

City & Town

MARCH 2022 VOL. 78, NO. 03

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



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ON THE COVER—A renowned poolhall/church in Judsonia is among the details that make the community unique, and it’s one of four Arkansas cities celebrating significant birthdays this year. Read about 2022’s sesquicentennial and centennial cities inside beginning on page 20. Read also about the new \$30 million North Little Rock Justice Center, which was made possible by a half-cent sales tax approved by the city’s residents. And check out the most up-to-date agenda for the 2022 Hybrid Winter Conference, March 26-28. We can’t wait to see you there, whether in-person or virtually!—atm

Features

16 A new home for NLRPD
The new 82,000-square-foot, \$30 million North Little Rock Justice Center brings the city’s police, district court and other city services together under one roof and is a significant upgrade from the 1960s-era police headquarters and substations the department had outgrown.

20 And many more!
Brinkley and Judsonia celebrate their sesquicentennials in 2022, and Joiner and Smackover celebrate 100 years of incorporation. Read about the events and people that sustained these cities over the years and make them unique.

32 Agenda set for 2022 Hybrid Winter Conference
The agenda for the rescheduled 2022 Hybrid Winter Conference is full of educational workshops, updates on key issues affecting Arkansas municipalities like ARPA funding and redistricting, and awards ceremonies recognizing cities and towns for volunteerism and innovative initiatives that help make them great places to live, work and play.

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Greetings, fellow municipal officials,

It does not seem possible, but it is already March and 2022 is three months old. Hopefully March means warmer weather will arrive with spring and we will begin to see the change that comes four times each year when Mother Nature paints another landscape for us to enjoy.

As I write this letter, our COVID numbers are dropping, and hopefully this trend will continue so we can get back to a more normal way of life. We may never get back to where we were, and I would not bet against another variant or outbreak occurring at any time. I think the lessons we have learned from this pandemic will serve us well in the future, as we will surely face another similar crisis at some point in time. Our scientific and medical communities are not right 100 percent of the time—no one is. But if you go back and look at all the information that has been circulating since this pandemic began, you can clearly see the experts were right in most cases, and following their advice was the best course of action.



March is also the start of something else that will be with us the rest of the year: election season 2022. I think it is going to be an interesting one. In my part of the state, we are seeing a larger than usual number of people announcing they are going to run in state and county races. Aren't you glad, as a municipal official, you do not have to go through the preferential primary process? As most of you know, there was a bill introduced during the 2021 legislative session to require all cities and towns to go through the whole primary thing. Fortunately, the League was able to kill the bill before it got much support, but we need to remain alert. There are rumors it will be back again at some point down the road. We do not need this in any shape, form or fashion. No matter how strong of a supporter you may be of a particular political party, do you really want to bring that kind of partisan nonsense to your city council meetings? One reason local government is the most trusted level of government is we spend our time working on projects and providing services that meet the needs and wants of the citizens of our town, not some hot button political issue that we really can't do anything about and will only cause divisions in our community.

A lot of people seem to be running on some boogie man issue that they are going to protect us from as opposed to running on ideas that provide a better quality of life for all our citizens, especially those who are sometimes overlooked or have special needs. Let's continue to be the example of how government should serve the citizens we represent and not a political party or cause that serves only the interests of a few. Elected officials work for the people they represent, not the other way around. Don't be afraid to remind the many candidates who will be stopping in to see you in the coming months of this. If a state or national office holder stops to see you and talks more than they listen, it is not a visit, it is a campaign stop.

Later this month we'll hold our rescheduled 2022 Hybrid Winter Conference. Don't miss this chance to visit with your fellow municipal officials and learn more about how to better serve the people you represent. Whether you attend in person or virtually, don't miss this opportunity. I hope to see you there. It has been too long.

Best,

A handwritten signature in black ink, appearing to read 'Tim McKinney'. The signature is fluid and cursive, written over a white background.

Tim McKinney
 Mayor, Berryville
 President, Arkansas Municipal League

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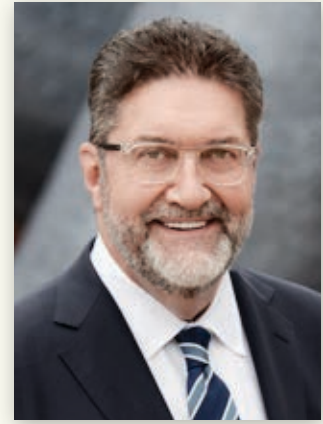
From the Desk of the Executive Director

Beware the Ides of March¹; March Madness²
(Or... March: The middle of the February-April sandwich³)

If you were raised in the late '60s and '70s, went to public schools in the Midwest and thought the transistor radio was top-notch technology, then there are likely two givens of your mindset and experience:

1. Shakespeare⁴ was taught beginning in junior high through high school and was generally not understood by a single student in the classroom except for the one who would get a full-ride scholarship to an Ivy League school.
2. The bands Chicago⁵ and Blood, Sweat and Tears⁶ were very high on your list of favorites, particularly if you were exposed to high school and college jazz bands with enormous brass sections and a propensity to slide in a “pop” song like “Hey Jude”⁷ during a performance. Yes, I am describing my own experience!

That brash, loud sound that included big trumpets and trombones along with emotionally tuned saxophones, wild electric guitar riffs and driving bass and drums were the thing of legend...and airplay. They had more, however, like harmonies to make the Bee Gees⁸ jealous and the powerful voice of a lead singer. Chicago had three:



¹ Likely you've heard Shakespeare quote a soothsayer speaking to Julius Caesar regarding Caesar's impending doom on March 15. The saying is now used widely, and I suspect by many who have no idea it appeared in old William's writings. Interestingly, the Ides of March has a much more pedestrian and non-threatening history. <https://bit.ly/36Vd4D1>. Just to keep you on track, Julius was killed on March 15, 44 B.C. <https://bit.ly/3vt6txt>. For those keeping score, that's a LONG time ago. More to the point, Shakespeare wrote around 1599. A long time ago for sure but not in comparison to the actual death of Julius Caesar. <https://bit.ly/343B7hV>. It would seem Old Billy didn't keep precise records of his works. Nevertheless, the term “Ides” merely meant the middle of a Roman month. The first day was known as Kalends, and Nones was the 7th of every month or the first quarter moon. If you really want to nerd out on Ides, Nones, Kalends, Roman calendars, etc., click here: <https://bit.ly/3Mpy5WO>. And here: <https://bit.ly/35foOzT>. And here: <https://bit.ly/3HDgMOe>.

² A far cry from Julius and William is the now-famous NCAA basketball tournament routinely referred to as “March Madness.” However, the term March Madness was originally affiliated with the Illinois state basketball tournament and coined by Henry V. Porter in 1939! And in 1942 Porter wrote a poem titled, are you ready... “Basketball Ides of March!” I'm not kidding! <https://bit.ly/35fp1Db>.

³ The local controller is beside herself. “A sandwich reference! What is wrong with you?!” I can't stop myself. The sandwich was invented in 1762 by none other than John Montagu, the 4th Earl of Sandwich! Ladies and gentlemen, the local controller has left the building. © <https://bit.ly/3Cdik0s>. To be fair there is some debate about who invented the entire sandwich but hey, Earl of Sandwich?! Winner winner chicken dinner! <https://bit.ly/3vvJXQR>.

⁴ William Shakespeare was born on the 26th of April 1564 in Stratford-upon-Avon and died on the 23rd of April 1616. He wrote 38 plays, two narrative poems, 154 sonnets and a variety of other poems. I've always loved this quote: “All the world's a stage/And all the men and women merely players/They have their exits and their entrances/And one man in his time plays many parts”—, Act 2 Scene 7. <https://bit.ly/3sy52Zb>.

⁵ Chicago was founded in 1967 in Chicago, Illinois. They've recorded 37 albums, sold over 100,000,000 records and continue to be very popular. <https://bit.ly/35H3SkR>. Originally, they were known as Chicago Transit Authority but shortened the name in 1969. <https://bit.ly/3K4vLT2>.

⁶ Blood, Sweat and Tears was founded in New York City in 1967. They were self-described as a jazz-rock group. <https://bit.ly/343CbCr>.

⁷ “Hey Jude” was recorded by The Beatles in August of 1968. It was written by Paul McCartney and credited to the Lennon-McCartney partnership. It is one of my favorite songs, not only of the Beatles but of all artists. It hit the top of the British charts in September of 1968, was certified gold by the Recording Industry Association of America September 13, 1968, and became the number-one song on the Billboard charts September 28, staying there for nine weeks, a record that would not be broken until 1977. <https://bit.ly/3pv0K2D>.

⁸ The Bee Gees were formed in 1958 by three brothers Gibb. Barry, Robin and Maurice to be precise. They did three-part harmonies that were tight and unique. The lads were born on the Isle of Man to English parents and lived their formative years in Chorlton, Manchester. Their first number-one hit in America was “How Can You Mend a Broken Heart.” <https://bit.ly/35qTPRc>. <https://bit.ly/35BAvk6>.

Terry Kath⁹, Peter Cetera¹⁰ and Robert Lamm.¹¹ Together they sang, or wrote, or both: “I’m a Man,” “Colour My World,”¹² “Wishing You Were Here,” “25 or 6 to 4,”¹³ “Does Anybody Really Know What Time It Is?” and “Saturday in The Park.”

While Blood, Sweat and Tears didn’t have as many hits over as many decades, they were equally powerful in their mixture of brass and rock.¹⁴ Technically the second lead singer of the group, David Clayton-Thomas¹⁵ sang most of the songs you may be familiar with: “You’ve Made Me So Very Happy,” “Spinning Wheel,” “And When I Die, Hi-De-Ho”¹⁶ and “Lucretia MacEvil.”

To come full circle, I’m reminded of yet another jazz-rock band. You guessed it, The Ides of March!¹⁷ Most folks don’t know the name of this band but likely do know the song “Vehicle.”¹⁸ The local controller returneth, thus I pause here to note her “not laughing with me” cackle as I sang a few bars of “Vehicle.” When she stopped laughing she finally spit out what she found so funny. She suggested I record myself singing—or as she calls it, “lyric mumbling”—and insert a link in the column for all to enjoy. I cannot describe how pleased she is with herself. In any event, most folks believe Blood, Sweat and Tears to be responsible for “Vehicle” because of the similarity in style and sound. The local controller is still laughing. She does so enjoy making a funny. She also wants to know if I’ve abandoned “the sandwich.” To which I replied, “Just getting to it.” And she’s gone again.

The Sandwich

Bear with me, please. I realize I’ve discussed old English history and jazz rock ad nauseum so far, but I’ve done so because I believe that to be a good introduction to an important message for our state and country. The opioid epidemic in Arkansas is a raging inferno. We are losing a generation. We must act now. Against that background, the Ides of March have taken on a new meaning for my family. The sandwiching of anguish and memories, good and bad. The Ides of March falls virtually halfway between Wells’ birthday, February 24,¹⁹ and his death from a fentanyl overdose on April 20, 2020. The controller is back and content with where this is going.

⁹ Terry Alan Kath was born in Chicago in 1946. He died from an accidental gunshot fired by himself, one week shy of his 32nd birthday. He is widely believed to be one of the finest and most creative guitar players ever. <https://bit.ly/35hqZmy>.

¹⁰ Cetera was born in 1944 in Chicago. He joined the band Chicago as a founding member and departed for a solo career in 1985. <https://bit.ly/3MdaI2y>.

¹¹ Lamm was not born in Chicago, rather in Brooklyn, New York, in 1944. He plays the Hammond organ, Wurlitzer electric piano and the Hohner pianet. I don’t know what a pianet is and won’t bore you with another footnote. He considers himself a loner at heart and is perfectly comfortable with that. <https://bit.ly/35FMaP1>.

¹² One of the go-to slow dance songs in high school!

¹³ My favorite Chicago song by far. The title has been misconstrued by many as some sort of drug-related message. Nothing could be further from the truth. The song is about trying to write a song and how exhausting and frustrating it can be. Not that I would know that but that’s what the writer, Lamm, says. He says he was writing the song in the very early morning, looked at the clock and realized it was either 25 or 26 minutes before 4 a.m. Get it? 25 or 6 to 4! <https://bit.ly/3vujPWA>. Here’s the full story if you’re interested. As a teaser Lamm tells the interviewer, “I was living with a bunch of hippies up above Sunset Strip.” <https://bit.ly/3KbpxR9>.

¹⁴ <https://bit.ly/3IAqCSI>

¹⁵ Thomas was actually born Thomsett in September of 1941 in Kingston upon Thames, Surrey, England. His father was a decorated Canadian soldier in World War II. After the war the family settled in Willowdale, Toronto, Canada. Arkansas rockabilly artist Ronnie Hawkins thought Thomas was talented and took him under his wing in the early ’60s. Folk singer Judy Collins heard Thomas sing one night and called a friend that was reconstituting Blood, Sweat and Tears with a suggestion for a new lead singer. He was a hit and the band started recording with Thomas as the front man. <https://bit.ly/3K9rsWE>.

¹⁶ The song was written by Carole King. Yes, that Carole King. The *Tapestry* one. <https://bit.ly/3C3DXQL>. Here’s her version: <https://bit.ly/3IBUQ7A>.

¹⁷ <https://bit.ly/3IBjDso>. Another Illinois band! Berwyn, Illinois, to be precise.

¹⁸ “I’m a friendly stranger in the black Sedan...” <https://bit.ly/3hxc3Ty>. The lead singer is a fella by the name of Jim Peterik. The song is fantastic. You might find this interesting. Peterik founded the band Survivor, was the co-writer of the anthem “Eye of the Tiger,” co-wrote songs for .38 Special (“Rockin’ into the Night” and “Hold on Loosely”) and a whole bunch of other stuff. <https://bit.ly/3HAEVFh>.

¹⁹ 1997.

For those of you interested in Wells' story, I suggest looking at his obituary, family and friends' social media posts and the columns I wrote, both immediately after his death and a year later. I've added some footnotes below to make that easier if you're so inclined.²⁰ The local controller just snorted and said, "I'm sure your readers will be shocked at your choice of another footnote!" That makes two funnies for her in one column. A record, I think.

I'm finishing this column on February 25, the day after Wells' birthday. The 24th was both a good day for me and the local controller and a horrible one. We reminisced, laughed, talked with family and cried. We both had what I've come to describe as "come apart." Total ugly crying and choked comments about love and anger and pain. Mothers feel those things more intensely. That's not to say that Wells' father Dwight, Franz, Colin, Bliss and I haven't hurt. We have. Deeply and profoundly. However, moms nurture from cell to birth. They carry the weight literally and figuratively. We heard a comedian recently note, while dealing with her irate daughter: "I gave you a brain! You gave me indigestion!" True on both points. Last night was a crash of all this and more. You know the saying: "It was a terrible wreck, and I couldn't take my eyes off it!" The evening of February 24 was all that and more for me and the local controller. We knew it was coming, of course. Metaphorically we saw all the lights go green at rush hour. BAM! First, she had the come apart and then me. I slept only 15 or 20 minutes the entire night. However, in that crying, exhaustion and tedium clarity came to me.

You see, I wrote the pre-sandwich part of this column in early February. But I couldn't go any further. Writer's block I suppose. What do I say to make an impact? And, like a ton of bricks at 3:35 a.m. or 3:36 a.m. on February 25 in the year of our Lord 2022, I realized that indeed we all need to beware the Ides of March. Not as Caesar should have, but as Arkansans should.

We are approaching a history-making time in The Natural State regarding monies that will allow us to address the opioid plague we face, to educate, to provide doctors and nurses, to provide facilities for withdrawal and sobering, to make a long-term, well-thought-out plan to remove this evil once and for all. Wells' death haunts and hurts my family each and every day. We are learning to cope, but also learning we can never fully heal. The real tragedy, however, will be allowing Wells' death and the thousands of others who've died or remain consumed by addiction to go unavenged. Strong word, I know. I looked it up.²¹

Here's where we are on settling our unique lawsuit to defeat the opioid epidemic on behalf of all cities, towns, counties and the State of Arkansas. The total dollar amount on its way will be around \$210 million, and the distribution of these dollars will be spread across 18 years. I expect payments to begin sometime between this April and July. As you know, the League has partnered with the Association of Arkansas Counties and the State of Arkansas to lay the groundwork for how these funds will be used, and I am excited about all the good we will accomplish as a United Arkansas. And remember, this is just the beginning. Your Opioid Litigation Team is working hard to get even more settlement dollars into Arkansas. Together this is the vehicle to heal our great state!

Until next month, Peace.



Mark R. Hayes
Executive Director
Arkansas Municipal League

²⁰ <https://bit.ly/36J3jHQ>. <https://bit.ly/3IBWshE>. <https://bit.ly/3M8sO5P>. <https://bit.ly/3Mf9kwf>.

²¹ Relating to that which has not been punished or avenged. <https://bit.ly/3HM4a7L>.



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Leah Tomlinson
Transportation Project Designer

Who we are ...

"I've been working at designing roads and trails for 10 years so I've had the opportunity to see many projects from conception through construction. I love being able to drive down and road or ride my bike down a trail and know that I played a part in making that facility a reality. NWA has been my home for so long, and I am proud to be a part of its infrastructure growth to serve the growing population."

Leah also likes to get away from the roads and canoe down Arkansas rivers, as well as spend all the time she can with her beautiful 1 and 2 year old sons.

Arbor Day Foundation bestows Tree City USA designations

The Arkansas Department of Agriculture has announced that 49 Arkansas entities achieved recognition by the Arbor Day Foundation in honor of their commitments to effective urban forest management in 2021. Forty-six Arkansas communities were recognized through the Arbor Day Foundation's Tree City USA program. Two Arkansas colleges achieved recognition through the Tree Campus Higher Education program, and an Arkansas utility company was recognized through the Tree Line USA program.

The Tree City USA program allows communities to achieve recognition by meeting the program's four requirements: establishment of a tree board or department, a tree care ordinance, an annual community forestry budget of at least \$2 per capita, and an Arbor Day observance and proclamation. The following 46 communities in Arkansas met these standards by the end of 2021 and were awarded the title of Tree City USA:

- Batesville
- Bella Vista
- Bentonville
- Casa
- Centerton
- Clarksville
- Conway
- Cotter
- Delight
- Etowah
- Eureka Springs
- Fayetteville
- Fort Smith
- Gentry
- Gilbert
- Goshen
- Greenbrier
- Hardy
- Holiday Island
- Hot Springs
- Little Rock
- Little Rock AFB
- Lowell
- Marvell
- Maumelle
- McGehee
- Melbourne
- Monticello
- Morrilton
- Mountain Home
- Mountain View
- North Little Rock
- Paragould
- Pine Bluff
- Pleasant Plains
- Prescott
- Rogers
- Searcy
- Springdale
- Star City
- Trumann
- Walnut Ridge
- Warren
- West Fork
- Winslow
- Wynne

The University of Arkansas for Medical Sciences (UAMS) and the University of Arkansas—Monticello were recognized through the Tree

Campus Higher Education program. Carroll Electric Cooperative, an electric utility company headquartered in Berryville, was recognized through the Tree Line USA program.

The Arkansas Department of Agriculture's Forestry Division Urban and Community Forestry program provides technical assistance to communities and campuses seeking to apply for recognition. Recognition materials from the Arbor Day Foundation, such as Tree City USA banners and signage, are hand-delivered by urban forestry staff and representatives. The Forestry Division also provides additional annual incentives.

"Through grants from the U.S. Forest Service, we are able to purchase a large tree and mulch for each community and campus achieving recognition," said Kristine Kimbro, urban and community forestry coordinator. "Increasing local tree canopy cover benefits all Arkansans and encourages communities to continue their commitment to practicing sound management of their urban forests." For more information on the Arbor Day Foundation and its programs visit arborday.org/TreeCityUSA.

Annual financial statements due April 1

A.C.A. § 14-59-116 requires the governing body of each Arkansas municipality to publish annually in a newspaper published in the municipality a financial statement of the municipality by April 1 covering the previous calendar year (January through the end of December). The statement should include the receipts and expenditures for the year. In addition, it should contain "a statement of the indebtedness and financial condition of the municipality."

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

What if no newspaper is published in the city or town? In that case, the statements may be posted in two public places in the municipality.

For more information, please refer to the Handbook for Arkansas Municipal Officials, available for purchase at www.arml.org/store, or contact the League at 501-374-3484.

Certain municipal officials may opt out of APERS

The Arkansas Public Employees Retirement System (APERS) provides cities with the opportunity to cover its employees and officials (A.C.A. § 24-4-303). The law states generally that the mayor and clerk “shall become participating employees upon taking office.” On the other hand, the statute permits mayors and clerks of first class cities to opt out of APERS in order to participate in the local retirement plans provided for in A.C.A. §§ 24-12-121 and 24-12-123.

In order to make this election, the mayor or clerk must provide written notice to APERS within 90 calendar days of the date the official assumed office. Once made, this choice is irrevocable. Any employer contributions previously made on behalf of an official who elects not to participate will be refunded to the city and the official will forfeit service credit in the system.

Newly elected city attorneys or city treasurers in cities of the first class who are otherwise covered by a local pension fund may also take advantage of these provisions.

To contact APERS, call 501-682-7800 or visit www.apers.org.

IIMC celebrates 53rd Municipal Clerks Week

The International Institute of Municipal Clerks (IIMC), a professional, nonprofit association that promotes continuing education and certification of municipal clerks for the betterment of the clerk’s profession and the municipalities they serve, has designated May 1 through 7, 2022, as the 53rd Municipal Clerks Week.

Initiated in 1969 by IIMC and endorsed by all of its members throughout the United States, Canada and 15 other countries, the week is a time of celebration and reflection on the importance of the clerk’s office. In 1984, President Ronald Reagan signed a proclamation that officially declared Municipal Clerks Week the first full week of May. In 1994 and 1996, President Bill Clinton also signed proclamations confirming Municipal Clerks Week.

The 53rd Municipal Clerks Week will feature a series of activities aimed at increasing the public’s awareness of municipal clerks and the vital services they provide for local government and the community. To learn how you can participate and spread awareness in your community, visit www.iimc.com/156/Municipal-Clerks-Week for videos, posters, news releases and other great promotional ideas.

2021 Act 833 deadline for Arkansas fire departments

The 2021 Act 833 application period will open January 1, 2022, and will close June 30, 2022. Act 833 of 1992, “Funding for Fire Departments,” is administered by the Arkansas Fire Protection Services Board and requires all Arkansas fire departments to become certified in order to be eligible for funding. Certification requirements include possession of a NFPA 1901-compliant fire suppression apparatus, a minimum of six active members with 16 hours of certified training and personal protective equipment for all active members. An online application is available on the Arkansas Fire Portal at arfire.arkansas.gov. To request log-in credentials contact your county LEMC/Fire Coordinator or State Fire Coordinator Louis Eckelhoff at 501-683-6781 or email louis.eckelhoff@adem.arkansas.gov.

Obituaries

DANIEL ALLEN, 76, a longtime member of the Strawberry City Council, died January 24.

ELIZABETH “SUE” ASHCRAFT, 63, who served as Bryant’s city clerk since 2015, died February 11.

MAUREEN JANETTE BRANDOLINI, 70, who served as recorder/treasurer for the city of Little Flock, died February 27.

LYNN HATCHER, 72, who served as the parks director for the city of Beebe for the past nine years, died February 2.

JASON CONNOR LANG, 20, who had served as a West Memphis firefighter since December of 2021, died in the line of duty February 26.

GARY REGINALD MATHENY, 72, who served on the Ward City Council from 2013-2018, died February 9.

Meeting Calendar

March 14-16, 2022, National League of Cities Congressional City Conference

March 26-28, 2022, Arkansas Municipal League Hybrid Winter Conference

ACCRTA scholarships available

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

A scholarship honoring the memory of Bill S. Bonner will be awarded to a first-year attendee in the certification program at the Municipal Clerks' Institute in September 2022. This scholarship covers the registration fee. Additional scholarships include: four \$400 scholarships to attend the Municipal Clerks' Institute in Fayetteville; one \$400 scholarship for the Academy for Advanced Education in Fayetteville; and one \$400 scholarship to attend the

International Institute of Municipal Clerks (IIMC) annual conference, May 22-25, 2022, in Little Rock, Arkansas.

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

Completed scholarship application should be returned to the ACCRTA Scholarship Committee chair:

Complete the nomination below and send to:

Andrea Williams, MMC, CMC, CAMC
City Clerk, City of Paragould
301 West Court Street
P.O. Box 1175
Paragould, AR 72450

Andrea.Williams@Paragouldcity.org

2022 APPLICATION FOR SCHOLARSHIP ASSISTANCE

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

Name _____ Title _____

Street Address or P.O. Box _____

City, State, Zip _____

Telephone _____ Date assumed present position _____

Other related experience: Title _____ Municipality _____ Years _____

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

Check one: This application is for a ___ First ___ Second ___ Third year Institute

What are the approximate costs of the institute you plan to attend? _____

Travel/Transportation _____ Registration Fee/Tuition _____

Lodging and Meal _____ Total Amount _____

How much does your municipality budget your department yearly for education? _____

What is your reason(s) for applying for this scholarship _____

I understand that if a scholarship is awarded to me, it must be used between Jan. 1, 2022, and Dec. 31, 2022, and that I must attend all sessions.

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

Signature: _____ Date: _____

CHECK THE SCHOLARSHIP FOR WHICH YOU ARE APPLYING:

<input type="checkbox"/>	IIMC Conference, Little Rock, Arkansas	May 22-25, 2022	Deadline: April 1, 2022
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Disclaimer: ACCRTA will not be responsible for applications that do not reach the chairman by the deadline. Please feel free to call after a few days to be sure your application was received.

ACCRTA seeks nominations for Clerk of the Year

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

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

Any municipal official or ACCRTA member may nominate a candidate for Municipal Clerk of the Year for 2022. The finalist will be honored at the 87th Annual Convention of the Arkansas Municipal League, June 15-17, in Little Rock.

The deadline for nominations is April 30.

Requirements for nominees:

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

Complete the application below and send to:

**Andrea Williams, MMC, CMC, CAMC
City Clerk, City of Paragould
301 West Court Street
P.O. Box 1175
Paragould, AR 72450**

Andrea.Williams@Paragouldcity.org

Municipal Clerk of the Year 2022 Please Submit the Following Information

NOMINEE'S FULL NAME AND TITLE _____

ADDRESS, CITY, ZIP _____

BUSINESS PHONE _____

NAME OF THE CITY THE MUNICIPAL CLERK REPRESENTS _____

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

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

ACCRTA OFFICES HELD _____

ACCRTA MEETINGS ATTENDED _____

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

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

IIMC WORKSHOPS (DISTRICT MEETINGS) ATTENDED _____

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

CERTIFICATION RECEIVED:

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

DATE OF CERTIFICATION _____

ARKANSAS MUNICIPAL LEAGUE CONFERENCES ATTENDED _____

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

COMMUNITY INVOLVEMENT _____

LEADERSHIP ACTIVITIES _____

OTHER ACTIVITIES _____

NAME OF INDIVIDUAL SUBMITTING NOMINATION _____

ADDRESS _____

PHONE NUMBER _____

SIGNATURE _____

DATE _____

NOMINATOR: PLEASE BRIEFLY SUMMARIZE THE REASONS WHY YOU BELIEVE YOUR NOMINEE SHOULD BE SELECTED AS THE 2022 MUNICIPAL CLERK OF THE YEAR. _____



North Little Rock Justice Center brings police, courts together under one roof

By Andrew Morgan, League staff

After breaking ground in January 2020, the North Little Rock Police Department cut the ribbon on the North Little Rock Justice Center on December 9, 2021. The \$30 million, 82,000-square-foot facility will be the new home of the city's police department, district courts and IT department.

The two-story brick and glass building is highly visible at the newly named #1 Justice Center Drive (formerly Poplar Street) at the convergence of I-40 and I-30 in North Little Rock's Mid City neighborhood, and that's one of its draws, said Chief of Police Patrick Thessing, who called it a billboard for the city. "I've had people come up to me and tell me what a beautiful building it is and how it makes them proud to live in North Little Rock, so I thought that was kind of cool."

The center also includes a separate 6,500-square-foot building for special operations vehicles and additional training space.



North Little Rock Chief of Police Patrick Thessing stands above the kitchen and break area of the new North Little Rock Justice Center.

PHOTOS BY ANDREW MORGAN



(From top) The center will be the new home of the North Little Rock District Court and features both large and small chambers. The city is in the process of moving equipment from the old building to the new fitness room, which also includes an outdoor workout space, showers and personal lockers.



The public-facing side of the center will soon give residents access to city services, district courts and a 5,000-square-foot community meeting space, which will host neighborhood associations, training classes and other events. The space features internet access, audio-visual equipment and a kitchenette. Until now the only substation that featured community meeting space was in the Rose City neighborhood.

North Little Rock's new law enforcement and courts headquarters was made possible by the passage of a one-cent sales tax in 2017, a half-cent of which has gone to build the Justice Center, a new fire station in the Levy neighborhood and provide upgrades to the rest of the city's fire stations.

NLRPD had long outgrown its old 1960s-era HQ, just a few blocks away on Pershing Avenue. The city will give that building, along with a smaller nearby office building, to the North Little Rock School District, which is in need of office space, Thessing said.



The citywide emergency operations center, or EOC, is a secure room in the heart of the Justice Center that doubles as a bunker capable of withstanding an F-4 tornado.



A technician runs ethernet cable for one of the Justice Center's training areas.

Officers have been spread among seven other buildings across the city, and the new center will bring them under one roof, the chief said. "It'll make us a whole lot more efficient. It'll be the first time in my career that we've worked out of the same building." The existing substations will remain open for the time being, he said.

The North Little Rock Justice Center was designed with future growth in mind, Thessing said. "It'll let us grow for another 50-60 years."

It also fits in nicely with the city's ongoing work to improve the Main Street and Pershing corridors, he said, as well as the streetscape improvements in the nearby Levy neighborhood. Similar improvements will also begin soon in the Park Hill neighborhood, just across the interstate from the center. "It's going to be cool, and it's been a long time coming," Thessing said.

Although the Justice Center is not yet fully operational, North Little Rock's IT department has moved in and is helping prep the building for the arrival of the other divisions. They will be moving in over the next several months, Thessing said.

The center is a symbol of the community's support, which is great for law enforcement morale and good for the city overall, he said. "If it wasn't for the people of North Little Rock passing that half-cent sales tax, this never would have happened. So, we owe it to them big time." 🙏

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Fax 501-537-7252

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Fax 501-537-7260

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With the opening of Interstate 40 in 1967, much of the city's economic activity shifted away from Brinkley's historic downtown along Hwy. 70.

Railroads, R&B and rock n' roll helped shape the histories of four anniversary cities

By Andrew Morgan, League staff

This year marks a historic milestone for four cities in Arkansas. The cities of Judsonia and Brinkley were each incorporated in 1872, which means they celebrate their sesquicentennials this year. Joiner and Smackover hit their centennials this year, having been incorporated in 1922. That's a lot of candles!

One thing that ties Arkansas and its people together is the state's rich and ongoing contributions to the world of music, and these four communities have each produced musicians who've made their mark. Let's take a brief look at how each city got its start, what makes their histories unique and a few of the musical artists who got their starts there.

150 and no signs of stopping

Located in east central Arkansas on Highway 70 and just south of Interstate 40 in Monroe County, the city of Brinkley, population 2,700, sits at just about the halfway point between Little Rock and Memphis. That prime location—along with its proximity to the White River and Crowley's Ridge—was a key to its initial establishment as a railroad camp. The city is named after a Memphis railroad executive and banker who, beginning in 1859, brought the Little Rock and Memphis Railroad through the area and platted the new community, which incorporated in 1872. The city became a railroad hub and important regional crossroads, and sawmills, manufacturers and other railroad and agriculture businesses



The single-lane, cantilever swing bridge over the Little Red River in Judsonia was built in 1924 and was essential to the city's early development. It was listed on the National Register of Historic Places in 1990.

were established. By 1900 the population reached 1,648. While many of the city's businesses remain farm related, the local economy has diversified in recent decades, with outdoor recreational opportunities like hunting and fishing bringing in tourism dollars.

Brinkley, as the birthplace of Louis Jordan (1908-1975), has had an outsized influence on the history of modern American music. It's difficult to overstate the importance of the singer, saxophonist and bandleader, who has been dubbed "the father of rhythm and blues." Jordan has been named a member of the Rock and Roll Hall of Fame, the Arkansas Entertainers Hall of Fame and the Arkansas Black Hall of Fame. He has also appeared on a U.S. Postal Service stamp, and a portion of Highway 49 between Brinkley and Marvell is named the Louis Jordan Memorial Highway. In 2018 he was honored with a posthumous Grammy Lifetime Achievement Award.

Judsonia is a small city of 1,854 on the Little Red River just northeast of Searcy in White County. The river has played a large role in its history, which may go back centuries—some historians have theorized the city sits on the site of the Mississippian Palisima, a Native American village mentioned in the expedition papers of Hernando de Soto. Settlers began arriving by steamboat



The Past Time Poolhall in downtown Judsonia claims the title of oldest pool hall in the state. It doubles as the home of a Christian biker ministry.

and wagon train in the mid-19th century and the community then called Prospect Bluff grew. The area experienced several nearby clashes during the Civil War, including the Action at Whitney's Lane, and the capture of two Confederate ships by the Union steamer *Cricket*.

After the war, families from the North moved to the area and created the community of Judsonia on the north side of Prospect Bluff. Prospect Bluff incorporated on May 3, 1872, and Judsonia followed 10 days later. The two towns united under the name Judsonia in 1874. The city has remained a regional commerce center over the years, though being bypassed by what is now U.S. 367 has perhaps stunted some of its growth potential.

Judsonia native Lonnie Glosson (1908-2001) picked cotton to earn the money for his first harmonica, and his mother taught him to play it. He later made his way north to St. Louis and earned a living playing blues, gospel and "hillbilly boogie" on street corners, barbershops, on the radio and on recordings through the 1930s and 1940s, popularizing the instrument nationwide. In 2000 Glosson was inducted into the Country Music Hall of Fame.

A more contemporary musical export is dance-punk icon Beth Ditto, who was raised in Judsonia and formed the band The Gossip with fellow White County native Nathan Howdeshell in 1999 after a move to Olympia, Washington. Ditto has spent the last two decades recording and touring at home and internationally with the band and as a solo artist.



The Joiner Grocery on Highway 61 is one of just a few businesses serving residents in the small Arkansas Delta city.

Here's to 100 more years

Joiner is a small city of 498 just a few miles north of Marion and West Memphis in Mississippi County. As a Delta community, its main economic driver has always been agriculture, and its prosperity increased with the arrival of the Frisco rail line and the establishment of a depot and a post office in the early years of the 20th century. Businesses sprung up around the depot and along the railway, and the city officially incorporated in March of 1922.

The city has experienced ups and downs over the course of its first century, including several devastating fires, the loss of its depot, and several school openings,



A mural in Smackover depicts a thriving downtown in the city's oil boom days.



The boom is long past, but oil still plays a large role in the local economy. The Cross Oil Refinery employs many people in the city and county.

closings and consolidations over the years, but a small agricultural community remains.

Born on a farm in Joiner, Alvin S. Bennett (1926-1989) wasn't actually a musician, but he did become widely known as a "music business wizard," working for Decca Records and Dot Records before turning the struggling Liberty Records into an industry leader. Alvin of Alvin and the Chipmunks fame is named for Bennett, and he helped the novelty record "The Chipmunk Song" become a huge hit. The other two chipmunks, Simon and Theodore, were also named for record label execs.

The unique name Smackover is possibly derived from an early French description of the south-central Arkansas area as "sumac couvert," or covered in sumac. But it wasn't sumac that Smackover would become known for.

From the late 1800s to the early 20th century, Smackover was a small Union County farming community with a railroad water stop. Things changed quickly in July of 1922 when a local logger who believed oil was abundant below the area's surface was proven correct. His wildcat well struck black gold. News spread quickly and within just a few months a thousand wells were drilled and many were successful. The quiet farm town of 90 grew to 25,000 and it was officially incorporated in November 1922.

The oil boom also brought lawlessness and bouts of violence over the next few years. Those incidents declined along with the population as fortune seekers sought elsewhere. The city now has a population of 1,630 and oil still plays a large role in the local economy, though not at boom-era levels. A refinery is one of Smackover's major industries, and dozens of derricks remain operational across the small city and surrounding countryside.

Born Thomas Paulsley LaBeff in Smackover, rockabilly musician Sleepy LaBeef (1935-2019) toured the world and shared stages with Elvis, Roy Orbison, Glenn Campbell and many others over the years and is an inductee in the Rockabilly Hall of Fame. It remains unconfirmed whether Smackover-sourced petroleum products were used to grease his magnificent rockabilly coiffure.

To learn more about the history of Arkansas' cities and towns and the people that make them special, visit the always expanding Encyclopedia of Arkansas at encyclopediaofarkansas.net, a project of the Central Arkansas Library System. 🏠

Great American Cleanup in Arkansas gets underway

The Keep Arkansas Beautiful Commission (KAB) invites Arkansans from across the state to come together for the Great American Cleanup. The annual spring cleanup event runs from March 1 through May 31 and offers volunteers the opportunity to organize cleanup events to beautify their communities.

Community groups and organizers can register their events by going to www.KeepArkansasBeautiful.com/get-involved/cleanups.

Once a community signs on to host a Great American Cleanup in Arkansas event, KAB helps organize and publicize the effort and provides volunteers with trash bags, gloves, safety vests and T-shirts while supplies last. Promotional materials such as customizable media releases, banners and volunteer stickers, and how-to videos and safety tips are also available on the website.

KAB has reported that despite the challenges of the COVID-19 pandemic, the 2021 Great American Cleanup was a great success in Arkansas, with 13,637 volunteers in 65 counties donating more than 92,000 volunteer hours to pick up 386 tons of litter from 4,318 miles of roadside, 285 miles of shoreline areas and 10,585 acres of parks and public areas. Volunteers also collected 5,958 used tires and recycled 20 tons of electronics.

The Great American Cleanup in Arkansas is one of two seasonal events that KAB promotes each year. The Great Arkansas Cleanup takes place each fall from September through October. 🍁



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Municipal Finance 201 workshop draws record attendance

Participation was strong for the League's first Level 2 voluntary certification workshop, with 231 officials and personnel from 129 municipalities logging on for Municipal Finance 201 on February 2.

The virtual workshop offered five hours of core credit and took a deeper dive into local government finance than the Level 1 certification workshop. The League welcomed three members of the Division of Legislative Audit team, Audit Manager Tim Jones, Audit Supervisor Joe Archer and Field Audit Supervisor David Coles, who covered their top audit findings related to cities and towns and offered tips and best practices. They encouraged local officials to attend Legislative Audit meetings to learn more about the process. Of course, the best way to receive an invite, Archer joked, is to have the same finding two years in a row.

Jeff Melton, the League's general manager of IT services, was joined by an FBI special agent for a discussion on cybersecurity, the risks to cities and towns, where the threats are coming from and how to report them. The workshop closed with sessions focused on American Rescue Plan Act updates and guidance on bidding and grants presented by League Grants Attorney Caran Curry, General Counsel John L. Wilkerson and Senior Legal Counsel Lanny Richmond.

Attendance for Municipal Finance 201 was more than double that of the last in-person finance workshop in 2020, League Deputy Director Whitnee V. Bullerwell said. "I am so pleased with the level of member participation," she said. "Offering a virtual option to our members is one of many silver linings found during the pandemic. These past two years have been difficult on our members having to navigate this unprecedented time. The League's outreach and engagement with our members has increased tenfold via virtual meetings and broadcasts. This couldn't have been accomplished without our amazing membership's acceptance of the virtual world."

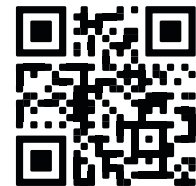
Next on the League's training calendar is another Level 2 workshop, Disaster Preparedness 201, which will be offered as a hybrid event on March 16, and the rescheduled 2022 Hybrid Winter Conference March 26-28, which will feature three hours of continuing education.

Members who are watching the on-demand workshop for credit must do so by 5 p.m. on Tuesday, March 15. Contact Tricia Zello at tzello@arml.org or call 501-374-3484, ext. 285, if you have any questions. 📞

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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

Month	Even Year - Level 2	Month	Odd Year - Level 3
Jan.	Winter Conference (3 Hours of Continuing Education)	Jan.	Winter Conference City Gov't 101 (5 hours of Level 1) plus (3 Hours of Continuing Education)
Feb.	Municipal Finance 201 (5 hours of Advanced Level 2)	Feb.	Personnel Management (5 hours of Advanced Level 3)
Mar.	Disaster Preparedness (5 hours of Advanced Level 2)	Mar.	Technology/Cybersecurity (5 hours of Advanced Level 3)
April	City Government 101 (5 hours of Level 1)	April	Planning & Zoning (5 hours of Continuing Education)
May	Leadership 101 (5 hours of Advanced Level 2)	May	Conflict Management (5 hours of Advanced Level 3)
June	June Convention (3 Hours of Continuing Education)	June	June Convention (3 Hours of Continuing Education)
July		July	
Aug.		Aug.	
Sept.	Municipal Finance 101 Workshop (5 hours of Level 1)	Sept.	Municipal Finance 101 Workshop (5 hours of Level 1)
Oct.	Human Resources (5 hours of Level 1)	Oct.	Human Resources (5 hours of Level 1)
Nov.	MHBP/MLWCP	Nov.	Leadership 201 (5 hours of Advanced Level 3)
Dec.		Dec.	

The Most Underrated City in Arkansas:

NORTH LITTLE ROCK

Recently, *Trillist Travel* named North Little Rock "The Most Underrated City" in Arkansas which, in true Southern style, we take as a compliment. North Little Rock packs a powerful punch for travelers eager to experience something new. What do visitors - and residents - love about North Little Rock?

Proximity to nature. Kayak through the city on the Arkansas River. Cycle 15 miles of the Arkansas River Trail. Sports teams love 1,700-acre Burns Park with its state-of-the-art facilities, and families enjoy the playgrounds and dog park. Burns Park was voted "Best Park in Arkansas" by *Arkansas Times* readers.



Entertainment for all ages. Annually North Little Rock welcomes more than 750,000 for events in the Argenta Arts District including North Shore Riverwalk Park, Simmons Bank Arena and Dickey-Stephens Park.

Interactive history. The Arkansas Inland Maritime Museum is the only place in the world with floating vessels bookending World War II. More than 20,000 visitors every year come to see USS *Razorback*, a 90-percent-operational submarine. The tugboat

Hoga, a National Historic Landmark awarded for heroic efforts during the 1941 Pearl Harbor attack, opened for tours in 2018, allowing guests to experience this significant moment in American history in a new way.



The RV parks in the U.S. Downtown Riverside RV Park is one-of-a-kind with its location by the Arkansas River in downtown. The RV park recently celebrated 12 years and an overall economic impact of \$15.87 million. Over the years we have met more than 46,500 RVers from all 50 states and several countries.



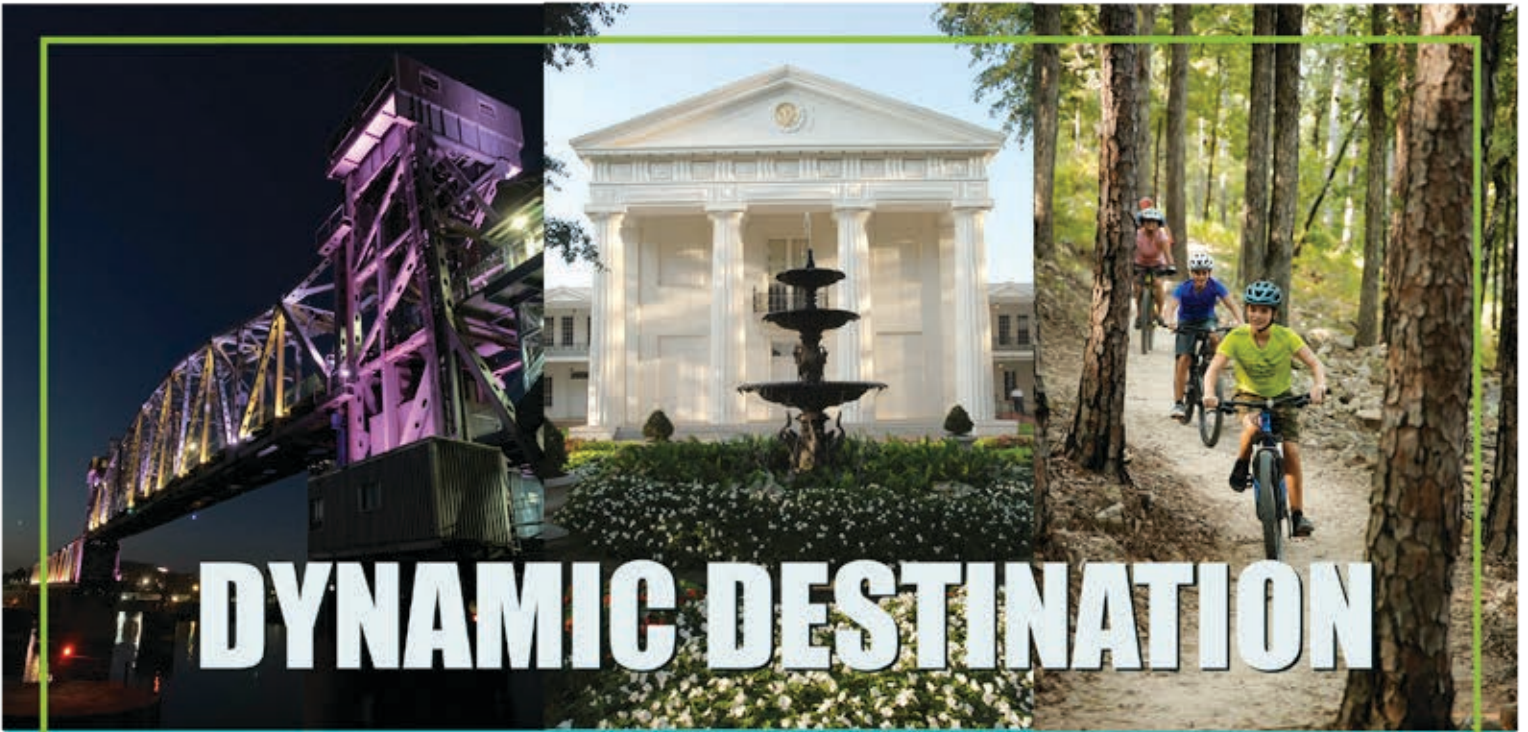
Hollywood ties. Our most popular icon, The Old Mill at T.R. Pugh Memorial Park is the last standing structure from *Gone with the Wind*. It won #2 Best Arkansas Attraction in *USA Today's* 10 Best Awards and a *TripSavvy* Editor's Choice Award for Historic Attraction.



What makes North Little Rock really stand out, however is the people. We fly under the radar because our residents are humble, hardworking and go the extra mile to ensure visitors feel welcome. And our work isn't done yet; stay tuned!



nlr.ar.gov



DYNAMIC DESTINATION

Little Rock is proud to host the Arkansas Municipal League's 2022 Winter Conference. The city's wide array of attractions, cuisine and lodging options make it the perfect location for taking care of business and unwinding at the end of the day. Little Rock is convenient, affordable and famous for that Southern hospitality, and we can't wait to see you here.



littlerock.gov



2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | March 26-28, 2022

#2022AMLWC Tentative Agenda

Saturday, March 26, 2022

12:00 P.M. to 2:00 P.M.	ARKANSAS CITY CLERKS, RECORDERS AND TREASURERS ASSOCIATION (ACCRTA) TRAINING <i>This session is an orientation for city clerks, recorders and treasurers. This training is especially helpful for individuals who are newly elected or new to their positions.</i>	ARKANSAS BALLROOM, MH
1:00 P.M. to 5:30 P.M.	REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE) <i>Stop by to receive your badge, tote bag, thumb drive containing updated publications and Handbook coupon to redeem at League Services.</i>	OSAGE ROOM, SCC
1:00 P.M. to 5:30 P.M.	VISIT WITH GOVERNMENTAL AGENCIES AND SPONSORS <i>Governmental agencies have been invited to exhibit in Governor's Halls I and II. Drop by during the breaks and exhibit hall hours to visit with the agencies and sponsors about services they provide to municipalities. Sponsors of the 2022 Arkansas Municipal League Hybrid Winter Conference will also be set up in the exhibit hall. Virtual attendees, be sure to head to the virtual booths in the Attendee Hub!</i>	GOVERNOR'S HALLS I & II, SCC
3:00 P.M. to 3:15 P.M.	OVERVIEW OF THE VOLUNTARY CERTIFICATION PROGRAM: LEVELS 1-3 <i>This session will address the various levels of certification newly offered through our League Voluntary Certification Program. Discussion on how municipal officials and personnel can obtain Level 2 and Level 3 Certified Municipal Official and Certified Municipal Personnel designations will take place.</i> Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Speaking: Whitnee V. Bullerwell, Deputy Director, Arkansas Municipal League	GOVERNOR'S HALL IV, SCC
3:15 P.M. to 4:15 P.M.	*STRESS IN THE WORKPLACE: THE IMPORTANCE OF MINDFULNESS AND MENTAL HEALTH <i>This continuing certification workshop discusses how stress in the workplace can keep us from being fully engaged and doing our best work. Stress in city hall and city departments, if not addressed and handled properly, will lead municipal officials and personnel to burnout, disengagement, increased sick days and strained relationships in the workplace. This workshop, now more than ever, is beneficial to everyone in attendance. A few updates regarding the Municipal Health Benefit Program will also be announced, including changes related to this topic. A Q&A period will follow if time permits.</i> Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Speaking: Allison Atkinson, Director of Training and Organizational Development, SWEAP Connections Katie Bodenhamer, MHBP General Manager & Benefits Counsel, Arkansas Municipal League <i>*Saturday's and Sunday's continuing certification workshops offer two hours of continuing certification credit. Participants will be scanned at the conclusion of the Sunday workshop at 6:30 p.m.</i>	GOVERNOR'S HALL IV, SCC
4:15 P.M. to 4:30 P.M.	BREAK	
4:30 P.M. to 5:30 P.M.	PREPARING FOR THE 2024 GREAT NORTH AMERICAN ECLIPSE: WELCOMING VISITORS TO THE NATURAL STATE <i>The 2017 Great American Eclipse proved that an astronomical experience could be a major tourism event. States within the path of the solar eclipse recorded historic economic impact. Nearly two-thirds of Arkansas will be within the path of totality for the Great North American Eclipse on April 8, 2024. Now is the time for cities, towns and communities to begin planning for this massive opportunity.</i> Presiding: Mayor Virginia Young, Sherwood, First Vice President, Arkansas Municipal League Speaking: Mark R. Hayes, Executive Director, Arkansas Municipal League Kimberly J. Williams, Special Projects Manager, Division of Arkansas Tourism; Director, Arkansas' Great River Road; Travel Writer for the Arkansas Delta	GOVERNOR'S HALL IV, SCC
	DINNER ON YOUR OWN	

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2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | March 26-28, 2022

#2022AMLWC Tentative Agenda

Sunday, March 27, 2022

7:00 A.M. to 7:45 A.M.	<p align="center">VOLUNTARY PRAYER SESSION</p> <p><i>This session is devoted to gather and pray for those who lead our nation, state and municipalities.</i></p>	FULTON ROOM, SCC
7:00 A.M. to 8:45 A.M.	<p align="center">HOST CITY BREAKFAST</p> <p><i>Sponsored by the City of Little Rock and The Little Rock Convention and Visitors Bureau</i></p> <p><i>Enjoy a delicious breakfast to get your day started off right. Thank you to the host city, Little Rock, and to the Little Rock Convention and Visitors Bureau for hosting this delicious and fortifying breakfast.</i></p>	GOVERNOR'S HALLS I & II, SCC
7:00 A.M. to 7:00 P.M.	<p align="center">REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE)</p> <p><i>Stop by registration to receive your badge, tote bag, thumb drive containing updated publications and Handbook coupon to redeem at League Services.</i></p>	OSAGE ROOM, SCC
7:00 A.M. to 5:00 P.M.	<p align="center">VISIT WITH GOVERNMENTAL AGENCIES AND SPONSORS</p> <p><i>Governmental agencies have been invited to exhibit in Governor's Halls I and II. Drop by during the breaks and exhibit hall hours to visit with the agencies and sponsors about services they provide to municipalities. Sponsors of the 2022 Arkansas Municipal League Hybrid Winter Conference will also be set up in the exhibit hall. Virtual attendees, be sure to head to the virtual booths in the Attendee Hub!</i></p>	GOVERNOR'S HALLS I & II, SCC
8:45 A.M. to 10:00 A.M.	<p align="center">OPENING GENERAL SESSION</p> <p><i>Sponsored by Entergy and Olympus Construction</i></p> <p><i>Winter Conference officially begins with the Presentation of Colors and the singing of the National Anthem. Little Rock Mayor Frank Scott Jr. will welcome attendees, and humorous motivational speaker Charles Marshall will deliver the keynote address, "Real Heroes Don't Wear Spandex." Thank you to Entergy and Olympus Construction for sponsoring our keynote speaker!</i></p> <p>Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Color Guard: Little Rock Fire Department National Anthem: Sergeant Allison Walton, Little Rock Police Department Host City Welcome: Mayor Frank D. Scott Jr., City of Little Rock Speaking: Charles Marshall, Founder and President, M Power Resources</p>	GOVERNOR'S HALL IV, SCC
10:00 A.M. to 10:30 A.M.	<p align="center">TRENDSETTER CITY AWARDS</p> <p><i>Arkansas Business will present the 2021 Trendsetter City Awards to cities and towns with a vision for growth and improvement in areas such as education/workforce, tourism, infrastructure and public safety. These awards are presented in partnership with Arkansas Business Publishing Group, Crews & Associates, Crafton Tull, the Arkansas State Chamber of Commerce, the Associated Industries of Arkansas and the Arkansas Municipal League.</i></p> <p>Presiding: Mayor Virginia Young, Sherwood, First Vice President, Arkansas Municipal League Presenting: Mitch Bettis, President/Publisher, Arkansas Business Publishing Group Paul Phillips, Senior Managing Director, Crews and Associates Bonnie Jacoby, Vice President Business Sales & Training, Arkansas Business Publishing Group</p>	GOVERNOR'S HALL IV, SCC
10:30 A.M. to 10:45 A.M.	BREAK	

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2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | March 26-28, 2022

#2022AMLWC Tentative Agenda

Sunday, March 27, 2022, continued

<p>10:45 A.M. to 11:45 A.M.</p>	<p align="center">GENERAL SESSION II: OPIOID LITIGATION AND SETTLEMENT UPDATE</p> <p><i>The monumental process to fight for and receive opioid settlement dollars and to further litigate with other drug companies has taken a few years of hard work and “out of the box” thinking. Arkansas’ unique approach to this epidemic—joining together all cities, towns, counties and the state of Arkansas—has been very advantageous. Our combined levels of government, resulting in a strongly unified force, have caught the attention of other governmental entities, attorneys and drug companies across the nation.</i></p> <p>Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Speaking: F. Jerome Tapley, Principal Co-Chair, Cory Watson Attorneys Mark R. Hayes, Executive Director, Arkansas Municipal League Chris Villines, Executive Director, Association of Arkansas Counties John L. Wilkerson, General Counsel, Arkansas Municipal League Colin Jorgensen, Litigation Counsel, Association of Arkansas Counties</p>	<p>GOVERNOR’S HALL IV, SCC</p>
<p>12:00 P.M. to 1:30 P.M.</p>	<p align="center">VOLUNTEER COMMUNITY OF THE YEAR AWARDS LUNCHEON <i>Sponsored by American Fidelity Assurance</i></p> <p><i>Arkansans are known for giving back and the 2021 Volunteer Community of the Year Awards will be given to deserving cities and towns in Arkansas. Volunteerism in our state is strong and the cities and towns receiving recognition today have citizens who are going above the typical call of volunteerism. Thank you to American Fidelity Assurance for sponsoring this wonderful event!</i></p> <p>Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Invocation: Mayor Harry Brown, Stephens, Past Presidents Advisory Council, Arkansas Municipal League Speaking: The Honorable John Boozman, U.S. Senator, State of Arkansas Emceeing: Rolly Hoyt, News Anchor, KTHV Presenting: Amanda Richardson Nipper, Commission Chair, Governor’s Advisory Commission on National Service and Volunteerism</p>	<p>WALLY ALLEN BALLROOM, SCC</p>
<p>1:45 P.M. to 2:45 P.M.</p>	<p align="center">LEGISLATIVE ISSUE: HOW ONE CITY’S ISSUE CAN AFFECT ALL CITIES AND TOWNS AT THE LEGISLATURE</p> <p><i>Be sure to join this important session regarding legislative updates that have taken place since the conclusion of the 93rd General Assembly and hear how comments made during meetings can affect all cities and towns in Arkansas.</i></p> <p>Moderating: Mark R. Hayes, Executive Director, Arkansas Municipal League Speaking: John L. Wilkerson, General Counsel, Arkansas Municipal League James Walden, Planning Director, City of Conway Mayor Doug Sprouse, Springdale, Past President, Arkansas Municipal League Colby Fulfer, Chief of Staff, City of Springdale; Arkansas State Senator, District 7</p>	<p>GOVERNOR’S HALL IV, SCC</p>
<p>2:45 P.M. to 3:00 P.M.</p>	<p align="center">BREAK</p>	

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2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | March 26-28, 2022

#2022AMLWC Tentative Agenda

Sunday, March 27, 2022, continued

<p>3:00 P.M. to 4:00 P.M.</p>	<p align="center">**HOW TO ENSURE YOUR CITY'S OR TOWN'S LAND USE IS ARRANGED TO YOUR ADVANTAGE</p> <p><i>This session is devoted to discussion on comprehensive land use plans, zoning regulations and compliance with zoning regulations. Attention to plans, zoning regulations and compliance will allow your city or town the ability to regulate land use to a municipality's advantage.</i></p> <p>Moderating: John L. Wilkerson, General Counsel, Arkansas Municipal League Speaking: Jim von Tungeln, Planning Consultant, Arkansas Municipal League Lanny Richmond, Senior Legal Counsel, Arkansas Municipal League Lance Spicer, Deputy City Manager, Hot Springs</p> <p><i>**The 3:00 p.m. and 4:15 p.m. sessions will also serve as two hours of CLE for city attorneys.</i></p>	<p>GOVERNOR'S HALL IV, SCC</p>
<p>4:00 P.M. to 4:15 P.M.</p>	<p align="center">BREAK</p>	
<p>4:15 P.M. to 5:15 P.M.</p>	<p align="center">**MUNICIPAL PROJECTS AND HOW ACT 9 BONDS CAN FUND THEM</p> <p><i>The cities and towns of Arkansas have a plethora of needs. Therefore, projects must be of priority, fully vetted and properly scaled. There is a good amount of chatter centered around solar projects, such as municipal net metering. Learn from the League's expert on municipal power and one of Mitchell Williams' expert attorneys on the usage of Act 9 Bonds for funding projects. A Q&A period will follow if time permits.</i></p> <p>Moderating: John L. Wilkerson, General Counsel, Arkansas Municipal League Speaking: Jason Carter, General Counsel, Arkansas Municipal Power Association Michele Simmons Allgood, Member, Mitchell, Williams, Selig, Gates, & Woodyard P.L.L.C. Susan Norton, Chief of Staff, City of Fayetteville</p> <p><i>**The 3:00 p.m. and 4:15 p.m. sessions will also serve as two hours of CLE for city attorneys.</i></p>	<p>GOVERNOR'S HALL IV, SCC</p>
<p>5:15 P.M. to 5:30 P.M.</p>	<p align="center">BREAK</p>	
<p>5:30 P.M. to 6:30 P.M.</p>	<p align="center">*U.S. CENSUS BUREAU: COUNT QUESTION RESOLUTION (CQR) AND THE POST CENSUS QUARTERS REVIEW</p> <p><i>This continuing certification workshop focuses on the 2020 Census Count Question Resolution (CQR) program and the Post Census Quarters Review. The CQR program provides a mechanism for governmental units to request a review of their official 2020 census results. Additionally, the CQR program helps ensure that housing and population counts are correctly allocated to the 2020 census tabulation blocks in all 50 states. The Post Census Group Quarters Review is another process by which cities and towns can contest their population counts based on group quarters such as dormitories, prisons, nursing homes and assisted living facilities. While this program has not been finalized, Mr. Best will discuss what he can related to this review process. This program is not formalized yet but should be available to cities and towns sometime in June. A Q&A period will follow if time permits.</i></p> <p>Presiding: Mayor Virginia Young, Sherwood, First Vice President, Arkansas Municipal League Speaking: Craig Best, CQR Specialist, U.S. Census Bureau</p> <p><i>*Saturday's and Sunday's continuing certification workshops offer two hours of continuing certification credit. Participants will be scanned at the conclusion of this workshop.</i></p>	<p>GOVERNOR'S HALL IV, SCC</p>

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2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | March 26-28, 2022

#2022AMLWC Tentative Agenda

Sunday, March 27, 2022, continued

<p>7:00 P.M. to 8:30 P.M.</p>	<p align="center">2022 LEAGUE HYBRID WINTER CONFERENCE BANQUET <i>Sponsored by JTS Financial</i></p> <p><i>Clarence Anthony, Executive Director and CEO of the National League of Cities, will kick off the evening with a special address to attendees. Main Street Arkansas—now entering its 38th year—will present their Excellence in Downtown Revitalization Awards. Municipal officials who have newly obtained their “Certified Municipal Official” or “Certified Municipal Personnel” status, and those who have maintained their status with continuing education will be recognized. Additionally, the League will recognize the inaugural certification class on “Basic Grant Writing and Management.” Thank you to JTS Financial for sponsoring this wonderful event!</i></p> <p>Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Invocation: Rev. Gary Perry, Council Member, Alma Speaking: Clarence Anthony, Executive Director & CEO, National League of Cities Emceeing: Secretary Stacy Hurst, Arkansas Division of Parks, Heritage and Tourism Presenting: Greg Phillips, Director of Main Street Arkansas, Arkansas Division of Parks, Heritage and Tourism</p>	<p>WALLY ALLEN BALLROOM, SCC</p>
<p>8:30 P.M. to 10:00 P.M.</p>	<p align="center">2022 LEAGUE HYBRID WINTER CONFERENCE DESSERT RECEPTION <i>Sponsored by Stephens</i></p> <p><i>Sunday night isn't over yet! After the banquet, join League President Tim McKinney, First Vice President Virginia Young and our incredible hosts from Stephens for delightful desserts and drinks at the beautiful Capital Hotel. There will be an opportunity to tour this amazing historic property.</i></p>	<p>CAPITAL HOTEL MEZZANINE</p>

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2022 WINTER CONFERENCE

Statehouse Convention Center | Little Rock | March 26-28, 2022

#2022AMLWC Tentative Agenda

Monday, March 28, 2022

7:00 A.M. to 8:45 A.M.	BREAKFAST	GOVERNOR'S HALLS I & II, SCC
7:00 A.M. to NOON	REGISTRATION (NO ON-SITE REGISTRATION AVAILABLE) <i>Stop by registration to receive your badge, tote bag, thumb drive containing updated publications and Handbook coupon to redeem at League Services.</i>	OSAGE ROOM, SCC
8:00 A.M. to 12:15 P.M.	CONTINUING LEGAL EDUCATION <i>City attorneys will meet for a total of six hours of CLE over Sunday and Monday.</i>	ARKANSAS BALLROOM, MH
9:00 A.M. to 10:00 A.M.	GENERAL SESSION I: AN OVERVIEW OF REDISTRICTING IN ARKANSAS <i>Redistricting in Arkansas has often been a point of contention. Listen to the experts discuss the Congressional Districts map, the State Senate and House District maps, and the redrawing of city wards.</i> Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Speaking: Shelby Johnson, State GIS Officer, AR Geographic Information Systems Office Doug House, Deputy Director for Redistricting, Office of the Attorney General Linda Burgess, Code and Opinions Attorney, Arkansas Municipal League	GOVERNOR'S HALL IV, SCC
10:00 A.M. to 10:15 A.M.	BREAK	
10:15 A.M. to 11:15 A.M.	GENERAL SESSION II: AEDI SALES TAX TOOL AND APPLICATIONS OF SALES TAX DATA <i>Experts with the Arkansas Economic Development Institute, affiliated with the University of Arkansas at Little Rock and in collaboration with the Arkansas Municipal League, will share interesting data and reports regarding sales tax collections in Arkansas. This session also includes applications of sales tax data on specific purchases that cities and towns may find of interest. A Q&A period will follow if time permits.</i> Presiding: Mayor Virginia Young, Sherwood, First Vice President, Arkansas Municipal League Speaking: Mark R. Hayes, Executive Director, Arkansas Municipal League Dr. Michael Pakko, Chief Economist, Arkansas Economic Development Institute, State of Arkansas Dr. Carlos Silva, Regional Economist, Arkansas Economic Development Institute, State of Arkansas	GOVERNOR'S HALL IV, SCC
11:15 A.M. to 12:15 P.M.	*UPDATE ON THE AMERICAN RESCUE PLAN ACT (ARPA) <i>The League's outreach to our members regarding federal relief funds has been strong and consistent since the CARES Act, and now we've turned our attention to ARPA. In this session, League staff will review some of the high points of ARPA and update attendees on the most recent rule changes. A Q&A period will follow if time permits.</i> Presiding: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League Speaking: John L. Wilkerson, General Counsel, Arkansas Municipal League Cindy Frizzell, Director of Finance, Arkansas Municipal League Caran Curry, Grants Attorney, Arkansas Municipal League Blake Gary, Legal Counsel, Arkansas Municipal League Concluding Remarks: Mayor Tim McKinney, Berryville, President, Arkansas Municipal League <i>*Scanning for the final one hour of continuing education certification credit will take place at the conclusion of the ARPA session.</i>	GOVERNOR'S HALL IV, SCC
12:15 P.M.	LUNCH <i>Before you head home, join us for a buffet in the Marriott Grand Ballrooms.</i>	MARRIOTT GRAND BALLROOMS B & C, MH

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How to keep and attract talent during the Great Resignation

By Tracey Cline-Pew, League staff

There are and will continue to be many side effects of the COVID-19 pandemic. One of the side effects that affects organizations is what economists and the media have dubbed the “Great Resignation,” with workers across the United States quitting their jobs in record numbers. The experts cite many reasons for this phenomenon. They include the sheer number of job openings combined with a lower unemployment rate, and the reality that the pandemic has caused people to become introspective and develop a clear idea of what type of work environment they prefer. Employees are now making choices that enable them to find fulfillment in that area of their life. While all of this may be great for employees, how do employers attract and retain talented workers? Here are a few simple ideas.

Flexibility

One of the ways that an organization can attract the talent that they need is to create a flexible workplace. This may be difficult to do with some positions such as uniformed personnel, but other roles may allow more creativity. Can an administrative assistant work effectively from home two days a week? Is a four-day workweek an option? What about flexible schedules, such as a 7 a.m. to 3:30 p.m. workday with a half hour for lunch that enables an employee to pick their children up from school each day? Job sharing may also be a consideration. For example, two part-time employees might fill one role. The options are unlimited, however those tasked with human resources may have to step out of their comfort zone to find solutions. The payoff may be a happier, more productive employees.

When the League decided to create a flexible work environment, I was concerned that productivity would drop and we would not be able to maintain the level of responsiveness that our members expected. Our employees quickly proved me wrong! Department managers developed criteria to measure productivity and required employees to meet those standards to continue to work remotely or on a flexible schedule. The employees taking advantage of the flexible environment were in many cases more productive working from home because they had less distractions. As the Omicron-driven spike in COVID cases drops in Arkansas, the League is still allowing many employees to work from home two days per week, work flexible schedules or work a four-day workweek. It has proven to be a win-win for everyone.

Additional paid leave

While uniformed personnel have more leave time per Arkansas statute than non-uniformed employees, organizations may want to consider increasing the number of paid leave days to attract employees. It might be as simple as changing your policy to allow employees to take vacation after six months of employment rather than waiting a full year, or perhaps adding a birthday “holiday” to be taken in the month the employee is born. Any policy change that allows employees to spend more time with their loved ones and doing the things they enjoy will help increase employee satisfaction.

Other types of leave a city may consider include bereavement leave for the death of an immediate family member or paid maternity leave for expectant mothers. These types of benefits are also important to employees and the enhanced benefit will help keep and attract employees.

Invest in employee health and wellbeing

The pandemic has been hard on everyone—physically, mentally, personally and professionally. It is important that organizations take this into consideration when designing their employee benefit offerings. Providing an Employee Assistance Program (EAP) can give them the opportunity to talk with professional counselors when dealing with stressful situations. Most EAPs offer online learning modules, professional development training, personal growth resources, health videos and assessments, financial training and much more. These programs are often extended to members of the employee’s household or dependents as well. The cost is very reasonable and provides a valuable benefit. It also demonstrates that your organization cares about their staff.

Providing employees with health coverage that is comprehensive and affordable is something that both current and prospective employees now expect of their employer. Comprehensive health coverage that includes wellness benefits, mental health benefits, major medical benefits and a prescription drug program is a great tool to attract and maintain talent in your workplace.

I mentioned paid maternity leave for employees in the previous section. Paid maternity leave would only impact a small portion of your employee population.

Instead, you may want to think about offering group short-term disability coverage that would cover not only expectant mothers, but all employees who are experiencing a health event that prevents them from working temporarily. If you choose to offer group short-term disability, make certain that pregnancy is covered by the plan as it is often an exclusion.

Create a corporate culture where employees are valued

If I could only pick one thing to attract and retain employees, it would be to create a workplace where employees are valued, respected and heard. That kind of positive culture must start at the top, be instilled in and demonstrated by management, and ultimately filter down throughout the employee population. Employees need to know that what they do is important and that as an organization you recognize their contributions and welcome their suggestions to improve the process.

Create an environment that encourages employee growth and development. To show employees that they matter, ensure the work environment is safe, and take

the time to conduct safety training at least quarterly, showing your commitment to employee wellbeing.

Create a culture of civility, free of harassment and bullying, a place where courteous behavior is encouraged and where people want to come each day. You will know you are succeeding when you have an open position and employees refer their friends and acquaintances. It is music to my ears when I hear a staff member refer to their department as their work family. Creating an environment where employees are nurtured and respected is the easiest, most inexpensive way to attract and retain top talent in your workplace.

As always, the League is here to assist you. Please do not hesitate to reach out to us with any questions you may have. 🍷



Tracey Cline-Pew is the League's director of human resources. Email Tracey at tpew@arml.org, or call 501-374-3484, ext. 111.

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Does your city have a strategic plan?

Broad-based citizen input and data collection tools can help ensure your city's strategic plan meets residents' wants and needs.

By Mark Stodola

What defines a city? Cities are made up of its landmarks, historical events, architecture, the flavor of its street activities, transportation, parks, neighborhoods, restaurants, libraries and community centers. But at a city's core, what makes a city is its residents. As a local government official, we are responsible for providing a wide range of services and dozens of local initiatives, some that occur cyclically, some on a daily basis and some that are project specific. To make sure a city stays on track with its daily and cyclical functions, as well as grow with new projects, government officials must create strategic plans to guide them into the future. That, coupled with performance management and assessment, helps local leaders understand whether their strategic plan is working as intended.

Does your city have a strategic plan, one that is embraced by your city council and has received broad community support and input? If not, then it is incumbent on you to push for the development of a strategic plan for your city.

A strategic plan should be developed on a two- to five-year timeframe during which you are identifying big-picture projects and objectives that embrace all aspects of livability, from food insecurity to health care, from housing to cultural amenities.

One of the biggest challenges for a city in creating a strategic plan is knowing what to prioritize. The key is to get input from a substantial number of your residents. Understanding what your residents need and want helps government serve the entire community and greatly assists in the strategic planning process. It also makes your governmental processes simpler, more efficient and more effective.

How do you develop a forward-thinking vision that defines your city and represents the diversity of your citizens and their interests? This is the challenge you face as an elected official when creating a strategic plan.

Unlike budgeting, a strategic plan doesn't require you to account for every dollar ahead of time. The Government Finance Officers Association (www.gfoa.org), in its guidance document "Best Practices: Establishment of Strategic Plans," suggests that "while it is important to balance the vision of the community with available resources, the resources available should not inhibit the vision." The GFOA sees strategic planning as "influencing the future rather than simply preparing or adapting to it," going on to say that it is the vision itself that should determine the allocation of resources.

Gaining resident input is critically important in the creation of your strategic plan. Ask yourself how many ways you can gain input. Do you allow public comment at your city council meetings on items that are not on your agenda? Do you conduct surveys, have strategic meetings or workshops for the public?



SOURCE: ZENCITY

Achieving broad representation when collecting input is challenging for local governments. To have buy-in for a strategic plan you must hear from multiple stakeholders. While public hearings and community meetings are good first steps, in many cases your resident feedback comes from the “same 10 people,” those who are already actively engaged with your city council members or actively engaged on social media. The broader community doesn’t lend its voice. It is important to use tools for broad resident outreach so that the strategic plan does not heavily favor the same few residents the city is already serving.

Fortunately, experts have developed systems that will help you hear from your residents beyond the “same 10 people.” Companies like Zencity, Galaxy Digital, Crescendo and Polco use artificial intelligence and expert analysis to aggregate resident-generated data points from a variety of sources including social media, local news, 311 information requests, city council meeting minutes, polling and other resources. The information is then analyzed to identify and classify resident comments by topic, trends, anomalies, source location and sentiment. These reports then provide visual,

actionable items and insights on your community’s needs and priorities.

One of the most important questions you need to answer as a local elected official is what does the silent majority think is a priority in your city? Data collection and analysis tools can help you develop data-driven solutions that lead to improved service delivery. This information is critical to developing your strategic plan, making budget decisions based on residents’ needs and community priorities, and tracking the performance of your policies and initiatives.

Many of these tools have been defined as an eligible expense under the American Rescue Plan Act (ARPA) and can also satisfy ARPA compliance and reporting guidelines. It is time to make your strategic Plan. Your citizens will be better off for it! 🎧



Mark Stodola is a lawyer with the Barber Law Firm in Little Rock and a member of the Kauffman Foundation’s Mayors’ Council. He served as mayor of Little Rock from 2007 to 2018 and as president of the National League of Cities in 2018.

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Jeremy Shores began work at HW as a summer intern in 2000 and has been a full-time employee for over 20 years. In 2009, he became a Partner and has served as Vice President and Director of Operations since 2012. Over his tenure, he has served as a Project Engineer, Project Manager, and Resident Engineer for major infrastructure projects that include water and sewer system master planning, water treatment plant design, wastewater collection system design, street and drainage design, and land planning and development.

As a Civil Engineering graduate of the University of Arkansas and a former student athletic trainer and Manager for the Arkansas Football Program, Jeremy is a passionate fan of all things Razorback. He also enjoys fishing Arkansas’ rivers, lakes, and streams. He is a lifelong resident of Crawford County where he lives with his wife Amanda and daughter Charlotte. He is active in his church and his community, coaching little league basketball and participating in CASA fundraising programs.

Jeremy D. Shores, PE,
Vice President & Principal







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Workers' comp 101: Determining work-relatedness and reporting

By Allen Green, League staff

This is the first in a series of columns on workers' compensation. My hope is that over the next several months, these articles will provide a foundation of general knowledge and clarity on the subject. In this series we will address general topics such as work-relatedness determination, coverage inclusions and exemptions, and the importance of timely reporting, in addition to more specific topics like direct and indirect costs of claims, lowering program costs, dealing with fraud, and handling claimant discipline/termination issues. Let's dive in!

Determining work-relatedness

Work-relatedness plays a critical role in determining whether employees' injuries and illnesses will be compensable under workers' compensation insurance. Therefore, it is important that employers understand how to determine whether their employees' injuries and illnesses are work-related or not. Fortunately, state workers' compensation laws can help you make this important distinction. With that in mind, let's review some general guidance that will help you determine if an injury is work-related under Arkansas' workers' compensation regulations.

First and foremost, workers' compensation covers injuries or illnesses that arise out of employment and occur during employment. Arkansas law specifically states that "workers' compensation covers accidental injuries which arise out of, and in the course of employment, cause internal or external harm to the body, are caused by a specific incident and are identifiable by time and place of occurrence."

Second, in most cases there must be a specific incident, moment in time and place associated with the injury. For example, I hurt my back when I lifted the box yesterday, or I hurt my knee when I fell off the ladder after lunch. However, there are three exceptions to this requirement in the Arkansas code:

1. Rapid repetitive motion injuries, including carpal tunnel;
2. Gradual onset back injuries; and
3. Hearing loss.

These three injuries are compensable only in cases where the resultant condition is the "major cause" of the need for treatment, disability or death. Major cause is defined as more than 50 percent of the cause. We will talk more specifically about these exceptions in a later article.

This essentially means that if an employee becomes ill or injured on the job while participating in or completing

their assigned work tasks, workers' compensation insurance should cover the resulting expenses. This application can sometimes be simple and straightforward. For example, if an employee hammered a nail as part of an assigned task and accidentally hit their finger causing a contusion, it would be relatively simple to identify that such an injury is work-related and thus compensable under workers' compensation coverage.

However, it's not always that clear-cut. For some injuries and occupational illnesses, especially those involving musculoskeletal and cumulative trauma, work-relatedness can be much harder to distinguish. Common examples include back or shoulder pain that the employee cannot relate to a specific incident or a specific time when onset began.

To further complicate matters, some injuries and illnesses that may occur within the scope of work but away from the physical workplace can be difficult to classify. For example, let's say an employee leaves work to run an errand for their employer but makes a personal stop while running that errand. If that employee were to get into a car accident and suffer several injuries, determining work-relatedness could be tricky. The important question in such a scenario would be what exactly the employee was doing when they got involved in the accident. This activity would need to be considered an assigned job task in order to qualify the injuries as work-related.

Incidents should always be analyzed thoroughly to determine whether they are work-related or not. The insurance provider will ultimately make the final decision of compensability after assessing all information provided.

When to report employee injuries and illnesses

Workers' compensation law has distinct reporting requirements. Employers are required to report their employees' injuries and illnesses to their insurance provider, who in turn reports to the Arkansas Workers' Compensation Commission. Failing to do so could result in fines and legal action.

In Arkansas (and in most other states) the usual time frame for employers to report injuries and illnesses to the insurance provider is seven days. However, you should make every effort to report as soon as reasonably possible. Employers must also report fatalities and serious injuries directly to the Arkansas Workers' Compensation Commission within 10 days.

The Arkansas code states: “Employers shall report all on-the-job deaths of their employees to the Arkansas Workers’ Compensation Commission within ten (10) days, as provided for in Section 34 of the Arkansas Workers’ Compensation Act (§ 81-1334), and on forms prescribed by the Commission. Injuries causing loss of time in excess of seven days and those where compensation is due for permanent disability shall likewise be reported within the ten-day period. It is also the employer’s responsibility to keep a record of all injuries, regardless of their nature, which will be available to the Arkansas Workers Compensation Commission upon request.”

Because of these mandated timelines for employers, it is imperative that employees report work-related injuries as soon as possible. The employee must notify the employer of the time, place and nature of the injury and any additional information needed to help the employer arrange medical treatment and complete necessary reports. Prompt reporting is key. No activity regarding workers’ compensation benefits can happen until the employer knows about the injury. Encourage employees to report all injuries, no matter how slight. Even a minor laceration can become serious if an infection develops.

Once employers have been notified of an accident, they must:

- Submit a First Report of Injury to the insurance representative right away who, in turn, reports to the Arkansas Workers’ Compensation Commission.
- Provide a Form N to the employee reporting the injury. Form N informs employees of their rights and responsibilities under workers’ compensation and allows them to describe the incident and injury in their own words.
- Submit the completed Form N to the insurance representative.

Determining work-relatedness is an essential first step in the workers’ compensation process. Prompt reporting of workplace injuries and illnesses is paramount to meeting legal requirements set forth by the state. Work with your claims representative to make sure every claim is handled efficiently and in a timely manner. Next month we will look at the various types of illnesses and injuries covered. Until then, stay safe and healthy! 🍀



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The sun sets once more somewhere west of Pot Luck, a city that, like all our cities, creates miracles for its people.

Mindsets and mood swings

By Jim von Tungeln

Our mayors do a great job of dealing with problems, but you can catch one on the downside. That's how I found Mayor Furlow Thompson of Pot Luck, Arkansas, some time ago as we connected via the internet. His face looked serious as it came into view.

"Hey," I said.

"Hey yourself."

I sensed straightaway that something wasn't right. "You OK?" I asked.

"Yeah," he said. "How's Mark Hayes and the crew?"

"They are fine," I said. "They will appreciate your asking. They think highly of you."

"Tell them I said they had a lot to learn about being a mayor."

Oh boy. This wasn't the self-styled "Best Mayor in America" to whom I was speaking. "I can't tell them that," I said.

"Just tell them that things aren't the same down here in Pot Luck as they are in the big cities."

"Do you have something you want to tell me?"

He yawned. "It's nothing," he said. "Just a little row with Sister Shannon, Bessie Shannon. You know her, don't you?"

He was wearing an old "Vietnam Veteran" hat that indicated he had served in the U.S. Navy. It was his

favorite, creased and well worn. There were also a couple of new lines in his face. "Bessie Shannon," I said. "I don't think I've had the pleasure."

"Fine individual," he said. "Fine individual. One of the founding members of the Shaming Sisters."

He referred to the code enforcement support group that helps restore environmental order when citizens of Pot Luck don't abide by the rules of the city or the standards of decency. The group has cut the cost of code enforcement in the city substantially. A frowning grandmother can sometimes accomplish what a squad of regulators can't.

"A good friend to the city?" I asked.

"She was," he said.

"Was?"

"We've had a bit of a set-to," he said. "Sorta on the outs right now."

Was this the cause of the bad mood? I waited.

One never rushes a mayor, especially the best mayor in America.

"She wants to add a screened porch to her house for mosquito season," he said. "Too bad."

"Too bad? You mean she couldn't do it?"

"Not where she wanted to."

"Setback problems?"

"I wish," he said. "We might could have fixed that."

I waited.

"Trouble is, her house is already two feet into the street easement on that side. Been that way for years. Grandfathered and all that."

"And she doesn't understand?"

"Oh, she understands. It's just that her ways ain't our ways. Told me her daddy built that house in 1957 and they didn't fret about silly things like easements back then. Told me I wanted Pot Luck to be a big city with big city ways and our poor folks could just drive up to Pine Bluff and jump in Bayou Bartholomew."

"And she supports code enforcement?"

"As long as she ain't on the receivin' end of it. Know what else she told me?"

"No. What?"

"Said in that town where Andy Griffith lived, they wouldn't keep a widow woman from having a little relief from the heat and bugs in the summer."

"Did you try and explain it to her?"

He didn't answer, just took a pencil and pad from his pocket, scribbled on it, then tore the page out and held it in front of me on the monitor. "Here," he said. "This is her address. You come down and explain it to her."

A half-century of dealing with mayors has taught me that sometimes it's best to keep quiet and wait. It didn't take much time before he spoke.

"I was telling one of my colleagues about it," he said. "A young mayor. Know what he called it?"

"What?"

"The 'Mayberry Mindset' and said it was pretty common. People want a place where there ain't no need for laws, the closest thing to urban poverty is a slow day at the barber shop, and the only homeless person is a lovable drunk who's scared to go home."

I nodded. After what I considered a respectful time, I asked how things were going otherwise.

"Pretty good except that I'm chasing investment away from our little hamlet."

"You? Chasing business away?"

"Yep. I wouldn't let a group build a 20,000-square-foot building here without submitting a set of plans to review."

"What happened?"

"They said they worked all over the state and no city had ever made them do that, and that I was running people away faster than a pig hauler at a square dance."

"But ..."

"No buts about it. They put it on one of them Internet things and I've been getting calls for a week. I even contacted a bunch of my fellow mayors and asked about it. I know I've called over 30 of them—big cities, small cities, fast-growth places, you name it."

"Did any of them help?"

"Nope. Ever dang one of them said they were being accused of the same thing. One did offer some good advice."

"Oh?"

"Yeah. He said I shouldn't worry about it and that I should learn to play the banjo. I believe him. He plays that thing they call the steel guitar and never quits smiling."

"Sounds like a plan."

"Yeah. In the meantime, I even called Mark Hayes about it."

"Oh? And what did he say?"

"He said Arkansas State University should have a good football team next year and told me not to get into any lawsuits. Maybe get another dog. Then he told me this joke about a boy that traded a preacher a lawnmower for a bicycle."

"You sound kinda down. I hate to see you like this," I said. "When the best mayor in America gets the blues, we all feel pain."

A smile flashed and he let out a big guffaw. "Hot dang," he said. "I had you going there, didn't I?"

My face flushed on the computer monitor. "You mean you aren't having all these troubles?"

"It's like that joke Mark told me. Kid came back and the preacher was sweating all over trying to start the lawnmower. Kid said he needed to cuss it. Man got all angry, tried again, and said he was a man of the cloth and couldn't even remember how to cuss."

"And?"

"Kid said, 'Keep pulling, it'll come back to you.'"

We had a good laugh. I said, "But don't you get tired of all the troubles?"

"Son," he said. "Being a mayor means dealing with troubles. If a person can't live with that, they's plenty of jobs lawyering. I love this job, I love cities and I love the people we serve." He took a breath. "Know why I been at it so long?"

"Tell me, please. I'll pass it along."

"Because you are looking at a man who used an outdoor privy until he was 8 years old. Remember that spell of zero-temperature weather we had last year?"

"Yes, I do."

"It was a lot colder back when I was growing up. So, guess what?"

"What?"

"Ever time I'm in a warm room and I flush a toilet, know what I look up and say?"

"No. Tell me."

"Thank you for that miracle." 🙏



Jim von Tungen 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.

2022 National Day of Racial Healing: Reflections on building inclusive institutions

By Greta Hacker

Over the past two months, communities across our state observed a variety of events and activities dedicated to acknowledging the realities of systemic oppression in our nation, listening to the experiences of diverse groups, and taking continued action to promote racial justice. These events included the Arkansas Racial Equity and Social Justice Challenge celebrated during the month of February, the Martin Luther King Jr. National Holiday (MLK Day) in mid-January and the National Day of Racial Healing (NDORH).

Created by the W.K. Kellogg Foundation in 2017, the NDORH takes place on the day following MLK Day and is dedicated to helping communities build trust, hold open and respectful dialogue about racial issues, and work together to create more equitable institutions.

In observance of the NDORH, the University of Central Arkansas Center for Community and Economic Development partnered with the Arkansas Peace and Justice Memorial Movement and Conway Conversations to host “Revisiting Broken Systems,” a panel discussion that shared insights from UCA scholars on how to inspire positive changes in our entrepreneurial and academic institutions. Panelists included Drs. Taine Duncan (chair of the UCA Department of Philosophy and Religion), Kristy Carter (marketing director for UCA Outreach and Community Engagement), and Marsha Massey (assistant professor of chemistry at UCA).

Dr. Duncan kicked off the panel discussion by explaining how Critical Race Theory (CRT) can help us understand racial equity issues. Duncan noted that CRT was developed in response to the ways in which civil rights gains failed to ensure racial equity under the law. CRT posits that legal remedies to racial discrimination cannot be achieved without understanding the historical roots of racism or without fundamentally addressing both the specific laws unfairly applied to different groups and the everyday practices of institutions that create racial disparities.

“Our policies and practices don’t come out of nowhere,” Duncan said. “They are built upon the history

that has led us to this point and what we do now is going to influence the future, so there’s a responsibility to both understand the past and to actively try to change the future to make [it] better.”

Dr. Carter discussed her research detailing a specific system affected by discriminatory practices: the entrepreneurial ecosystem. Carter’s research surveyed female entrepreneurs and business owners of color about their experiences navigating the financial, legal and cultural institutions that relate to entrepreneurship in Arkansas. Her findings suggest that access to capital is the biggest barrier that women entrepreneurs of color experience. Other prominent barriers are cash flow, credit worthiness, gaining access to markets, and racial bias and discrimination.

Carter also found that 50 percent of participants surveyed reported that they feel traditional entrepreneurial support organizations, including colleges and universities, chambers of commerce, business development service providers and community development finance institutions, do not provide adequate support to them. “There is more work to do to create a culture where Black women are valued—not just welcome—but where they are valued in the system,” Carter said. She stressed the importance of building inclusive entrepreneurial ecosystems that do not make access to resources more difficult based on entrepreneurs’ personal identities or backgrounds.

Rounding out the panel was Dr. Massey, who provided a series of personal reflections on her experiences as a Black woman in STEM education, which served to illuminate how academia can better support diverse student populations.

Massey first noted that although her upbringing never communicated to her that her race was a setback or a barrier in her professional life, she still struggled with self-doubt. She wrestled with questions such as, “Do I belong here? Am I good enough? Do the people around me care about the same things that I do?” She said she ultimately found herself asking, “Do I belong here because I am Black?”

Massey reflected that her doubts may have stemmed from the lack of support and education she received from her high school and college counselors, first when she was considering applying to medical school, and later when she had aspirations for Ph.D. programs in chemistry. She found it strange that she saw other students receiving information from counselors that was never shared with her. She also reported that her academic advisors in college appeared worried about her ability to be successful in difficult math and science courses, even encouraging her not to take certain courses for fear it would overwhelm her.

“These experiences I had [are] snapshots of where I think our academic system can have some broken parts,” Massey said. She encouraged the academic community, especially advising and counseling professionals, to devote more attention to empowering and “listening

to the passions of their students” and less to trying to protect them from failure.

Events such as the National Day of Racial Healing remind us that everyone in our communities can benefit from thoughtful discourse and action to address racial injustice. To learn more about NDORH, view the recording of this event and find out how your community can get involved, visit: uca.edu/cced/national-day-of-racial-healing. 🏠



Greta Hacker is the graduate assistant at the UCA Center for Community and Economic Development. You can contact her at mhacker1@cub.uca.edu or 501-852-2394.



Understanding polycystic ovary syndrome

By Gloria Richard-Davis, M.D., MBA

Infertility is a painful reality for many women hoping to become pregnant and have children. There are many causes of female infertility, but one of the leading causes is a condition called polycystic ovary syndrome, or PCOS.

The condition affects 6 percent to 12 percent of women of reproductive age in the United States, according to the Centers for Disease Control and Prevention. It can cause irregular ovulation, which makes it harder for a woman to get pregnant.

The name “polycystic ovary syndrome” describes the many cysts that can develop on a woman’s ovaries if she is not ovulating regularly.

What is PCOS?

To understand PCOS, we need to understand a little about hormones and their role in the female reproductive system.

Estrogen is most often associated with female reproductive health. It is produced by ovaries and is the main category of hormones responsible for female development, affecting everything from regulating menstrual cycles, breast development to bone health. However, women also produce male sex hormones called androgens. While a small amount of androgens is normal, women can experience adverse health effects if their bodies produce too much. The overproduction of androgens is often associated with PCOS.

Symptoms and complications

Infertility is the primary health concern for women with PCOS. The condition makes it difficult for women to track their fertility because they can go months without a menstrual period or may have multiple menstrual periods in a short length of time.

Another concern is that many women with PCOS have insulin resistance, meaning their body produces insulin but can’t effectively use it, raising the level of glucose in the blood. This can lead to other complications, such as type 2 diabetes, obesity and uterine cancer.

The male hormones also cause several other symptoms, including thinning scalp hair, acne, excess hair growth on the face, chest and back, and darkened skin patches around the armpits and back of the neck.

Women with PCOS also are at higher risk of developing sleep apnea, depression and anxiety.

Diagnosis and treatment

PCOS is a clinical diagnosis made when a woman has irregular cycles and evidence of androgen excess. Typically, a physical and pelvic exam is performed to assess for signs of androgen excess or pelvic pathology. Ultrasounds are used to see the uterus, the size of ovaries and check for cysts. Blood tests can check hormone, glucose and insulin resistance levels.

While PCOS is a lifelong health condition that doesn’t have a cure, it can be managed with different medications and lifestyle changes. Since one of the symptoms associated with PCOS is insulin resistance, many doctors advise their patients to eat a healthy diet and get regular exercise. Losing even a small amount of weight can help to regulate a woman’s menstrual cycle. Weight loss also improves her chances of getting pregnant—with or without fertility medications—and increases the likelihood of having a healthy pregnancy. Additionally, many doctors may prescribe insulin-sensitizing drugs to help the body respond to insulin, increasing the chance of regular ovulation.

For women who want to become pregnant, fertility medications that jump-start ovulation can be prescribed, but they have certain risks such as increasing the chance for multiple births and causing ovary hyperstimulation, which is when the ovaries produce too many hormones.

For women who do not wish to get pregnant right away, health care providers can prescribe hormonal birth control pills, which will help to regulate menstrual cycles and can reduce acne, excess hair growth and the risk of uterine cancer. Women should not go longer than three to six months without a menstrual cycle, as it can cause precancerous changes in the endometrial cells in the uterus.

Women should consult their health care provider if they have any of the symptoms of PCOS to start managing it safely. 🍷



Gloria Richard-Davis, M.D., MBA, FACOG, is the executive director for the UAMS Division of Diversity, Equity and Inclusion. She is also a tenured professor in obstetrics and gynecology and director of the Division for Reproductive Endocrinology and Infertility, as well as medical director for the physician assistant program.



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MHBP benefit updates for 2022

The Municipal Health Benefit Program has implemented several important benefit changes for our members in 2022, including expanding access for mental health and substance abuse treatment, eliminating an obesity diagnosis from the benefit exclusion list, and offering reimbursement for at-home COVID tests.

Mental health office visits

Effective January 1, 2022, MHBP will cover mental health office visits with a \$20 copay. In previous years, members had to meet their deductible prior to MHBP paying a benefit for mental health treatment. Now that only a copay is required, members will have easier and more affordable access to mental health care.

Substance abuse treatment

MHBP will also now cover one in-patient chemical dependency treatment service per year, as opposed to one treatment service over the member's lifetime.

Obesity diagnosis

MHBP has also made changes to its obesity benefit. In previous years, if a provider included an obesity diagnosis on a medical claim, the claim was subject to a benefit exclusion. MHBP has eliminated obesity as a benefit exclusion, and members no longer have a barrier to care

related to body size issues. However, members must still contact MHBP for approval of bariatric surgery.

Other recent changes

MHBP has changed its benefit to encourage early detection and prevention. MHBP now pays the entire cost of a colorectal screening for any member who has reached the age of 45 and then every 10 years thereafter. If the member has a personal or family history of colorectal cancer, the member may receive a wellness screening every three years.

If performed under these conditions, this benefit is paid at 100 percent and includes coverage for routine and diagnostic colorectal examinations, including COLOGARD.

At-home COVID testing

Effective January 15, 2022, at-home COVID-19 testing will be eligible for reimbursement through MHBP. MHBP members will now be able to seek reimbursement for up to eight at-home COVID-19 tests per person per month so long as they purchase tests approved for emergency use by the federal government. For more information about how to submit a claim for reimbursement, or to review a listing of the approved tests, please visit our website at www.arml.org/mhbp or call us at 1-833-265-6427. 📞

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- ◆ Coverage for Adult Dependents age 19 to 26 years
- ◆ Special Bariatric Surgery & Chemical Dependency Programs



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

For further information, please call 501-978-6126.



www.arml.org/mhbp

Tree care ordinances 101

Part 2: Structural roots of strong community tree ordinances

By Krissy Kimbro

All trees within a community affect the overall well-being of the community. Therefore, Arkansas cities and towns should maintain an ordinance addressing the planting, maintenance, protection and removal of trees located within their jurisdictions. A basic tree care ordinance forms the foundation of a city's tree management program. It sets good policy and backs it with the force of law when necessary.

Clear authority and guidance for publicly owned trees

The Tree City USA program, established by the Arbor Day Foundation in 1976 in collaboration with the U.S. Forest Service and National Association of State Foresters, recognizes communities across the country that are taking steps toward effective management of their public trees. According to Tree City USA standards, a tree care ordinance assigns clear authority over public trees and provides guidance for planting, maintaining and removing trees from streets, parks and other public spaces. Ordinances meeting the program's standards need only address publicly owned trees, those trees located on property owned by the municipality. The rights and responsibilities for street trees vary across municipalities, which is why it is imperative to address them in local ordinances. If a municipality considers trees planted in the right of way to be publicly owned, they must also be addressed in the ordinance.

Adopting and reviewing an ordinance

Adopting a new ordinance can be a fairly lengthy process. A.C.A. § 14-55-202 requires ordinances of a general or permanent nature to be read on three different days unless two-thirds of the city council votes to dispense with the rule.

A.C.A. § 14-55-201 provides that “no bylaw or ordinance shall contain more than one (1) subject, which shall be clearly expressed in its title.” However, an ordinance may contain subcategories that pertain to a single, overall subject. The recommended subcategories in a strong tree ordinance are those defining who has authority, what guidance is recommended for public trees, and how the policy is to be enforced. Once adopted, ordinances should periodically be reviewed. Municode,

a private company that assists municipal governments, recommends that ordinances be reviewed no less than once every decade.

Required components

A strong tree care ordinance must include three main components: Establish a tree board and give it responsibilities; provide guidance for planting, maintaining and removing trees on public property; and provide an opportunity to set sound policy that is enforceable by law. A sample ordinance containing recommended and optional language is available on the Arbor Day Foundation's website, www.arborday.org.



PHOTO BY ALAN FAULKNER

Casa Mayor Loyra Rainey, left, and Tree Board Director Josie Payne go over the new tree ordinance adopted by the city. Casa, one of Arkansas' newest Tree City USA communities, worked diligently to craft and pass a tree care ordinance in time to achieve recognition for the 2021 program year.

Establishing authority

To enroll in the Tree City USA program, a tree care ordinance must contain a “delegation of authority” by city leadership—either to a named director, department or tree advisory board. The most effective ordinances delegate responsibility for operational management of public trees to a department director and establish a volunteer tree advisory board to provide input and community representation.

Providing guidance for tree planting, care and removal

The ordinance subsections providing guidance for tree planting, maintenance and removal should identify industry standards and best practices for tree care. By including them in the ordinance, the city may enforce proper tree care standards with the force of law. The American National Standards Institute A-300 “Standards for Tree Care Operations” and the tree care best management practices published by the International Society of Arboriculture (ISA) are excellent resources that cities are highly recommended to reference in their ordinances.

Applicable utility industry standards for the maintenance of public trees should also be included, as well as guidance for tree sizes and species that are allowed to be planted under or within a specified distance of overhead utility lines and other municipal infrastructure such as fire hydrants and intersections. An official set of spacing requirements for the planting of trees on public property is also recommended, and these requirements should be devised in collaboration with all pertinent city departments.

An official list of both desirable tree species to be planted and tree species not to be planted on public property provides additional guidance. Clearly stating that trees from the approved list may be planted without special permission and that species not included may be planted with written approval from city leadership or the tree board gives weight to the community’s commitment to advocating for a healthier tree canopy.

A specific set of protections given to public trees, such as prohibiting the attachment of signs to public trees, also falls under the guidance subsection of an ordinance. Other recommendations to include are a prohibition against “topping” public trees, ISA standards that protect trees during construction, and circumstances under which city leaders may declare a tree to be a hazard or nuisance. A clear statement of whether private property owners or the city shall be responsible for the cost of pruning or removal of hazard or nuisance trees is highly recommended.

Enforcement

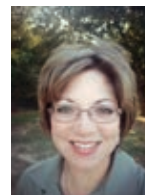
All ordinances should clearly spell out the process to be followed and the penalties to be assessed when violations occur. Additionally, there should also be a mechanism for an individual or entity that has been penalized under the ordinance to take their case to a higher authority. This situation and clause should conform to the specific requirements of Arkansas and local law. Providing a means for addressing appeals also helps establish clear authority and reduce ambiguity. As always, consult with your city attorney.



PHOTO BY HAROLD FISHER

This tree along a Little Rock street contains multiple areas of rot. Tree ordinances should clearly define in what situations a tree such as this poses a risk to the public, establish who has authority for its pruning or removal, and contain language addressing the process to be followed when violations occur.

Establishing a municipal tree ordinance, or reviewing one already in place, is a vital step toward protecting and growing the urban and community forest across Arkansas. Virtual workshops will be offered by the Arkansas Department of Agriculture Forestry Division during the year to assist communities with tree care ordinances. In the meantime, if you would like guidance on the process of crafting and adopting tree ordinances in your community, please reach out to your local forester, arborist or county extension agent. 🌳



Krissy Kimbro is the urban and community forestry coordinator for Arkansas Department of Agriculture’s Forestry Division. Contact Krissy at 479-228-7929 or email kristine.kimbrow@agriculture.arkansas.gov.

Benefits of variable speed limits

By Taylor Clark, PE

Rain or shine. Sleet or snow. Late, wide-open highways and early morning standstills. What do all these events have in common? A stagnant speed limit. When designing sections of highway, the designated speed is based on favorable conditions. Favorable conditions don't always exist, though, so shouldn't our speed limits reflect this?

Variable speed limits (VSLs) are speed limits that change in real time based on road, traffic and weather conditions. The two common types of VSLs are congestion-responsive systems and weather-responsive systems, where sensors and algorithms inform speed limit changes in increments of five to 10 miles per hour. The speed reductions are adjusted back to the normally posted speed in small increments as traffic flow returns to normal operating conditions.

In congestion-responsive systems, the VSL systems drop speed limits in response to accidents or other congestion-causing conditions such as rush hour traffic. This helps minimize the number of hard decelerations and intermittent periods of traffic flow. Approximately 20 percent of all incidents are secondary incidents, some of which could be avoided if a more constant traffic flow could be maintained in times of congestion. Although congestion may not be present in areas where weather-responsive systems are used, unfavorable weather conditions such as rain, snow, ice and fog all create hazardous driving conditions. Lower speed limits in times of unsafe roadway conditions are a benefit to all users. Both congestion and weather-responsive systems are paired with variable message boards to provide explanations for speed reductions. Compliance is more widespread when drivers are aware of the reason for speed reduction.

As with all new technologies, many components are necessary for implementation, from planning and coordination to equipment and maintenance. When planning, operational analysis is required to develop an appropriate speed recommendation algorithm that considers any conditions that may adversely affect traffic flow or safety. Legislative and legal analysis will also be required to determine if regulatory or advisory (VSL or VASL) speeds would be feasible for the studied route. Coordination is required among law enforcement



Weather-responsive variable speed limit systems reduce a roadway's speed limit based on rain, snow, fog and other visibility-reducing weather events, and studies show that they improve driver safety when utilized.

agencies, media and the Department of Transportation (DOT) to ensure driver education and compliance. Depending on which system is chosen, the initial equipment and future components necessary for maintenance must be taken into consideration.

VSLs aren't a "catch-all," and they are more effective on freeways and high-speed arterials with speed limits greater than 40 mph. The sign types utilized will also vary, depending upon the situation and budget. Overhead signs that span the entire roadway can designate VSLs for entire stretches of roadway or individual lanes. A cantilevered roadside sign could signal a different speed limit for trucks. The cheapest option is the roadside mounted sign, which looks like a traditional

speed limit sign but has electronic numbers that change according to traffic conditions.

For many drivers, reductions in speed limits aren't likely to be met with sweeping praise. For roadway engineers, however, safety for all users should always be the first consideration in design. If empirical evidence supports the case, attempts should be made to try and replicate that success. The University of Missouri and MoDOT put variable advisory speed limits on an accident-prone stretch of I-270, a four-lane highway in St. Louis. The study found that the VASL systems gradually slowed drivers as their vehicles entered construction zones. The use of the VASL resulted in an up to 53 percent reduction in traffic queue length and just a 4 to 8 percent increase in travel time. Also, the implementation of VASL decreased maximum speed difference by as much as 10 miles per hour, and the chance of rear-end collisions, of which there are about 1.7 million yearly, dropped by 30 percent.

Where changes to an existing roadway's design aren't possible, VSLs can be an effective safety measure. Following a severe crash of 193 vehicles on Interstate 10 in Mobile, Alabama, due to visibility issues caused by fog, ALDOT chose to deploy a low visibility warning.

This warning system lowers the speed limit in 10 mph increments as visibility decreases. When the speed limit is reduced, notices are automatically sent to the DOT division office, the highway patrol and local law enforcement. The warning system has improved safety by reducing average speed and minimizing crash risk in low visibility conditions.

VSLs require driver compliance and constant attention, which is a challenge in an era of distracted driving. Some states have removed VSLs after protests from drivers and law enforcement, while other states simply have advisory speeds that are difficult to enforce. Variable speed limits may not be the ideal safety improvement measure for all roadways and circumstances, but with successes already documented and current technology increasing at an exponential rate, perhaps we are closer to finding even better methods of implementation. ☰



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2021/2022 State Turnback Funds

Actual Totals Per Capita						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2021	2022	2021	2022	2021	2022
January	\$6.659	\$6.744	\$0.071	\$0.485	\$1.951	\$1.961
February	\$6.607	\$6.648	\$0.163	\$0.486	\$0.893	\$0.964
March	\$5.693		\$0.110		\$0.892	
April	\$6.135		\$0.162		\$0.889	
May	\$7.568		\$0.258		\$0.890	
June	\$6.753		\$0.206		\$1.665	
July	\$7.303		\$0.163		\$4.306	
August	\$6.988		\$0.150		\$0.854	
September	\$6.822		\$0.205		\$1.020	
October	\$6.597		\$0.295		\$0.964	
November	\$6.306		\$0.285		\$0.964	
December	\$6.12		\$0.374		\$0.96	
Total Year	\$79.549	\$13.392	\$2.443	\$0.971	\$16.250	\$2.925

Actual Totals Per Month						
	STREET		SEVERANCE TAX		GENERAL	
MONTH	2021	2022	2021	2022	2021	2022
January	\$12,587,621.61	\$13,523,371.95	\$134,647.89	\$971,650.77	* \$3,688,464.32	*\$3,933,044.80
February	\$12,488,753.05	\$13,330,126.26	\$308,183.56	\$974,949.61	\$1,688,281.84	\$1,932,029.37
March	\$10,760,836.82		\$207,709.60		\$1,685,424.74	
April	\$11,627,333.33		\$307,147.46		\$1,684,913.88	
May	\$14,343,742.05		\$489,324.42		\$1,687,137.50	
June	\$12,799,319.93		\$390,405.22		\$3,154,867.86	
July	\$13,841,564.30		\$309,031.02		** \$8,160,945.43	
August	\$13,245,023.56		\$285,053.21		\$1,617,878.89	
September	\$12,929,805.85		\$389,181.65		\$1,932,348.55	
October	\$13,228,061.49		\$592,445.41		\$1,933,129.73	
November	\$12,644,574.33		\$571,049.30		\$1,932,763.61	
December	\$12,272,528.63		\$749,777.69		\$1,933,129.71	
Total Year	\$152,769,164.95	\$26,853,498.21	\$4,733,956.43	\$1,946,600.38	\$31,099,286.06	\$5,865,074.17

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

**Includes \$3,513,480.88 supplemental for July 2021

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 2022 with 2021 Comparison (shaded gray)

Month	Municipal Tax		County Tax	Total Tax		Interest		
January	\$79,509,192	\$68,199,990	\$67,235,746	\$59,726,912	\$146,744,937	\$127,926,902	\$7,996	\$14,602
February	\$90,989,478	\$79,611,239	\$75,394,289	\$68,300,663	\$166,383,767	\$147,911,902	\$20,291	\$20,412
March		\$66,877,931		\$57,918,592		\$124,796,523		\$13,492
April		\$60,600,707		\$53,282,134		\$113,882,841		\$16,537
May		\$83,488,059		\$73,792,913		\$157,280,972		\$10,492
June		\$78,858,097		\$67,860,902		\$146,718,999		\$9,681
July		\$76,784,978		\$65,778,959		\$142,563,936		\$12,566
August		\$78,501,622		\$67,970,242		\$146,471,864		\$9,395
September		\$77,398,158		\$65,883,715		\$143,281,872		\$13,951
October		\$77,705,438		\$66,726,221		\$144,431,660		\$11,344
November		\$76,869,137		\$65,831,542		\$142,700,679		\$8,299
December		\$76,860,225		\$65,183,723		\$142,043,948		\$9,939
Total	\$170,498,669	\$901,755,580	\$142,630,035	\$778,256,518	\$313,128,704	\$1,680,012,098	\$28,287	\$150,710
Averages	\$85,249,335	\$75,146,298	\$71,315,017	\$64,854,710	\$156,564,352	\$140,001,008	\$14,143	\$12,559

February 2022 Municipal Levy Receipts and February 2022 Municipal/County Levy Receipts with 2021 Comparison (shaded gray)

CITY SALES AND USE	AMOUNT	LAST YEAR	Gentry	150,778.65	124,535.41	Mulberry	36,268.49	34,221.78	COUNTY SALES AND USE	AMOUNT	LAST YEAR
Alexander	204,614.49	198,102.26	Gilbert	516.08	563.80	Murfreesboro	36,068.24	30,865.27	Arkansas County	418,141.04	369,638.39
Alma	325,278.03	286,909.76	Gillett	14,322.50	20,452.30	Nashville	187,862.10	130,149.69	Ashley County	297,596.86	282,767.11
Almyra	3,510.73	2,831.46	Gillham	11,114.37	5,160.90	Newport	274,740.12	227,651.61	Crossett	71,854.79	68,812.77
Alpena	10,026.11	9,239.22	Gilmore	704.02	2,043.68	Norfolk	7,211.34	5,837.21	Fountain Hill	1,609.36	2,186.71
Alzheimer	4,185.28	4,069.07	Glenwood	101,045.60	82,011.81	Norman	4,436.09	4,802.46	Hamburg	37,790.08	35,699.67
Altus	8,408.08	8,126.68	Goshen	41,271.82	33,367.94	North Little Rock	4,344,975.45	4,175,595.27	Montrose	3,621.05	4,423.41
Amity	39,357.12	14,568.12	Gosnell	20,767.80	20,313.79	Oak Grove	1,379.19	1,101.24	Parkdale	2,563.05	3,461.26
Anthonyville	1,589.38	2,027.40	Gould	17,967.05	15,252.81	Oak Grove Heights	12,892.57	19,929.32	Portland	5,373.07	5,373.07
Arkadelphia	542,447.94	436,014.71	Grady	8,719.61	3,606.58	Ola	19,738.80	18,637.95	Wilmore	6,199.00	6,872.52
Ash Flat	156,033.35	133,017.54	Gravette	121,685.99	106,225.43	Oppelo	5,210.01	4,623.75	Baxter County	722,252.96	601,803.80
Ashdown	191,655.74	180,028.97	Green Forest	121,045.81	123,157.22	Osceola	146,148.54	107,459.02	Big Flat	1,863.07	1,821.88
Atkins	66,419.93	76,862.84	Greenbrier	345,397.66	315,955.87	Oxford	3,937.53	3,541.07	Briarcliff	4,996.42	4,134.27
Augusta	26,989.15	26,027.98	Greenland	47,615.42	40,884.52	Ozark	220,976.28	195,313.86	Cotter	18,757.75	16,992.56
Austin	56,501.31	55,991.37	Greenwood	333,825.71	310,292.58	Palestine	31,015.85	30,717.25	Gassville	45,962.85	36,402.62
Avoca	5,561.31	10,013.92	Greers Ferry	29,235.39	26,292.74	Pangburn	10,368.78	10,027.36	Lakeview	16,407.74	12,980.91
Bald Knob	66,015.22	59,534.81	Guion	1,856.13	1,363.62	Paragould	472,978.15	400,440.08	Mountain Home	271,521.68	218,065.36
Barling	93,447.60	74,269.58	Gum Springs	98,532.16	1,052.13	Paris	93,411.98	83,399.16	Norfork	9,844.65	8,951.75
Batesville	969,711.42	846,613.92	Gurdon	31,798.06	30,975.25	Parkdale	949.57	NA	Salesville	10,014.02	7,883.15
Bauxite	27,163.11	28,328.51	Guy	11,076.97	9,374.16	Parkin	6,528.73	NA	Benton County	1,117,703.72	1,185,895.86
Bay	9,579.58	11,752.66	Hackett	14,272.92	8,333.95	Patmos	840.13	835.36	Avoca	12,151.39	13,622.32
Bearden	13,222.23	12,531.54	Hamburg	111,171.09	96,644.95	Patterson	987.13	1,311.91	Bella Vista	751,140.81	740,462.62
Beebe	201,602.09	181,303.69	Hampton	8,508.18	7,963.03	Pea Ridge	116,747.47	94,993.61	Bentonville	1,351,474.59	985,413.22
Beehiveville	166.50	142.65	Hardy	28,408.09	23,698.63	Perla	1,852.92	1,862.12	Cave Springs	137,108.65	53,903.09
Bella Vista	624,754.76	545,608.28	Harrisburg	90,732.83	84,401.74	Perryville	29,969.82	27,377.71	Centerton	443,937.59	265,607.40
Belleville	3,469.09	2,917.42	Harrison	935,873.98	632,792.20	Piggott	82,476.40	84,238.28	Decatur	44,239.06	47,426.90
Benton	2,471,043.59	2,179,462.46	Hartford	7,957.70	5,520.12	Pine Bluff	1,777,389.78	1,593,561.28	Elm Springs	11,602.46	3,824.30
Bentonville	4,064,386.07	3,694,024.94	Haskell	54,677.11	47,319.88	Pineville	3,556.51	3,258.24	Garfield	14,796.26	14,013.13
Berryville	352,989.04	320,554.08	Hatfield	7,232.54	5,930.77	Plainville	5,567.19	5,964.49	Gateway	10,878.87	11,305.41
Big Flat	737.60	337.11	Havana	4,031.31	4,266.19	Pleasant Plains	13,273.27	14,300.46	Gentry	94,566.29	95,607.50
Black Rock	9,850.00	8,046.63	Hazen	94,070.18	85,596.56	Plumerville	24,044.54	14,561.64	Gravette	88,503.07	86,898.14
Blains	4,446.16	4,310.22	Heber Springs	199,867.61	142,665.87	Pocahontas	411,217.70	357,668.07	Highfill	39,598.08	16,274.21
Blue Mountain	122.22	292.83	Hector	7,293.46	6,103.88	Portia	6,801.96	3,900.70	Little Flock	76,226.92	76,159.24
Blytheville	530,407.01	473,008.29	Helena-West Helena	306,022.67	288,775.46	Portland	7,389.66	6,637.58	Lowell	245,498.09	204,530.26
Bonanza	2,317.97	7,133.46	Hermitage	13,888.60	7,350.66	Pottsville	47,500.05	38,959.83	Pea Ridge	163,657.07	133,822.58
Bono	27,368.43	24,509.65	Higginson	2,700.90	1,862.10	Prairie Grove	210,473.90	189,897.34	Rogers	1,744,311.45	1,562,212.55
Booneville	171,507.81	77,672.46	Highfill	69,286.37	28,696.70	Prescott	57,601.21	65,719.92	Siloam Springs	431,337.07	419,807.64
Bradford	19,930.23	22,245.69	Highland	36,467.18	33,012.64	Pyatt	1,964.97	980.75	Springdale	301,738.83	182,896.45
Bradley	6,604.92	5,222.46	Holly Grove	10,955.02	8,864.62	Quitman	35,359.68	28,009.57	Springtown	2,070.98	2,428.57
Branch	2,387.01	2,387.01	Hope	223,905.23	221,750.04	Ravenden	4,510.12	3,195.64	Sulphur Springs	12,001.68	14,264.35
Briarcliff	3,655.25	3,395.87	Horatio	9,498.75	8,748.00	Rector	36,075.96	36,608.28	Boone County	600,942.90	540,949.03
Briarcliff	187,068.55	188,376.37	Horseshoe Bend	37,378.04	28,993.78	Redfield	52,604.11	53,820.17	Alpena	5,640.60	5,708.19
Brookland	100,142.69	115,261.96	Hot Springs	2,530,150.46	2,197,857.72	Rison	21,138.99	20,348.65	Bellefonte	7,994.09	8,123.88
Bryant	1,718,954.24	1,648,283.19	Hoxie	19,862.66	18,299.45	Rockport	18,934.04	15,550.30	Bergman	8,285.85	7,855.47
Bull Shoals	37,569.19	32,342.93	Hughes	7,327.20	7,334.30	Roe	763.49	949.86	Diamond City	14,723.92	13,993.11
Cabot	1,279,795.18	1,112,983.11	Humphrey	2,599.24	2,897.34	Rogers	5,258,540.86	4,607,743.12	Everton	2,022.84	2,379.90
Caddo Valley	55,018.32	46,896.71	Huntington	5,806.16	4,941.72	Rose Bud	27,773.97	21,256.04	Harrison	254,196.63	231,602.03
Calico Rock	59,833.18	51,079.15	Huntsville	181,678.15	160,142.06	Rudy	15,800.03	10,608.60	Lead Hill	5,329.40	4,849.27
Camden	402,854.98	396,692.60	Imboden	12,692.18	11,176.26	Russellville	1,561,835.15	1,395,429.53	Omaha	2,489.64	3,024.09
Caraway	9,332.54	7,369.16	Jacksonville	929,560.43	867,000.65	Salem	29,864.15	27,173.89	South Lead Hill	1,672.73	1,825.19
Carlisle	73,763.79	54,646.66	Jasper	39,944.24	39,318.58	Salesville	4,475.01	4,489.44	Valley Springs	3,559.41	3,274.60
Cash	2,844.99	2,665.31	Jennette	475.48	374.67	Scranton	6,493.81	5,379.19	Zinc	1,789.44	1,843.07
Cave City	32,540.48	30,348.41	Johnson	79,820.94	80,948.24	Searcy	1,157,813.04	1,034,249.75	Bradley County	184,017.85	152,997.06
Cave Springs	163,366.14	180,555.95	Joiner	3,768.88	5,846.35	Shannon Hills	23,650.77	15,135.56	Banks	1,065.53	1,181.37
Cedarville	10,075.22	9,236.75	Jonesboro	2,423,246.98	2,065,223.04	Sheridan	314,866.62	296,075.32	Hermitage	6,429.91	7,907.56
Centerton	467,961.40	420,258.45	Judsonia	16,727.31	17,732.59	Sheridan	314,866.62	296,075.32	Warren	66,785.32	57,191.69
Charleston	44,054.65	38,771.92	Junction City	6,658.04	6,846.16	Sherill	714.84	710.07	Calhoun County	185,022.01	103,791.56
Cherokee Village	26,162.52	25,418.93	Keiser	5,255.27	5,445.09	Sherwood	1,380,828.08	1,225,689.57	Hampton	52,732.69	29,419.84
Cherry Valley	4,450.74	NA	Keo	2,161.04	1,754.74	Shirley	3,885.26	3,374.12	Harrell	9,376.68	5,643.98
Chidester	6,243.40	6,029.93	Kibler	5,349.80	4,579.24	Siloam Springs	1,022,665.37	873,934.27	Thornton	15,136.64	9,043.70
Clarendon	53,726.41	55,331.57	Kingsland	3,263.90	3,487.74	Sparkman	5,817.31	6,423.80	Tinsman	2,232.55	1,199.92
Clarksville	548,672.19	498,283.20	Lake City	16,487.39	16,865.38	Springdale	3,779,095.32	3,089,698.35	Carroll County	217,600.26	210,723.57
Clinton	130,809.36	113,713.28	Lake Village	83,753.50	101,188.16	Springtown	500.75	531.59	Beaver	566.23	771.43
Coal Hill	6,470.07	5,291.61	Lakeview	5,208.38	5,453.37	St. Charles	4,164.18	3,915.28	Blue Eye	388.75	231.43
Conway	4,285,492.65	3,533,559.74	Lamar	26,027.93	24,613.53	St. Paul	4,374.74	4,089.86	Holiday Island	20,274.31	NA
Corning	72,047.72	71,646.08	Leachville	20,044.33	15,757.39	Stamps	18,897.23	15,704.31	Chicot County	167,292.36	163,584.74
Cotter	9,252.19	15,744.82	Lead Hill	8,694.52	6,999.65	Star City	58,629.22	95,152.83	Dermott	23,154.22	29,784.86
Cotton Plant	4,292.15	3,027.23	Lepanto	35,693.71	35,960.60	Stephens	7,064.09	8,573.65	Eudora	19,797.37	23,392.81
Cove	17,619.77	14,240.34	Lexia	9,846.55	7,507.46	Strong	11,987.43	10,805.09	Lake Village	23,658.3	

Egypt	2,785.75	2,687.02	Newark	21,393.33	20,424.86	Gosnell	63,222.51	54,354.49	Sebastian County	1,230,563.79	1,099,441.19
Jonesboro	1,937,110.43	1,613,720.56	Oil Trough	4,097.37	4,515.70	Joiner	10,819.52	8,824.18	Barling	117,393.53	100,483.66
Lake City	57,342.18	49,949.69	Pleasant Plains	6,381.74	6,061.46	Keiser	16,316.19	11,627.69	Bonanza	14,410.29	12,428.07
Monette	37,126.95	36,011.80	Southside	77,578.01	67,752.87	Leachville	44,299.21	30,532.27	Central City	11,317.11	10,850.25
Crawford County	580,580.04	940,229.98	Sulphur Rock	11,041.12	7,919.85	Luxora	20,465.84	18,046.67	Fort Smith	2,188,350.87	1,863,324.46
Alma	83,344.21	68,425.59	Izard County	66,175.87	59,402.60	Manila	79,994.95	51,198.62	Greenwood	233,608.70	193,488.85
Cedarville	20,374.62	17,620.01	Jackson County	350,673.86	308,382.86	Marie	2,346.40	1,286.86	Hackett	19,246.45	17,550.60
Chester	2,060.35	2,007.69	Amagon	965.28	1,106.07	Osceola	151,560.22	118,835.33	Hartford	12,249.97	13,876.21
Dyer	11,045.79	11,061.23	BeeDEVille	1,175.13	1,207.65	Victoria	434.52	566.83	Huntington	12,029.03	13,724.91
Kibler	14,379.56	12,134.53	Campbell Station	3,245.59	2,878.05	Wilson	16,642.09	13,833.74	Lavaca	60,145.16	49,474.53
Mountainburg	7,554.63	7,967.62	Diaz	17,123.26	14,875.56	Monroe County	NA	NA	Mansfield	16,791.55	15,626.95
Mulberry	22,077.27	20,897.65	Grubbs	4,210.87	4,356.57	Montgomery County	219,218.55	201,558.59	Midland	5,572.63	7,024.56
Rudy	1,860.04	770.25	Jacksonport	2,098.44	2,392.73	Black Springs	883.69	749.20	Sevier County	611,505.06	506,412.10
Van Buren	332,203.57	287,781.42	Newport	111,986.70	88,926.04	Glenwood	570.71	317.84	Ben Lomond	2,058.90	1,645.51
Crittenden County	1,058,833.49	1,703,704.84	Swifton	10,254.37	9,006.60	Mount Ida	9,168.24	8,142.86	De Queen	89,782.58	74,831.10
Anthonyville	1,339.80	1,383.12	Tuckerman	23,880.24	21,015.39	Norman	2,789.13	2,860.60	Gillham	2,308.91	1,815.74
Clarkedale	3,334.61	3,187.19	Tupelo	979.27	2,031.56	Oden	1,656.92	1,755.72	Horatio	13,529.89	11,847.69
Crawfordsville	4,585.09	4,115.00	Weldon	797.40	846.50	Nevada County	138,651.57	126,187.47	Lockesburg	8,735.60	8,386.44
Earle	18,171.65	20,238.22	Jefferson County	551,256.46	482,698.76	Bluff City	1,320.49	1,161.72	Sharp County	313,444.87	288,360.50
Edmondson	2,411.64	3,668.28	Altheimer	11,091.10	12,099.21	Bodcaw	1,354.06	1,292.89	Ash Flat	15,197.87	13,367.07
Gilmore	1,572.03	2,033.44	Humphrey	3,410.20	3,387.15	Cale	816.91	740.13	Cave City	25,824.50	23,760.65
Horseshoe Lake	2,620.05	2,508.52	Pine Bluff	657,386.83	603,521.77	Emmet	4,442.67	4,450.15	Cherokee Village	58,580.06	52,895.42
Jennette	1,053.97	889.15	Redfield	23,982.91	15,947.84	Prescott	34,702.06	30,879.35	Evening Shade	6,233.50	5,892.42
Jericho	972.60	1,022.31	Sherrill	844.58	1,032.86	Rosston	3,043.84	2,445.24	Hardy	10,507.90	9,957.11
Marion	136,480.89	106,053.57	Wabbaseka	2,868.39	3,135.47	Willisville	1,656.23	1,424.04	Highland	14,574.52	14,253.66
Sunset	1,643.49	1,530.88	White Hall	88,935.97	67,947.38	Newton County	51,167.49	50,036.55	Horseshoe Bend	192.94	109.12
Turrell	4,617.85	4,755.02	Johnson County	179,868.61	162,027.81	Jasper	4,425.78	3,117.25	Sidney	2,849.60	2,468.82
West Memphis	243,347.26	225,465.85	Clarksville	133,355.52	119,014.90	Western Grove	2,864.21	2,568.72	Williford	1,172.48	1,022.99
Cross County	600,015.15	563,964.59	Coal Hill	11,656.70	13,123.02	Ouachita County	634,109.22	614,816.19	St. Francis County	456,463.12	443,244.85
Cherry Valley	8,500.26	8,495.68	Hartman	7,335.19	6,730.09	Bearden	11,373.89	11,907.18	Caldwell	11,396.42	10,902.36
Hickory Ridge	3,370.54	3,549.66	Knoxville	9,382.22	9,479.18	Camden	155,540.92	150,171.03	Colt	7,403.88	7,425.40
Parkin	11,737.76	14,420.48	Lamar	24,436.44	20,812.69	Chidester	3,708.24	3,562.29	Forrest City	328,878.84	301,946.30
Wynne	122,906.42	109,191.06	Lafayette County	105,850.97	94,437.74	East Camden	11,696.35	11,475.76	Hughes	26,684.30	28,306.86
Dallas County	196,137.05	165,840.94	Bradley	3,744.07	4,450.72	Louann	2,242.53	2,021.51	Madison	19,179.34	15,106.16
Desha County	122,631.25	111,942.23	Buckner	1,525.36	1,948.96	Stephens	11,285.96	10,982.72	Palestine	12,786.22	13,377.50
Arkansas City	5,604.98	4,322.33	Lewisville	8,458.83	9,071.52	Perry County	189,538.39	139,462.55	Wheatley	7,050.12	6,973.58
Dumas	59,642.33	55,704.78	Stamps	11,629.75	11,998.51	Adona	1,125.27	1,398.56	Widener	5,357.04	5,362.76
McGehee	57,376.49	49,940.18	Lawrence County	413,675.10	356,064.96	Bigelow	2,658.36	2,107.87	Stone County	197,884.70	177,355.35
Mitchellville	4,367.71	4,261.31	Alicia	1,323.75	960.75	Casa	906.26	1,144.27	Fifty Six	2,016.69	1,958.04
Reed	1,937.89	2,035.96	Black Rock	5,461.61	5,129.15	Fourche	422.92	414.88	Mountain View	3,721.66	3,102.26
Tillar	477.02	248.58	Hoxie	24,049.59	21,539.31	Houston	1,079.96	1,157.66	Union County	698,572.15	642,401.22
Watson	2,757.77	2,497.60	Imboden	5,924.46	5,245.36	Perry	1,978.67	1,806.75	Calion	19,294.26	18,728.07
Drew County	563,214.88	434,248.14	Lynn	2,388.30	2,231.41	Perryville	10,369.11	9,769.83	El Dorado	855,373.17	797,419.26
Jerome	NA	541.82	Minturn	805.36	844.53	Phillips County	200,152.39	197,529.29	Felsenthal	3,665.35	4,588.98
Monticello	158,893.85	131,522.36	Portia	3,924.95	3,385.86	Elaine	10,013.36	9,493.20	Huttig	24,986.94	25,668.93
Tillar	2,635.06	2,834.11	Powhatan	962.72	557.85	Helena-West Helena	189,275.60	183,239.95	Junction City	23,590.04	22,896.84
Wilmar	7,434.62	7,099.18	Ravenden	3,943.47	3,641.54	Lake View	6,616.18	6,609.41	Northlet	30,377.77	28,889.63
Winchester	2,578.59	2,320.08	Sedgwick	1,508.88	1,177.69	Lexa	4,211.77	4,260.59	Smackover	78,754.93	76,005.16
Faulkner County	1,278,106.56	1,052,913.74	Smithville	805.36	604.34	Marvell	17,452.21	17,697.93	Strong	20,622.53	21,625.28
Enola	3,356.47	3,206.11	Strawberry	2,480.87	2,339.88	Pike County	227,138.87	194,864.41	Van Buren County	284,369.15	243,167.03
Holland	6,185.19	5,283.44	Walnut Ridge	49,839.46	41,358.57	Antoine	1,569.64	1,249.68	Clinton	38,062.54	38,049.39
Mount Vernon	1,519.91	1,375.40	Lee County	35,260.91	34,020.53	Daisy	1,222.37	1,228.32	Damascus	3,716.75	2,944.70
Twin Groves	3,345.91	3,177.66	Aubrey	864.91	1,054.23	Delight	4,000.49	2,980.00	Fairfield Bay	29,536.77	25,383.27
Wooster	10,998.23	8,157.57	Haynes	977.02	930.20	Greenwood	27,864.52	23,348.70	Shirley	3,762.26	3,427.63
Franklin County	333,206.64	291,278.43	LaGrange	416.44	551.92	Murreesboro	20,766.43	17,527.54	Washington County	2,157,583.83	3,070,509.47
Altus	9,648.80	9,048.86	Marianna	28,629.97	25,518.50	Poinsett County	304,877.73	288,375.31	Elkins	76,218.66	58,543.80
Branch	4,294.80	4,381.18	Moro	1,417.48	1,339.49	Fisher	2,198.31	2,364.14	Elm Springs	40,119.54	38,822.85
Charleston	37,550.50	30,107.14	Rondo	1,305.37	1,227.86	Harrisburg	27,014.75	24,404.76	Farmington	160,478.16	132,077.29
Denning	4,191.62	5,414.46	Lincoln County	170,382.90	174,879.54	Lepanto	21,152.60	20,068.73	Fayetteville	1,987,969.80	1,626,757.06
Ozark	51,392.52	43,978.87	Gould	4,967.41	5,924.16	Marked Tree	27,918.50	27,203.57	Goshen	44,478.52	23,678.40
Wiederkehr Village	725.47	453.62	Grady	2,285.16	3,177.96	Trumann	90,362.64	77,348.88	Greenland	25,667.20	28,608.64
Fulton County	267,022.03	243,902.02	Star City	16,280.82	16,095.03	Tyronza	8,744.38	8,078.38	Johnson	76,366.78	74,152.53
Ash Flat	753.13	612.39	Little River County	420,074.74	348,495.61	Waldenburg	647.28	646.69	Lincoln	48,541.26	49,722.43
Cherokee Village	5,551.84	4,761.05	Ashdown	62,144.71	52,440.96	Weiner	7,901.69	7,590.71	Prairie Grove	149,072.87	97,853.04
Hardy	233.27	252.16	Foreman	14,249.09	11,225.45	Poik County	363,725.49	314,099.38	Springdale	1,588,763.44	1,419,267.05
Horseshoe Bend	73.31	102.07	Ogden	1,910.57	1,998.60	Cove	9,900.04	9,421.74	Titonitown	91,009.57	54,387.37
Mammoth Spring	6,191.67	5,865.76	Wilton	4,185.76	4,152.64	Grannis	15,393.16	13,664.00	West Fork	49,324.18	51,225.82
Salem	10,437.19	9,816.29	Winthrop	1,691.81	2,131.84	Hatfield	10,706.94	10,186.34	Winslow	7,723.44	8,644.49
Viola	2,386.02	2,023.21	Logan County	408,651.59	377,419.69	Mena	173,452.37	141,498.88	White County	1,568,816.91	1,446,052.29
Garland County	3,134,884.49	2,739,049.77	Blue Mountain	1,076.56	1,339.52	Vandervoort	3,568.98	2,145.80	Bald Knob	42,427.51	44,703.06
Fountain Lake	9,649.34	9,737.07	Booneville	46,597.83	43,102.20	Wicks	19,769.03	18,596.84	Beebe	141,935.33	112,876.39
Hot Springs	330,224.90	302,922.36	Caulksville	1,883.98	2,300.94	Pope County	540,109.83	474,154.19	Bradford	11,405.97	11,711.99
Lonsdale	2,092.39	1,751.63	Magazine	9,052.87	9,149.76	Atkins	59,949.30	56,944.57	Garner	3,549.64	4,382.35
Mountain Pine	11,883.90	14,348.44	Morrison Bluff	954.22	691.36	Dover	28,035.05	26,017.78	Georgetown	1,362.66	1,913.42
Grant County	310,301.69	287,935.14	Paris	38,853.95	38,154.63	Hector	8,618.10	8,496.37	Griffithville	2,607.56	3,471.93
Greene County	477,830.43	448,533.67	Ratcliff	2,043.01	2,182.12	London	19,626.63	19,617.18	Higginson	11,860.19	9,582.53
Delaplaine	1,000.95	1,782.65	Scranton	2,997.24	2,419.77	Pottsville	65,841.48	53,583.78	Judsonia	31,189.77	31,154.81
Life	6,537.48	7,038.41	Subiaco	4,905.68	6,179.07	Russellville	606,831.99	527,152.67	Kensett	23,552.15	25,429.98
Marmaduke	18,955.57	17,073.53	Lonoke County	958,548.11	392,400.29	Prairie County	90,555.24	83,515.48	Letona	4,037.51	3,934.86
Oak Grove Heights	17,266.46	13,661.90	Allport	1,257.47	1,586.71	Bischoe	3,436.52	3,470.45	McRae	10,362.94	10,523.81
Paragould	461,955.93	401,297.16	Austin	50,591.11	28,119.26	Des Arc	21,464.20	16,415.33	Pangburn	8,411.48	9,273.92
Hempstead County	770,452.13	765,084.40	Cabot	388,484.20	328,048.85	DeValls Bluff	5,858.99	5,917.93	Rose Bud	8,310.54	7,437.65
Blevins	4,416.87	4,277.25	Carlisle	29,725.94	30,547.62	Hazen	16,686.86	14,034.77	Russell	3,095.42	3,333.06
Emmet	276.05	583.88	Coy	1,272.09	1,324.56	Ulm	1,971.78	1,625.28	Searcy	385,868.28	352,717.51
Fulton	1,763.68	1,729.29	England	36,217.97	38,977.88	Pulaski County	1,277,743.40	1,208,097.03	West Point	2,859.90	2,850.70
Hope	137,290.99	137,075.64	Humnoke	3,202.15	3,918.48	Alexander	5,863.16	5,848.19	Woodruff County	96,684.32	95,438.10
McCaskill	874.17	1,303.54	Keo	3,026.69	3,532.15						

MUNICIPAL MART

To place a classified ad in City & Town, please email the League at citytown@arml.org or call 501-374-3484. Classified ads are FREE to League members and will run for two consecutive months from the date of receipt unless otherwise notified. FOR NON-MEMBERS, classifieds are available for the rate of \$0.70 per word and will run for one month unless otherwise notified. Once we receive the ad, we will send an invoice. The ad will run once payment is received.

AIRPORT DIRECTOR—The city of Conway seeks an airport director for the Conway Regional Airport at Cantrell Field (KCXW). The airport director is responsible for all aspects of marketing and managing the Conway Regional Airport including but not limited to compliance with Federal Aviation Administration requirements. Responsibilities include working with the mayor, Airport Advisory Committee, Conway Chamber of Commerce, Conway Development Corporation and the Advertising & Promotions Commission, in conjunction with other city officials, for the promotion of economic development and job creation, utilizing the new airport facility as a marketing tool for the city and the area. Candidates must be capable of exercising independent judgment, proficient in managerial, administrative, financial, and supervisory functions. The airport director reports directly to the mayor. Education/experience: Prefer a bachelor's degree in business administration, public administration, aviation management, or successful completion of specialized training at a certified school in airport operations/administration. Equivalent combinations of education, experience and certifications may be considered. Salary: mid-\$70k and competitive benefits package. Submit resume and completed application to: Human Resource, City of Conway, 1111 Main Street, Conway, AR 72032. Email: humanresources@conwayarkansas.gov; fax: 501-358-6325. Conway airport information may be obtained from the Airport Department website: www.conwayarkansas.gov/airport. EOE. Applications and resumes will be subject to disclosure under the Arkansas Freedom of Information Act.

ANIMAL SERVICES SOCIAL WORKER—The city of Cabot is accepting applications for an animal support social worker. This position is responsible for providing short-term support for Animal Support Services clients who are struggling with some mental, physical, financial or emotional aspect of the human-animal bond. This role also offers guidance and support for Animal Support Services employees and volunteers as they navigate the stressors that arise from working in a busy animal resource center. Bachelor's degree in social work is required. Licensed master or clinical social worker preferred. Pay is \$35k. Email mwheeler@cabotar.gov with any questions. Go to www.cabotar.gov to apply.

ASSISTANT POLICE CHIEF—The city of Stuttgart is looking for a full-time assistant police chief. Salary DOQ. Health, dental, vision, hospitalization and prescription insurance offered through MHBP with city of Stuttgart paying 100 percent of employee premium and 75 percent of family premium. Retirement through LOPFI. Vacation and sick time accrue monthly from the date of hire. All applications using the Law Enforcement Standards application form plus your resume should be sent to City of Stuttgart, Attn: Carol Ables, Personnel Director, 304 South Maple, Stuttgart, AR 72160. No online applications please.

ASSISTANT SUPERINTENDENT & EMPLOYEES—Holiday Island Country Club seeks an assistant superintendent, full-time and part-time employees. Multiple positions are available ranging in pay from \$11/hr. - \$15/hr. These jobs range from running mowers, hand watering greens, changing cups, backpack blowing, weed eating, spraying/fertilizing and other varies golf course projects. No former education or experience needed for full- and part-time positions. Two-year degree needed for assistant superintendent. Contact: Tyler Scroggins, superintendent, text/call 217-320-1921. Email: golfmaint@holidayisland.us.

DEPUTY DIRECTOR OF POLICE ADMINISTRATIVE SERVICES—The city of Fort Smith seeks a deputy director of police administrative services. The deputy director of police administrative services performs professional and administrative work and reports to and consults with the chief of police in determining overall plans and guiding principles. The deputy director also provides oversight of the Office of Professional Standards within the Fort Smith Police Department. Under the direction of the chief of police, the Office of Professional Standards provides an avenue for the citizens of Fort Smith to report improper police actions. The Professional Standards Unit is charged with investigating those allegations of misconduct or other internal affairs matters as assigned by the chief of police. Extensive management, strategic planning and budgetary experience are required and experience with labor relations and grant writing is essential. Requires a bachelor's degree in criminal justice, public administration or related field. Master's preferred. At least three years of previous experience and/or training that includes law enforcement administration, grant writing and administration, budgetary oversight, police accountability and disciplinary processes, and research work is required. Equivalent combination of education, training and experience will be considered. The salary range for this civilian position is \$72,633 to \$108,950 DOQ/E. Apply online at www.governmentresource.com. For more information contact: Gary Holland at GaryHolland@governmentresource.com, 405-269-3445.

CERTIFIED POLICE OFFICER—The city of Charleston is accepting applications for a full-time certified police officer. Applicants must be 21 years of age and must be able to meet all requirements of law enforcement standards and training. Experienced officers certified in the state of Arkansas preferred. Must be willing to work 8-hour shifts. Competitive pay including benefits (paid health insurance, vacation, sick leave and retirement). Qualified applicants please email resumes to batchley@charlestonar.org. EOE.

PLANNER II—The city of Siloam Springs is accepting applications for the position of planner II. Under the direction of the community development director, the position is responsible for providing professional planning services within the Planning Division of the Community Development Department. Minimum requirements include a bachelor's degree in urban planning or a closely related field and three years of private or public planning experience. A master's degree may substitute for one year of the required planning experience. A combination of education, experience and training that is equivalent to the minimum qualifications will also be considered. Professional certification of the American Institute of Certified Planners (AICP) is required or must be obtained within two years of the hire date. Salary: \$25/an hour DOE. Open until filled. For a complete job description, visit www.siloamsprings.com/Jobs.aspx.

PLANNER II—The city of Springdale is currently accepting applications for the position of planner II—active transportation coordinator. Interested persons should submit an application to the Human Resources Department. Open until filled. Leads the development, monitoring, tracking and implementation of the city's bicycle and pedestrian program and activities (active transportation portion of the Master Street Plan). Must possess a bachelor's degree (B.A. or B.S.) from a four-year college in publication administration or business management or related field and two years of related experience with a minimum of two years of project management or supervisory experience. Starting salary range is \$38,600 - \$48,250. Apply online at www.springdalear.gov/789/Current-Job-Openings. If you have any questions or prefer a paper application, contact the Human Resources Department at 479-756-7714 or jobs@springdalear.gov. Resumes will not be accepted without an accompanying application. EOE and drug-free workplace.

PLANNING & COMMUNITY DEVELOPMENT DIRECTOR—The city of Bentonville seeks applicants for the planning and community development director position. Pay range is \$88,878 - \$120,026 DOE. This position leads the urban planning and community development for the city, with oversight of comprehensive planning, planning services, community development and code enforcement. A complete job description is available on request. Send resumes to Ed Wheeler at ewheeler@bentonvillear.com. EOE.

POLICE CHIEF—The city of DeValls Bluff is accepting applications for a full-time police chief. Send a resume to DeValls Bluff City Hall, Attn: Mayor, P.O. Box 297, DeValls Bluff, AR 72017. Any questions, please call Mayor Brian Dodson at 870-998-2577.

STREET/WATER DEPT. CREW EMPLOYEE—The city of Cotter Public Works Department is accepting applications for a street/water department crew employee. Experience in street and water systems maintenance to perform a variety of semi-skilled and skilled tasks in the construction, lawn maintenance and repair of city streets, water line, parks, cemeteries and related facilities. Operate mowers, tractors, vehicles and other equipment; utilize a variety of hand and power tools for maintenance work; assist in routine maintenance of such equipment. CDL License preferred but not required. Salary range \$13.00-\$15.00 per hour based on experience. Includes retirement plan and health insurance. Applications may be obtained on our website, www.cityofcotter.org, or at Cotter City Hall, 115 McLean Ave, Cotter AR 72626 between the hours of 8 a.m. and 4 p.m. Monday – Friday. Open until filled. No phone calls please. EOE.

WATER SUPERINTENDENT—The city of Stamps is accepting applications for a water superintendent. Minimum qualifications: Treatment 2, Distribution 1 and Class 1 Wastewater License, pass a drug screening, HS diploma or GED. Benefits include insurance, paid vacation/holidays and retirement. Salary is negotiable. Applications are available at Stamps City Complex, 207 E. Antigo Street, Stamps, AR 71860.

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Paul Phillips
Senior Managing Director
501.978.6309
pphillips@crewsfs.com

 **Crews & Associates**
A First Security Company



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

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