11.462

Actual Totals Per Month						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2018	2019	2018	2019	2018	2019
January	\$10,171,403.10	\$10,702,464.91	\$437,461.72	\$464,101.95	*\$4,056,771.18	*\$4,054,867.57
February	\$10,797,904.69	\$10,728,532.32	\$412,277.48	\$181,468.75	\$2,054,332.65	\$2,055,501.82
March	\$9,372,912.56	\$9,611,591.51	\$463,496.06	\$828,851.20	\$2,054,888.05	\$2,055,055.19
April	\$10,133,933.55	\$10,209,400.74	\$442,746.74	\$638,095.99	\$2,051,743.46	\$2,051,915.02
May	\$10,750,634.53	\$10,985,547.22	\$447,755.63	\$428,651.27	\$2,052,679.36	\$2,052,767.40
June	\$10,665,832.80	\$11,374,227.00	\$337,582.28	\$395,730.25	\$2,055,168.34	\$2,056,915.45
July	\$11,162,170.00	\$10,966,523.76	\$307,247.09	\$343,609.83	** \$5,593,456.00	*** \$5,592,768.93
August	\$10,484,657.00	\$11,322,293.50	\$284,348.41	\$214,617.36	\$1,770,842.80	\$1,746,588.81
September	\$10,584,484.30		\$377,800.40		\$2,055,387.11	
October	\$10,833,617.52		\$330,015.80		\$2,054,971.77	
November	\$9,991,022.76		\$438,040.74		\$2,054,702.54	
December	\$10,329,322.67		\$474,599.17		\$2,054,975.16	
Total Year	\$125,277,895.48	\$85,900,580.96	\$4,753,371.52	\$3,495,126.60	\$29,909,918.42	\$21,666,380.19

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

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

***Includes \$3,513,475.89 supplemental for July 2019

Local Option Sales and Use Tax in Arkansas



KEY: Counties not collecting sales tax

Source: Rachel Garrett, Office of State Treasurer

See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2019 with 2018 Comparison (shaded gray)									
Month	Municipal Tax		County Tax		Total Tax		Interest		
January	\$59,187,540	\$59,272,899	\$49,660,885	\$50,925,990	\$108,848,426	\$110,198,889	\$188,294	\$68,417	
February	\$66,363,635	\$63,961,892	\$55,082,773	\$56,034,012	\$121,446,409	\$119,995,904	\$265,350	\$76,180	
March	\$55,016,953	\$51,260,662	\$49,926,480	\$44,932,987	\$104,943,433	\$96,193,649	\$241,046	\$79,235	
April	\$53,915,385	\$51,354,831	\$45,679,915	\$45,689,403	\$99,595,300	\$97,044,234	\$239,875	\$79,564	
May	\$61,136,496	\$60,844,519	\$51,962,167	\$53,613,192	\$113,098,664	\$114,457,712	\$233,250	\$75,253	
June	\$63,455,242	\$56,373,987	\$53,477,656	\$48,955,855	\$116,932,898	\$105,329,842	\$199,380	\$71,501	
July	\$62,196,778	\$59,973,977	\$52,242,794	\$52,379,093	\$114,439,573	\$112,353,069	\$239,855	\$84,551	
August	\$63,103,397	\$60,174,400	\$53,989,906	\$52,922,077	\$117,093,303	\$113,096,478	\$229,107	\$79,558	
September		\$58,128,177		\$51,260,076		\$109,388,253		\$111,033	
October		\$60,197,608		\$52,310,178		\$112,507,786		\$174,353	
November		\$57,456,746		\$50,423,804		\$107,880,551		\$202,659	
December		\$59,269,564		\$50,277,652		\$109,547,217		\$208,901	
Total	\$484,375,427	\$698,269,262	\$412,022,576	\$609,724,320	\$896,398,005	\$1,307,993,584	\$1,836,158	\$1,311,205	
Averages	\$60,546,928	\$58,189,105	\$51,502,822	\$50,810,360	\$112,049,751	\$108,999,465	\$229,520	\$109,267	

AUGUST 2019 Municipal Levy Receipts and August 2019 Municipal/County Levy Receipts with 2018 Comparison (shaded gray)

CITY SALES AND USE	AMOUNT	LAST YEAR					COUNTY SALES AND USE	AMOUNT	LAST YEAR
Alexander	103,728.98	104,707.05	Garfield	13,823.51	12,319.61	Mountain Home	606,501.68	509,042.36	293,469.57
Alma	237,124.54	229,091.65	Garland	3,213.78	1,795.80	Mountain View	185,179.76	185,159.61	237,196.86
Almyra	2,994.45	5,305.69	Gassville	20,533.46	23,177.80	Mountainburg	13,498.67	14,205.13	57,723.02
Alpena	5,950.36	4,660.44	Gentry	119,991.96	53,532.64	Mulberry	27,692.14	27,257.74	56,918.29
Altheimer	1,958.55	2,464.30	Gilbert	1,408.32	2,205.89	Murfreesboro	38,103.67	38,867.89	1,834.31
Altus	7,099.60	6,621.57	Gillett	8,169.34	10,350.62	Nashville	120,759.96	115,179.11	29,528.88
Amity	12,073.50	11,484.08	Gillham	7,028.56	4,016.36	Newport	190,898.09	167,277.94	3,658.81
Anthonyville	988.85	901.03	Gilmore	420.77	341.96	Norfolk	6,245.93	5,868.29	2,903.45
Arkadelphia	179,372.98	173,316.23	Glenwood	73,271.79	78,553.58	Norman	3,757.94	4,670.23	4,444.32
Ash Flat	101,255.85	99,579.27	Goshen	9,528.33	NA	North Little Rock	3,070,086.18	2,903,689.52	5,684.61
Ashdown	149,773.96	145,082.56	Gosnell	14,100.85	15,763.81	Oak Grove	1,087.72	1,018.62	529,605.91
Atkins	59,641.88	57,222.60	Gould	12,184.55	14,898.08	Oak Grove Heights	6,942.06	5,873.65	1,603.31
Augusta	23,700.53	25,474.45	Grady	4,170.27	4,689.35	Ola	17,295.72	18,149.36	3,638.29
Austin	34,391.38	38,752.31	Gravette	135,454.80	108,886.47	Oppelo	3,540.74	4,617.73	14,953.98
Avoca	8,700.30	8,906.59	Green Forest	105,903.63	93,451.28	Osceola	86,948.75	70,192.34	32,035.43
Bald Knob	51,820.88	53,654.41	Greenbrier	220,903.46	190,877.44	Oxford	1,692.41	1,679.18	11,423.61
Barling	65,826.76	64,431.48	Greenland	32,069.77	30,403.71	Ozark	181,251.17	163,811.05	191,904.24
Batesville	669,237.23	610,289.53	Greenwood	231,464.88	223,079.13	Palestine	33,143.95	26,689.23	7,877.82
Bauxite	14,152.59	12,835.05	Greers Ferry	23,772.80	25,083.34	Pangburn	8,222.04	8,651.94	6,937.40
Bay	6,348.24	9,802.40	Guion	2,726.46	NA	Paragould	325,418.07	336,442.29	9,374.04
Bearden	9,466.57	8,327.88	Gum Springs	286.27	593.11	Paris	73,166.90	83,742.19	10,768.96
Beebe	126,965.30	121,690.13	Gurdon	23,902.72	25,088.36	Patmos	624.63	88.41	585,363.40
Beedeville	201.36	239.88	Guy	8,633.10	7,514.72	Patterson	1,539.03	2,418.47	779,006.01
Bella Vista	186,011.51	183,496.46	Hackett	6,043.81	6,625.80	Pea Ridge	65,406.73	65,851.17	52,344.19
Belleville	2,296.72	1,700.33	Hamburg	84,537.78	58,447.86	Perla	2,662.52	2,881.39	42,612.41
Benton	1,644,894.34	1,611,769.54	Hampton	12.14	NA	Perryville	25,790.56	23,107.21	209,972.58
Bentonville	3,074,092.41	2,344,626.76	Hardy	23,423.92	24,834.17	Piggott	64,017.41	70,672.40	37,492.74
Berryville	274,190.23	263,514.17	Harrisburg	54,663.42	58,103.77	Pine Bluff	1,357,588.95	1,408,723.83	3,023.25
Bethel Heights	28,558.46	101,881.89	Harrison	528,395.43	530,102.71	Pineville	1,646.62	3,139.74	2,648.18
Big Flat	332.74	101,881.89	Hartford	3,757.30	3,709.48	Plainview	3,809.91	4,499.34	1,077.90
Black Rock	8,064.83	10,749.75	Haskell	46,371.35	41,507.46	Pleasant Plains	10,664.88	9,086.12	8,937.35
Blevins	4,023.80	3,667.16	Hatfield	4,484.72	4,047.47	Plumerville	11,147.84	13,951.83	75,581.30
Blue Mountain	158.11	113.32	Havana	3,950.27	3,581.78	Pocahontas	272,302.28	251,829.44	68,696.23
Blytheville	405,260.91	381,414.20	Hazen	72,662.98	60,302.50	Portia	3,807.05	2,901.69	12,865.37
Bonanza	2,757.10	6,902.06	Heber Springs	164,666.19	168,031.50	Portland	7,435.42	5,455.21	57,044.57
Bono	16,906.11	17,294.87	Hector	4,507.97	NA	Pottsville	28,582.51	25,844.22	161,688.82
Booneville	115,436.16	114,889.94	Helena-West Helena	243,862.78	254,555.30	Prairie Grove	133,748.43	106,415.02	105,791.76
Bradford	15,099.55	10,672.89	Hermitage	5,988.51	6,414.15	Prescott	68,498.92	66,041.51	1,234,987.46
Bradley	4,575.40	2,824.65	Higginson	1,637.50	1,573.26	Pyatt	762.54	1,115.22	331,873.64
Branch	1,881.83	1,954.30	Highfill	64,004.82	61,489.61	Quitman	26,094.86	22,224.14	144,586.48
Briarcliff	1,168.34	1,063.73	Highland	29,713.96	28,450.04	Ravenden	2,204.38	2,646.42	1,919.88
Brinkley	170,508.11	144,350.24	Holly Grove	5,316.18	5,662.27	Rector	25,061.75	36,664.08	11,276.53
Brookland	66,179.96	62,489.42	Hope	185,803.04	195,263.86	Redfield	39,990.71	19,252.26	444,877.29
Bryant	1,257,196.64	1,240,048.50	Horatio	8,174.55	7,412.71	Rison	13,410.24	15,160.42	4,694.42
Bull Shoals	35,971.98	31,355.04	Horseshoe Bend	26,033.44	25,506.29	Rockport	18,039.53	16,735.60	6,681.09
Cabot	862,534.92	807,596.85	Hot Springs	1,890,375.22	1,765,329.56	Roe	644.73	677.05	6,460.35
Caddo Valley	58,678.92	64,057.97	Hoxie	15,684.85	15,595.91	Rogers	3,603,775.74	3,277,711.56	11,507.95
Calico Rock	42,413.40	28,413.28	Hughes	6,786.92	5,227.93	Rose Bud	19,568.00	21,870.96	1,957.23
Camden	326,256.40	295,839.10	Humphrey	2,298.39	2,399.44	Rudy	7,818.10	8,252.63	190,469.86
Caraway	5,462.74	5,430.49	Huntington	3,409.39	3,758.42	Russellville	1,083,755.49	1,061,955.28	3,988.05
Carlisle	56,072.05	50,568.46	Huntsville	131,729.04	140,109.87	Salem	18,280.98	20,842.72	2,487.01
Cash	2,480.28	2,341.72	Imboden	9,086.90	9,269.18	Salesville	4,770.47	4,452.39	1,501.04
Cave City	19,983.95	18,814.55	Jacksonville	639,762.15	654,318.93	Scranton	4,035.21	NA	2,693.04
Cave Springs	34,753.31	31,375.65	Jasper	35,349.24	33,107.15	Searcy	729,980.49	820,823.42	1,515.76
Cedarville	7,550.30	5,033.49	Jennette	147.73	163.54	Shannon Hills	10,896.66	9,733.76	1,070.02
Centerton	269,480.29	250,640.73	Johnson	60,434.48	46,200.62	Sheridan	214,028.96	213,841.12	7,162.25
Charleston	32,010.57	28,841.34	Joiner	3,281.92	3,084.78	Sherill	716.31	692.54	55,607.53
Cherokee Village	21,531.76	17,695.95	Jonesboro	1,580,755.27	1,568,936.90	Sherwood	808,778.36	458,204.00	98,375.60
Cherry Valley	4,581.64	4,286.77	Judsonia	11,921.39	10,661.01	Shirley	2,919.95	2,527.47	28,886.56
Chidester	4,123.47	2,841.59	Junction City	6,348.69	5,935.32	Siloam Springs	693,904.63	660,511.82	5,349.48
Clarendon	48,226.88	44,264.17	Keiser	4,443.80	3,982.54	Sparkman	4,211.60	3,016.30	8,571.80
Clarksville	387,777.34	403,787.41	Keo	1,589.14	1,513.44	Springdale	2,651,775.19	2,659,351.15	1,137.29
Clinton	104,733.06	94,784.75	Kibler	3,391.20	3,383.18	Springtown	162.43	179.15	193,147.63
Coal Hill	5,134.16	5,471.47	Kingsland	1,785.72	2,096.84	St. Charles	2,177.53	1,259.30	707.09
Conway	2,804,657.80	2,731,858.61	Lake City	14,369.91	12,363.01	Stamps	13,125.11	13,718.53	212.13
Corning	95,250.24	75,023.47	Lake Village	90,812.35	57,055.22	Star City	71,776.32	85,610.75	126,944.64
Cotter	13,556.21	15,718.44	Lamar	26,665.44	21,198.72	Stephens	5,617.47	6,397.43	23,113.57
Cotton Plant	2,725.63	1,994.76	Lead Hill	6,106.25	6,573.98	Strong	8,921.31	9,495.30	18,153.24
Cove	13,468.69	12,819.83	Lepanto	26,063.48	32,508.83	Stuttgart	492,885.80	558,647.45	20,601.40
Crawfordsville	6,804.35	10,216.09	Leslie	5,741.39	4,509.02	Sulphur Springs	2,009.34	1,803.27	424,418.52
Crossett	171,261.65	302,087.47	Lewisville	12,155.44	8,443.24	Summit	7,737.56	4,730.54	98,650.81
Damascus	11,824.93	9,775.11	Lincoln	47,644.44	43,219.08	Sunset	3,365.34	3,283.12	26,287.07
Danville	40,091.60	38,347.88	Little Flock	5,974.68	7,960.07	Swifton	4,111.99	3,616.03	1,182.77
Dardanelle	154,465.77	152,611.50	Little Rock	6,645,112.51	6,450,594.92	Taylor	7,971.84	8,130.54	2,471.99
Decatur	23,731.01	26,639.96	Lockesburg	7,443.18	4,522.69	Texarkana	488,318.11	394,891.02	3,394.55
Delight	5,143.87	5,505.49	Lonoke	242,579.80	235,748.03	Texarkana Special	211,025.16	197,910.37	2,199.95
De Queen	123,278.64	118,809.21	Lowell	383,879.44	309,328.91	Thornton	1,203.20	1,113.55	816.11
Demott	22,834.42	23,834.16	Luxora	2,470.54	3,019.48	Tontitown	241,766.33	233,501.92	1,596.74
Des Arc	64,522.56	59,316.32	Madison	1,457.86	1,004.19	Trumann	166,370.30	166,337.10	30,349.85
DeValls Bluff	10,711.42	13,904.36	Magazine	12,578.36	10,848.88	Tuckerman	14,458.88	13,452.53	2,625.75
DeWitt	178,761.21	162,970.59	Magnolia	511,770.41	468,203.16	Turrell	3,956.90	3,897.68	5,588.89
Diamond City	3,011.62	2,721.80	Malvern	319,910.59	340,251.72	Tyronza	4,082.67	3,217.14	2,956.92
Diaz	5,220.48	17,289.37	Mammoth Spring	7,267.99	9,005.32	Van Buren	703,469.30	706,128.90	2,966.92
Dierks	12,482.10	18,093.35	Manila	38,128.14	37,209.30	Vandervoort	385.00	397.17	1,588.89
Dover	24,046.92	20,907.33	Mansfield	39,816.58	27,471.88	Vilonia	96,159.63	99,976.07	15,390.16
Dumas	147,425.97	140,349.72	Marianna	70,877.79	71,022.90	Viola	7,818.06	7,451.27	2,956.92
Dyer	2,833.77	2,398.90	Marion	262,935.57	257,851.08	Wabbaseka	958.19	1,139.14	1,677.47
Earle	17,430.21	19,663.76	Marked Tree	60,659.33	58,264.82	Waldenburg	4,683.96	10,258.18	93,904.65
East Camden	8,477.02	8,008.58	Marmaduke	19,584.25	14,942.50	Waldron	85,747.78	79,351.15	1,539.42
El Dorado	637,515.69	620,282.69	Marshall	16,199.69	16,071.53	Walnut Ridge	144,004.57	82,405.04	9,390.50
Elkins	97,166.81	99,563.45	Marvell	21,646.45	21,016.45	Ward	46,453.75	45,232.12	109,772.23
Elm Springs	3,799.80	5,880.38	Maumelle	478,038.47	201,842.24	Warren	77,299.69	84,920.48	5,858.00
England	66,560.43	64,387.49	Mayflower	65,026.95	66,013.48	Washington	3,156.35	1,979.76	411,848.62
Etowah	460.53	432.30	Maynard	5,963.63	5,665.05	Weiner	11,910.01	11,266.21	808.80
Eureka Springs	254,947.31	286,509.02	McCaskill	302.08	NA	West Fork	69,587.86	65,255.31	25,444.33
Evening Shade	3,964.62	4,876.47	McCronry	23,130.38	19,385.85	West Memphis	607,325.50	578,588.84	1,134.08
Fairfield Bay	42,242.49	43,346.47	McGehee	170,761.87	168,526.86	Western Grove	4,291.82	4,219.40	1,243.97
Farmington	161,507.07	163,974.12	McRae	4,066.12	4,428.94	Wheatley	3,221.20	3,911.70	2,735.43
Fayetteville	3,800,706.64	3,783,107.07	Melbourne	69,105.98	72,741.90	White Hall	70,469.79	85,958.08	348,759.64
Flippin	53,573.59	47,476.							

Caraway	23,505.75	23,260.16	Cave City	2,207.24	2,234.24	Birdsong	556.92	551.11	Waldron	28,390.60	26,570.42
Cash	6,285.35	6,219.68	Cushman	6,158.48	6,233.80	Blytheville	212,174.38	209,960.79	Searcy County	80,772.03	77,414.18
Egypt	2,058.36	2,036.86	Magness	2,752.24	2,785.90	Burdette	2,594.45	2,567.38	Big Flat	7.90	7.57
Jonesboro	1,236,174.54	1,223,259.08	Moorefield	1,866.62	1,889.45	Dell	3,029.12	2,997.52	Gilbert	221.22	212.02
Lake City	38,263.46	37,863.69	Newark	16,022.92	16,218.92	Dyess	5,569.24	5,511.13	Leslie	3,484.17	3,339.33
Monette	27,585.73	27,297.51	Oil Trough	3,542.49	3,585.81	Etowah	4,767.81	4,718.07	Marshall	10,705.34	10,260.30
Crawford County	751,746.00	751,412.70	Pleasant Plains	4,755.11	4,813.27	Gosnell	48,194.28	47,691.48	Pindall	884.87	848.08
Alma	54,708.60	54,684.34	Southside	53,150.93	53,801.02	Joiner	7,824.10	7,742.47	St. Joe	1,042.89	999.54
Cedarville	14,073.41	14,067.17	Sulphur Rock	6,212.97	6,288.97	Keiser	10,309.88	10,202.32	Sebastian County	861,223.80	877,689.54
Chester	1,605.22	1,604.50	Izard County	44,875.59	42,377.17	Leachville	27,071.93	26,789.49	Barling	78,711.73	80,216.62
Dyer	8,843.83	8,839.91	Jackson County	272,915.47	300,844.90	Luxora	16,001.37	15,834.43	Bonanza	9,735.26	9,921.39
Kibler	9,701.97	9,697.67	Amagon	978.86	1,079.04	Manila	45,396.08	44,922.47	Central City	8,499.31	8,661.81
Mountainburg	6,370.39	6,367.56	Beedeville	1,068.76	1,178.13	Marie	1,141.01	1,129.11	Fort Smith	1,459,595.49	1,487,501.46
Mulberry	16,708.38	16,700.98	Campbell Station	2,547.04	2,807.70	Osceola	105,367.27	104,267.98	Greenwood	151,565.37	154,463.14
Rudy	615.84	615.56	Diaz	13,164.71	14,511.95	Victoria	502.59	497.35	Hackett	13,747.89	14,010.73
Van Buren	230,091.08	229,989.08	Grubbs	3,855.52	4,250.08	Wilson	12,265.92	12,137.94	Hartford	10,869.63	11,077.45
Crittenden County	1,366,277.54	1,278,826.79	Jacksonport	2,117.54	2,334.24	Monroe County	NA	NA	Huntington	10,751.12	10,956.67
Anthonyville	1,109.19	1,038.19	Newport	78,698.58	86,752.38	Montgomery County	228,291.33	64,070.72	Lavaca	38,754.82	39,495.77
Clarkedale	2,555.95	2,392.35	Swifton	7,970.74	8,786.45	Black Springs	848.57	828.07	Mansfield	12,241.04	12,475.07
Crawfordsville	3,300.00	3,088.78	Tuckerman	18,598.40	20,501.71	Glenwood	360.00	351.30	Midland	5,502.54	5,607.74
Earle	16,630.91	15,566.42	Tupelo	1,797.91	1,981.90	Mount Ida	9,222.85	9,000.01	Sevier County	283,041.55	298,641.84
Edmondson	2,941.76	2,753.46	Weldon	749.13	825.80	Norman	3,240.00	3,161.71	Ben Lomond	1,488.81	1,360.42
Gilmore	1,630.71	1,526.34	Jefferson County	422,364.32	757,830.62	Oden	1,988.57	1,940.53	De Queen	67,705.11	61,866.10
Horseshoe Lake	2,011.69	1,882.93	Alzheimer	10,586.88	10,918.91	Nevada County	129,969.93	125,795.93	Gilham	1,642.83	1,501.15
Jennette	713.05	667.41	Humphrey	3,313.78	3,417.71	Bluff City	1,196.55	1,158.12	Horatio	10,719.46	9,975.00
Jericho	819.83	767.36	Pine Bluff	528,085.19	544,647.02	Bodcaw	1,331.64	1,288.87	Lockesburg	7,587.82	6,933.43
Marion	85,049.13	79,605.42	Redfield	13,954.45	14,392.09	Cale	762.32	737.83	Sharp County	222,996.82	88,424.05
Sunset	1,227.68	1,149.10	Sherrill	903.76	932.10	Emmet	4,583.54	4,436.34	Ash Flat	10,337.11	10,576.78
Turrell	3,813.26	3,569.18	Wabbaseka	2,743.55	2,829.59	Prescott	31,804.95	30,783.53	Cave City	18,374.74	18,800.77
West Memphis	180,811.21	169,238.11	White Hall	59,454.37	61,318.98	Rosston	2,518.54	2,437.65	Cherokee Village	40,905.43	41,853.84
Cross County	287,896.48	315,011.62	Johnson County	125,902.49	133,071.14	Willisville	1,466.72	1,419.64	Evening Shade	4,556.77	4,662.42
Cherry Valley	7,394.78	8,091.24	Clarksville	92,479.64	97,745.25	Newton County	44,076.59	64,037.29	Hardy	7,700.09	7,878.62
Hickory Ridge	3,089.68	3,089.68	Coal Hill	10,197.14	10,777.75	Jasper	2,745.95	2,562.59	Highland	11,022.74	11,278.30
Parkin	12,551.81	13,733.98	Hartman	5,229.56	5,527.32	Western Grove	2,262.75	2,111.66	Horseshoe Bend	84.38	86.34
Wynne	95,041.62	103,992.99	Knoxville	7,365.72	7,785.11	Ouachita County	629,065.46	594,509.36	Sidney	1,909.20	1,953.47
Dallas County	137,197.21	145,962.12	Lamar	16,172.36	17,093.18	Bearden	9,655.02	9,124.65	Williford	791.11	809.45
Desha County	103,978.92	79,037.36	Lafayette County	87,619.74	77,712.81	Camden	121,767.18	115,078.21	St. Francis County	145,583.46	147,468.04
Arkansas City	4,024.11	3,053.55	Bradley	4,129.39	3,662.49	Chidester	2,888.51	2,729.84	Caldwell	9,579.00	9,703.00
Dumas	51,741.75	39,313.72	Buckner	1,808.25	1,603.80	East Camden	9,305.20	8,794.04	Colt	6,524.08	6,608.52
McGehee	46,387.26	35,243.34	Lewisville	8,416.60	7,464.95	Louann	1,639.15	1,549.11	Forrest City	265,295.00	268,729.26
Mitchellville	3,958.14	3,007.42	Stamps	11,132.27	9,873.58	Stephens	8,905.41	8,416.21	Hughes	24,870.86	25,192.82
Reed	1,891.11	1,436.88	Lawrence County	290,454.59	319,297.09	Perry County	109,141.60	118,201.35	Madison	13,272.52	13,444.34
Tillar	230.89	175.43	Alicia	783.71	861.54	Adona	1,094.49	1,053.37	Palestine	11,753.68	11,905.84
Watson	2,319.93	1,762.70	Black Rock	4,184.02	4,599.50	Bigelow	1,649.59	1,587.61	Wheatley	6,127.10	6,206.42
Drew County	390,672.98	410,862.57	Hoxie	17,570.37	19,315.12	Casa	895.49	861.85	Widener	4,711.82	4,772.82
Jerome	487.45	512.64	Imboden	4,278.83	4,703.72	Fourche	324.68	312.48	Stone County	92,694.97	93,220.80
Monticello	118,324.59	124,439.48	Lynn	1,820.24	2,000.99	Houston	905.97	871.93	Fifty Six	1,692.84	1,702.44
Tillar	2,549.72	2,681.49	Minturn	688.91	757.32	Perry	1,413.94	1,360.81	Mountain View	26,889.66	27,042.20
Wilmar	6,386.80	6,716.87	Portia	2,761.96	3,036.23	Perryville	7,645.75	7,358.44	Union County	559,478.11	548,518.94
Winchester	2,087.27	2,195.14	Powhatan	455.06	500.25	Phillips County	113,203.97	115,192.25	Calion	16,310.59	15,991.10
Faulkner County	818,249.18	823,382.39	Ravenden	2,970.53	3,265.51	Elaine	12,672.26	12,894.83	El Dorado	694,485.97	680,882.23
Enola	2,491.56	2,507.19	Sedgwick	960.68	1,056.08	Helena-West Helena	200,804.60	204,331.49	Felsenthal	3,996.63	3,918.34
Holland	4,105.92	4,131.67	Smithville	492.98	541.94	Lake View	8,826.75	8,981.78	Huttig	22,355.51	21,917.61
Mount Vernon	1,068.86	1,075.57	Strawberry	1,908.72	2,098.26	Lexa	5,698.53	5,798.61	Jefferies	2,355.51	2,355.51
Twin Groves	2,469.45	2,484.94	Walnut Ridge	33,737.64	37,087.81	Marvell	23,630.97	24,046.02	Junction City	19,941.26	19,550.64
Wooster	6,339.47	6,379.58	Lee County	36,531.58	35,409.57	Pike County	181,296.72	193,084.34	Norphlet	25,160.46	24,667.62
Franklin County	237,947.40	231,945.77	Aubrey	1,132.04	1,097.27	Antoine	1,162.67	1,238.26	Smackover	66,194.19	64,897.55
Altus	7,392.07	7,205.63	Haynes	998.86	968.18	Daisy	1,142.79	1,217.10	Strong	18,833.83	18,464.91
Branch	3,579.01	3,488.74	LaGrange	592.66	574.45	Delight	2,772.52	2,952.78	Van Buren County	362,695.80	326,832.47
Charleston	24,594.74	23,974.39	Marianna	27,402.01	26,560.40	Glennwood	21,723.01	23,135.41	Clinton	32,218.16	29,032.43
Denning	4,423.11	4,311.55	Moro	1,438.36	1,394.18	Murfreesboro	16,307.17	17,367.43	Damascus	3,095.52	2,789.43
Ozark	35,926.65	35,020.49	Rondo	1,318.48	1,278.00	Pointsett County	129,339.92	132,037.94	Fairfield Bay	26,683.38	24,044.93
Wiederkehr Village	370.58	361.24	Lincoln County	132,018.83	60,243.77	Fisher	1,934.49	1,974.85	Shirley	3,603.18	3,246.90
Fulton County	171,340.51	118,582.00	Gould	4,472.23	4,768.68	Harrisburg	19,969.52	20,386.08	Washington County	1,578,383.16	1,590,846.82
Ash Flat	430.20	469.14	Grady	2,399.08	2,558.11	Lepanto	16,421.50	16,764.05	Elkins	47,432.33	47,806.87
Cherokee Village	3,344.63	3,647.35	Star City	12,150.35	12,955.77	Marked Tree	22,259.68	22,724.01	Elm Springs	31,454.37	31,702.75
Hardy	177.14	193.18	Little River County	229,510.48	212,619.34	Trumann	63,291.74	64,612.00	Farmington	107,009.33	107,854.33
Horseshoe Bend	71.70	78.19	Ashdown	46,814.50	43,369.12	Tyronza	6,610.24	6,748.13	Fayetteville	1,318,002.45	1,328,410.02
Mammoth Spring	4,120.68	4,493.65	Foreman	10,021.06	9,283.54	Waldenburg	529.17	540.20	Goshen	19,184.30	19,335.79
Salem	6,895.92	7,520.08	Ogden	1,784.16	1,652.86	Weiner	6,211.18	6,340.77	Greenland	23,178.79	23,361.82
Viola	1,421.37	1,550.02	Wilton	3,707.10	3,434.27	Polk County	264,040.08	265,590.36	Johnson	60,078.56	60,552.97
Garland County	2,430,638.23	2,264,638.23	Winthrop	1,903.11	1,763.05	Cove	7,920.44	7,966.66	Lincoln	40,285.23	40,603.35
Fountain Lake	8,317.68	7,689.00	Logan County	288,001.38	321,360.69	Grannis	11,486.70	11,553.78	Prairie Grove	79,280.77	79,906.81
Hot Springs	268,813.90	230,558.66	Blue Mountain	1,022.16	1,140.56	Hatfield	8,563.20	8,613.16	Springdale	1,149,893.55	1,158,973.65
Lonsdale	1,554.40	1,436.91	Booneville	32,890.42	36,700.13	Mena	118,951.68	119,646.00	Tontitown	44,064.77	44,412.73
Mountain Pine	12,732.83	11,770.44	Caulksville	1,755.80	1,959.18	Vandervoort	1,803.86	1,814.40	West Fork	41,503.28	41,831.01
Grant County	203,599.29	196,010.21	Magazine	6,982.00	7,790.73	Wickes	15,633.53	15,724.80	Winslow	7,003.78	7,059.08
Greene County	551,717.27	562,319.92	Morrison Bluff	527.57	588.67	Pope County	371,873.21	344,659.05	White County	1,057,884.09	1,122,886.21
Delaplaine	1,423.14	1,450.49	Paris	29,115.03	32,487.43	Atkins	44,660.92	41,392.57	Bald Knob	32,703.28	34,712.75
Lafe	5,618.94	5,726.92	Ratcliff	1,665.13	1,858.00	Dover	20,405.42	18,912.12	Beebe	82,576.64	87,650.60
Marmaduke	13,630.22	13,892.16	Scranton	1,846.48	2,060.36	Hector	6,663.60	6,175.95	Bradford	8,568.10	9,094.57
Oak Grove Heights	10,906.63	11,116.23	Subiaco	4,715.12	5,261.28	London	15,385.51	14,259.58	Garner	3,205.98	3,402.98
Paragould	320,365.41	326,522.06	Lonoke County	301,646.49	292,238.28	Pottsville	42,025.09	38,949.64	Georgetown	1,399.80	1,485.81
Hempstead County	384,437.09	408,175.71	Allport	1,219.74	1,181.69	Russellville	413,439.26	383,183.24	Griffithville	2,539.95	2,696.02
Blevins	3,589.57	3,811.22	Austin	21,615.88	20,941.69	Prairie County	71,205.24	77,403.83	Higginson	7,010.27	7,441.01
Emmet	490.00	520.26	Cabot	252,178.16	244,312.85	Biscoe	2,958.90	3,216.48	Judsonia	22,791.83	24,192.28
Fulton	2,290.49	2,431.92	Carlisle	23,482.61	22,750.20	Des Arc	13,995.69	15,214.05	Kensett	18,603.73	19,746.85
Hope	115,037.13	122,140.56</									

Governor's "Arkansas Rural Connect" program provides \$25 million for broadband deployment

Governor Asa Hutchinson on Aug. 6 announced "Arkansas Rural Connect," a new \$25 million grant program within the newly established Arkansas State Broadband Office. The goal is to provide high-speed broadband to rural communities throughout Arkansas by 2022, as outlined in the State Broadband Plan released in May.

The Arkansas Rural Connect (ARC) program will provide grants to qualifying communities of at least 500 people to deploy high-speed broadband to its residents. The broadband must have a rate of at least 25 megabits per second for download and 3 megabits per second for upload (25/3).

"The long-term success of our economy will be determined by the resources our entrepreneurs have access to, and high-speed broadband is at the top of that list," Hutchinson said. "The Arkansas Rural Connect program is an important tool that will allow the state to assist our local communities with the critical funding necessary to reach our goal of statewide connectivity. I will be asking legislative approval for the \$25 million broadband plan."

Of this \$25 million plan, the Arkansas Legislative Council is able to approve \$5.7 million this year, and the balance will need to be appropriated in next year's fiscal session.

The ARC program builds on the work of the state legislature, which, during this year's general session, opened up new possibilities for Arkansas cities and towns by enacting Act 198 of 2019. Before Act 198, government entities were forbidden to provide broadband to the public by the Telecommunications Regulatory Reform Act of 2013.

Governor establishes Complete Count Committee to boost 2020 Census accuracy

Governor Asa Hutchinson issued Executive Order 19-12 on Aug. 28 to establish the Arkansas Complete Count Committee to promote statewide participation in the 2020 Census. The Arkansas Complete Count Committee will consist of 30 volunteer members appointed by the governor from state, municipal, and county government, as well as citizen and private sector representatives.

Fort Smith Mayor George McGill will serve as chair, and Shelby Johnson, director of the Arkansas Geographic Information Systems Office, will serve as vice chair.

Other city officials named to the committee include Stephens Mayor Harry Brown, Walnut Ridge Mayor Charles Snapp, Lake Village Mayor Joe Dan Yee, De Queen Mayor Jeff Brown, and Blytheville Mayor James Sanders.

"Every 10 years, the U.S. Census Bureau surveys the United States to determine the nation's population," Governor Hutchinson said. "April 1, 2020, is Census Day. In Arkansas, we've been preparing for years, and an accurate count of Arkansas's population is critical. The most obvious reason is that the federal government allocates funding back to the states based upon population counts. An undercount of even one percent could cost Arkansas \$990 million over the next decade."

By this Executive Order, Governor Hutchinson is directing the Arkansas Complete Count Committee to establish a public-awareness campaign to promote citizen participation in the 2020 Census; to provide recommendations on how best to reach hard-to-count communities within the state; and to work with municipal and county governments to form local complete count committees. In addition, should the need arise, the committee will provide recommendations for future funding to support this statewide effort.

The committee will meet monthly and shall submit a census progress report to the governor no later than November 1, 2019; a census day report to the governor no later than April 1, 2020; and a final census report no later than Dec. 31, 2020.

ASU, Corps of Engineers collaborate on White River Basin study

Arkansas State University and the U.S. Army Corps of Engineers are collaborating to conduct a basin-wide analysis of the White River Basin, they have jointly announced. The purpose of this analysis is to gain an understanding of the current conditions and challenges that users of the water (resource) are facing due to emerging changes in water use demands, population increases, hydrologic changes and climate variability.

Collaborations across multiple agencies and stakeholders are crucial for large basin-wide studies, especially when dealing with complex systems such as the White River system, which has a broad range of uses, including flood control, hydroelectric power, water supply, agricultural needs, environmental stewardship, and recreation, and these uses often represent competing interests. The ultimate goal of the study is to provide a basin-wide examination of all current and projected uses of the resource in the basin to determine how well the system meets those needs.

Upcoming stakeholder meetings open to the public are:

- Sept. 30, 6-7:30 p.m., Sheid/Trout Nature Center, ASU-Mountain Home, Mountain Home.
- Oct. 29, 6-7:30 p.m., TBD, Branson, Mo.

For more information, visit whiteriverbasinstudy.com. 🏠

Obituaries

LINDA RUTH COLBURN, 72, a council member for the town of Egypt, died Aug. 14.

PATSY RUTH (KNOWLES) CONLEY, 85, treasurer for the town of Success, died July 24.

2020 Census: Important upcoming dates

Counting every person living in the United States is a massive undertaking, and efforts begin years in advance. The area census offices across the country are now open and preparing for the work of canvassing, which will begin officially in January 2020.

Here's a look at some of the key dates approaching:

- ◆ **January 2020**—The Census Bureau begins counting the population in remote Alaska.
- ◆ **April 1, 2020**—Census Day is observed nationwide. By this date, households will receive an invitation to participate in the 2020 Census. You'll then have three options for responding: online, by mail, or by phone.
- ◆ **April 2020**—Census takers begin following up with households around selected colleges and universities. Census takers also begin conducting quality check interviews.
- ◆ **May 2020**—The Census Bureau begins following up with households that have not responded.
- ◆ **December 2020**—The Census Bureau delivers apportionment counts to the president. 🏠



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Fest in the Park
Bay

(501) 884-6010

Sept. 14

5th Bayfest Street Festival
Fairfield Bay

(501) 884-6010

Sept. 20-21

8th Beatles at the Ridge
Festival
Walnut Ridge

(870) 886-3232

beatlesattheridge.com

Sept. 21

Pop-Up in the Bluff
Pine Bluff

(870) 536-8742

Sept. 27-28

7th FestiVille
Jacksonville

(501) 982-4171

festiville.org

Sept. 27-28

Jonesboro Downtown BBQ
Festival

Jonesboro

jonesborodowntownbbq.com

Sept. 27-28

Depot Days Festival
Newport

(870) 523-3618

depotdays.org

Sept. 27-28

12th Get Down Downtown
Festival

Searcy

(501) 279-9007

searcy.com/mainstreetsearcy

Sept. 28

Celebrate Lakeview Festival
Lakeview

(870) 431-5485

Sept. 28

31st Autumn on the Square
Marianna

(870) 295-2469

Sept. 28

43rd Sherwood Fest
Sherwood

(501) 833-0476

cityofsherwood.net

Sept. 28

Fall Fest
Wilson

wilsonarkansas.com

Oct. 4-5

Timberfest
Sheridan

grantcountychamber.com/
timberfest

Oct. 5

30th Hoo Rah Festival
De Queen

(870) 642-6642

Oct. 5

Arkansas Goat Festival
Perryville

(501) 749-7976

arkansasgoatfestival.com

Oct. 11-12

Cabotfest
Cabot

(501) 843-2136

Oct. 12

October Daze Fall Festival
Booneville

(479) 675-2666

Oct. 12

Crawfordsville Hometown
Festival
Crawfordsville

(901) 262-4874

Oct. 12

1st Fall Festival
Keiser

(870) 526-2300

Oct. 12

48th Ozark Square
Gathering
Ozark

(479) 667-5337

Oct. 12

L'Anguille River Festival
Palestine

(870) 581-2166

Oct. 12

43rd Arkansas Rice Festival
Weiner

arkansasricefestival.com

Oct. 13-14

Van Buren Fall Festival
Van Buren

(479) 922-6862

oldtownvanburen.com

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CITY MANAGER—Joplin, Mo., is a city of approximately 50,000 located in Jasper County (primarily) and northern Newton County. Covering 38.28 square miles, Joplin is the largest city in Jasper County. Approximately 400,000 people living in a 40-mile radius. Joplin is the fourth largest metro area in Missouri and approximately a quarter of a million people travel to Joplin daily for work, health care, and entertainment. Joplin is a home rule city and operates under the council-manager form of government. The council consists of nine members including the mayor. The council selects a professional city manager to oversee the daily operations of the city. The city of Joplin seeks an innovative, progressive, and creative municipal professional with strong leadership skills and a passion for public service to serve as its new city manager. The selected candidate must hold a bachelor's degree in public admin., finance, or a closely related field and have experience equivalent to six years of full-time work as a city manager, public works director, city finance director, assistant city manager, or comparable position in a similarly sized city. A master's degree in public admin., finance, or a closely related area may substitute for one year of the required experience. The chosen candidate must hold a valid DL, successfully complete a background check, and successfully complete a physical exam and drug test. Residency within the city limits is required. Please apply online at: <http://bit.ly/SGRCurrentSearches>. For more information on this position contact: Kurt Hodgen, Strategic Government Resources, KurtHodgen@GovernmentResource.com, (540) 820-0531.

CODE INSPECTOR/ENFORCEMENT OFFICER—The city of Bald Knob is accepting applications for the position of code inspector/enforcement officer. Must be a U.S. Citizen at least 21 years of age and possess HS diploma or equivalent, must possess a valid DL. Applicants should have a clean criminal background free of felony convictions and pass a drug test. Preference will be given to candidates who possess Inspection I Certification and International Building Code Certification. Applications may be picked up at 3713 Hwy 367, Room 103. The city of Bald Knob is an equal opportunity employer.

FIRE CHIEF—The city of Cabot is seeking a new fire chief. The fire chief will plan and direct activities related to fire suppression, fire prevention, and emergency medical response within the city. The city seeks a minimum of 10 years of experience within the fire department field along with five years in a supervisory or administrative capacity within a fire department. This is a salaried position and it includes full benefits and retirement along with a brand new take-home vehicle. Salary will be based off experience but can be negotiated. To apply online visit the employment tab of www.cabotar.gov. This position will be open until filled. EOE.

FIRE MARSHAL—The city of Monticello is accepting applications for the position of full-time fire marshal. The objective of the fire marshal is to direct the operations of building inspections for all residential and commercial construction, enforce adherence to ADEQ storm water requirements, complete commercial and residential plan reviews, and direct enforcement of city codes. Essential duties and responsibilities: Complete commercial and residential plan reviews; knowledge of city codes and directing enforcement procedures; interpret and communicate building, electrical, plumbing, HVAC, and structural codes;

train other employees in code enforcement and building inspections; public speaking as requested; direct ADEQ storm water enforcement procedures/flood plain management and city compliance; all other duties as required or assigned. Education and experience: Certified fireman and law enforcement officer, other qualifications include five years of related experience and/or training or equivalent combination of education and experience, and prefer at least four years of managerial experience. Must be licensed/certified with the following credentials: Arkansas Plumbing Inspectors License, Arkansas Mechanical Inspectors License, Arkansas Electrical Inspectors License, Erosion Prevention and Sediment Control Certification, Flood Plain Management Certification, FF1 and FF2 certifications, Inspection 1 certification. Must be familiar with International Fire Code and International Building Code. Resumes may be sent to Patty Burchett, HR Director, City of Monticello, P.O. Box 505, Monticello, AR 71655; or faxed to (870) 367-4405. Full benefit package included and salary DOE. For more information, please call (870) 367- 4400, Ext. 2. Position is open until filled.

PROJECT ENGINEER—Rogers seeks applicants for the position of project engineer, which serves as a civil engineering authority for the city. This position reviews plans and executes construction projects related to streets and drainage. This position answers questions from the public, fellow employees, and elected officials regarding street and drainage issues within the city. Technical degree required in such disciplines as Engineering, etc., plus 5 years related experience and/or training, and 3 years related management experience, or equivalent combination of education and experience. Starting salary \$70,530. For a complete job description and to apply online, visit www.rogersar.gov.

PUBLIC WORKS AND ADMINISTRATIVE SERVICES DIRECTOR—The city of Prairie Grove is accepting applications for the position of public works and administrative services director. The position is responsible for overseeing water, sewer, streets, solid waste, parks and recreation, planning, code enforcement, and various city administrative responsibilities related to the day-to-day operations of the city. Applicants should hold a minimum of a bachelor's degree in engineering, public admin., management, or a related field. Experience and knowledge of water and wastewater utilities is a priority and applicants will either need to be licensed with a minimum of a Class IV water and Class III wastewater license or the ability to get licensed within the first year. Applicants should have a minimum of 10 years' experience managing similar job duties. Knowledge of budgeting, regulation compliance, human resource management, and business operations is important. The current director will be on salary through August of 2020, which will serve as a transition period. A salary range of \$85,000 - \$95,000 will be considered, with benefits to be negotiated that could include phone, work vehicle, health insurance, retirement, and other benefits. For a full a job description and application please email pgwater@pgtc.com or contact Mayor Hudson at sonnyhudson@pgtc.com. Applicants should submit a detailed resume as well as an application to Mayor Hudson, P.O. Box 944, Prairie Grove AR 72753; by email to sonnyhudson@pgtc.com; or in person at City Hall, 975 E. Douglas Street, Prairie Grove, AR 72753.





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

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