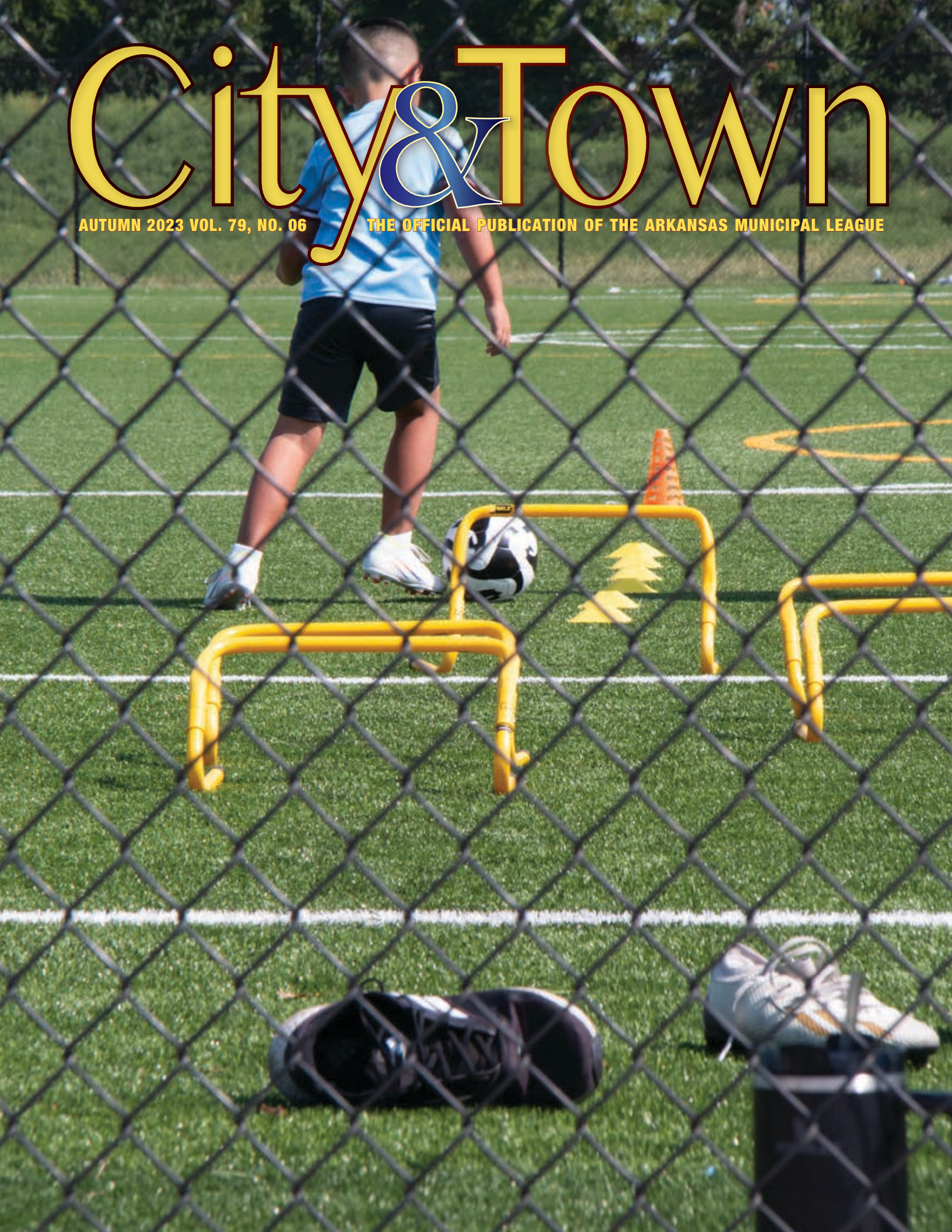


City & Town

AUTUMN 2023 VOL. 79, NO. 06

THE OFFICIAL PUBLICATION OF THE ARKANSAS MUNICIPAL LEAGUE



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Cover photo by Andrew Morgan.



ON THE COVER—A young soccer player does footwork drills on one of the new turf fields at Mt. Hebron Park in Rogers. Among its many amenities, the park, which officially opened in August, also features the state’s largest inclusive playground. Read more about it on page 42. Also in this issue, read Q&As with this year’s League officers, an overview of the annual planning meeting, and learn how communities are exploring solutions to food deserts. And with a new year just around the corner, it’s time for cities to start the budgeting process, report annexations, organize the council for the year and more. Check out the state statutes that guide these important duties, all in this issue.—atm

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Dear colleagues and friends,

It's hard to imagine that we are already in October! To be honest, I'm still thinking back to August and how incredible the annual planning meeting was that we hosted here in Cave City. We don't have lodging options for the 70-plus who attended, so I took the opportunity to showcase not only my hometown but the great friendships and partnerships I've developed with my friends just a few miles to the south in Batesville. Mayor Rick Elumbaugh and his Executive Assistant Jennifer Corter wasted no time in offering to help, from hotel options to advice on sponsorships and venues for a couple of our events. I am so grateful for their continued friendship and mentorship over the years I've been involved in local government.



The first night, we gathered at a great pizzeria in Batesville's historic downtown district, and then walked a block or so to take in a private showing of *Back to the Future* at the historic Melba Theater, co-owned by some dear friends of mine. The concessions were flowing, and it was so much fun! The following day, we met in a historic Cave City building turned event space and restaurant, with lunch, a true master class on all things Cave City Watermelon (thanks to two of our registered growers), and a fantastic tour of our historic motor court and underground cave in the center of town. We finished the night back in Batesville at a restaurant overlooking the beautiful White River.

I want to thank the Bank of Cave City and First Community Bank for each sponsoring events during our meeting. Their partnership was needed and appreciated. Of course, there was a lot of meeting time over the three days, as we discussed League operations, goals and priorities, and then made decisions that set our course for the coming year. By all accounts our time together was a great success, and I hope that attendees left with a sense of what it's like to be in a city that is, as I often say, in an exciting period of growth and transition. It was an absolute pleasure to host all who attended.

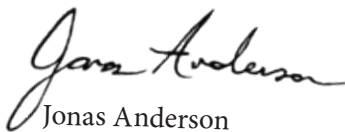
Speaking of transition, we're well into fall here in Arkansas. The scenery and weather are changing. Our schedules and pacing have likely changed a bit from the summer months, especially for those of us with kids and grandkids who occupy our daily routines. If, like me, you have a career in addition to your public service role, you likely notice a change in that workplace during this time. Everywhere we look, there is change and a sense of transition to be found, right? What do we do with that,

especially when it is outside of our comfort zone? I hope that in your city you can meet a new challenge or a new season with creativity and excitement. Seek out the opportunities waiting to be found. The same should be true for our beloved League. Think of the changes it has undergone in the last 89 years. Think of the changes it will undergo in the next 89! I pray we are always able and willing to embrace and direct the changes that come into a positive outcome, in a way that upholds the high standards our League is known for, and in a way that fulfills our obligation of cooperative service to each other, the great cities and towns of Arkansas. We are all in this together, after all, and we are certainly better off when we remember that above all else.

It's time to register for our Winter Conference, which will be held January 10-12, 2024, in Little Rock. This is one of my favorite things about being involved with our League: the chance to gather for several days to learn, network and just have a good time together with so many like-minded public servants from across the state. I hope you won't miss it.

You also have a great opportunity to join some of us in Atlanta at the National League of Cities' City Summit event next month. Your League membership includes an NLC membership too, and this is an amazing chance to network with peers from across the country and learn invaluable information to use back home. Visit citysummit.nlc.org or reach out to our League staff for more information.

Finally, I want to let you know that I continue to be so honored to help lead this organization during my term as your president. The Arkansas Municipal League is so much bigger than any one member, city or town, officer, committee or staff member. We are a team, standing on the shoulders of those who have come before us and paving the way for those who will come after. The mission and values of the League were in place long before we arrived and, by the grace of God, will be here long after we are all gone. Just as I encourage you to do for your own cities and towns, tell the good story of this organization any time you have the chance. Let your community members know why it is critical to be present and engaged. Let your legislators know. Let your fellow local elected officials know. What we are doing here, together, does matter and is making a difference, and I'm thankful to be a part of it all. Please feel free to reach out to me if I can be of service to you, or even if you just want to chat! For greater communities and a greater state,



Jonas Anderson
Mayor, Cave City
President, Arkansas Municipal League

From the Desk of the Executive Director

Honoring the past, celebrating the future

(A word of advice from me, the author. Read the column first and then the footnotes. It's like two columns in one!)

I should have known the Local Controller would be more interested in this column than most others. She came up with the title and the basic idea. Why you ask? One word: Wells.¹ Actually, two words: Wells and Zorro.² My son and my dog, both gone too soon. I could stretch it to three words and include family but LC is already giving me the get on with it stare. Geez. I'm glad I don't work for her. Wait a minute. I *do* work for her. How did that happen?! Perhaps we'll explore that in future columns...or not. I'm going with not. Methinks it's time to redirect myself back to the column in light of her crossed arms and tapping toes.

When we got Zorro in the late summer of 2017 Wells was already down a bad path. He had graduated from Catholic High in Little Rock in 2015 and in August off to Fayetteville he went. He pledged the same fraternity his big brother Colin did and began the college life full of energy and excitement. The energy and excitement were totally directed to the fraternity and not to his class work. He'd always struggled in school but this went beyond a struggle. It was a train wreck, except for his social life. Let me pause here to say a couple of things. We didn't realize the impact Wells



had on people of his generation. In a word, it was phenomenal. All-Pro sorta stuff. Again, we didn't know it at the time but we do now. Secondly, his academic performance is truly a thing of legend. As he once told me, "Dang! I knew it was bad but I didn't think that was possible." Darkly comical for sure. Against my better judgment we sent him back for the 2016 spring semester. To be fair, he did better. To also be fair, a high level three tornado ain't much different from a low level four.

Now that you've got that background, here's why Wells³ and Zorro have such a special place in our family life and in our League life. It's why we both grieve their deaths but celebrate their union in heaven. Wells' death became the rallying cry for the one-of-a-kind opioid litigation filed in Crittenden County on behalf of all Arkansas cities, towns and counties as well as the state itself. Let me put that into perspective. While a handful of cities across the country filed litigation against Big



¹ Many of you know Wells' story. My stepson, he was in my life from age 10 until his death in 2020. He was 23. 23. Before April of 2020 my immediate association to the number 23 was Michael Jordan, one of best basketball players ever. No more. Now my brain goes to Wells and the memories of finding him on his bathroom floor, dead from an overdose of fentanyl. His story is typical and tragic of those caught in the evil web of opioid addiction. His time on this earth, while fraught with problems the last two years of his life, was magic. He was the brightest shooting star in the night sky. His life was cut short, but his positive impact on our family and his friends remains. If you're interested in his story, click here: <https://bit.ly/31BWshE>

² Zorro was our 75-pound black and white goldendoodle. He was six when his pain and health were too much for him to bear. The Controller and I took him to our vet and did what had to be done. We held him. We talked to him. We cried and cried some more. The entire thing, whatever it was, was a seven-day process, from his not being able to jump into my truck one day, to a set of X-rays showing terrible hip dysplasia the next day and then the day after his bodily functions started shutting down. An ultrasound showed a massive tumor, then surgery, then the biopsy report of bone cancer throughout his entire body. We had one afternoon with him before the Saturday morning final trip. We took him to a favorite restaurant of ours where he was well known and loved. He got a special order of chicken tenders and more love and hugs than I could ever fully describe.

³ AKA: the Bean, Freshy, Wellsman and Wellzini-Bambini. We do a lot of nicknames at Casa Hayes. The Local Controller has re-entered the picture. "Not we, big boy. You. You do a lot of nicknames and the rest of us try not to listen." Fair point.

Pharma in state or federal court, only Arkansas had the entire state and all three levels of government in a single lawsuit. What did that mean? It meant that our lawyer ⁴ was, quite literally, at the table with just a few other lawyers from across the nation negotiating the settlement. It meant our entire state had a major role in dictating the terms of the national settlement. It means Arkansas, and all her municipalities and counties, is getting settlement monies now and we have been for over a year. Here's what Jerome told us in June of 2022:

Tapley is hopeful for Arkansas, he said, thanks to the buy-in he has seen at the state and local levels. "You've got the real thinkers here, thoughtful people who care about home and will really put the time and effort into making this work in Arkansas." No other state's legal efforts have been as unified, he said. "Y'all are lucky, and you need to take real stock of that, because I believe—and I'll go ahead and foretell the future—Arkansas is gonna be a shining star in this epidemic. Arkansas is gonna make a bigger difference than is going to happen anywhere else in the country, and y'all should be proud of that."

Wells' death became a powerful ally for me and our legal team. I vowed that he would not only be remembered but also become an integral part of bringing cures to the opioid epidemic. We honor his memory every single day through the League's partnership with the Association of Arkansas Counties. We created ARORP, the Arkansas Opioid Recovery Partnership,⁵ to vet and rigorously scrutinize applications for receipt of the settlement monies. I'm proud to say we've placed settlement monies in all 75 counties helping to fill the many gaps necessary for people with the addiction that killed Wells to get real, hands-on help. Wells' memory is saving lives every day in Arkansas.

Zorro was a one-of-a-kind dog. Before Wells died, Zorro was his running buddy. He'd get in the passenger seat of Wells' very old and very beat up Tahoe and off they'd go. Disc golfing. Visiting buddies. Getting coffee and a pup cup. They were seldom apart. If for some reason I couldn't find Z⁶ all I had to do was go downstairs to Wells' bedroom and find them both napping, gaming, YouTubing or just "hangin'" as the Bean used to say. Wellsman sure had some great one-liners. After Wells' death, Zorro became the family's emotional strength. If we needed to cry, Z would snuggle up next to us. If we felt gloomy and unproductive, he'd grab one of his stuffed squeaky toys and prance, toss, growl and play until he got a smile out of us. If we sat outside on the stoop⁷ or back deck contemplating our next chapter or simply wondering if we should get pizza or cook hamburgers, he'd sit right next to us for as long as we wanted. In the mornings he'd jump onto the bed between me and Alison for what became known as his stretch and rub time. Fully stretched out—and he could stretch—he was close to six feet long. He'd yawn and grumble talk all the while getting Alison to rub his chest and tummy. I of course got the paws and bad breath.

As the pandemic stretched on and on, Zorro became a frequent visitor to the set when the League and ACHI⁸ were doing our weekly Covid broadcasts. Soon the crew grew to love him and on occasion he would put his chin on



⁴ Jerome Tapley from the firm of Cory Watson in Birmingham, Alabama. We honored Jerome during the 88th Convention in 2022. He was featured on the cover of *City & Town* in July of that year: <https://bit.ly/3PRI9uc>

⁵ <https://www.arorp.org/> Do your city or town a favor. Go to this website asap. Money is available to help get rid of this scourge in our state. Learn what's available and then study what's needed in your neck of the woods. Chances are good that with right amount of study meaningful action will follow.

⁶ Remember, I love a good nickname! I called him Z, Z-Man, Z-Dog, Handsome Dan the Doodle Man and many others. In turn, the Local Controller would bark (See what I did there?!): "He has a name! Use it. You're just confusing him." Ahhh...good times.

⁷ The word stoop stems from, depending on one's point of view, the Middle English word *stoupen* or the Dutch word *stoep*. *Stoupen* means to bend downward. *Stoep* means the platform of a house, approached by steps. I'm going with *stoep*. <https://bit.ly/3LRU8GV>

⁸ <https://achi.net/> The Arkansas Center for Health Improvement is celebrating its 25th anniversary. ACHI was a great partner with local government during the pandemic and that relationship continues.

the desk next to me or Dr. Joe⁹ so he could steal the scene. What's the quote from W.C. Fields?¹⁰ "Never work with children or animals!" Z made many appearances on Zoom calls and meetings. During our virtual conferences, meetings and conventions he was on set every day. Presidents Baxter and McKinney can attest to his presence and the joy he brought to all of us. As time wore on he became a regular in the office where he roamed the halls seeking treats and belly rubs. Lots of staffers called him the League mascot and therapy dog. He certainly was that.

I wondered how long it would take, but the Controller has now said: "Get on with it. Get to the point!" The point. Yes, let's do that. When we honor the past we recognize the good, the bad and the ugly of those times. In other words, we learn. Many times, that knowledge causes ideas and creativity to spring forward. Such is the case here. As the League moves forward from the pandemic it's critical that we learn from it. Please recall my mantra to the staff and to you the membership: We are you and you are us. Thus, what we've all learned needs due consideration as we continue to make great cities and a great state. Here's an example. During the pandemic we had municipal officials and employees that had never participated in League meetings attend because they could do so remotely. Ding ding! An idea! How do we blend that knowledge into our programming? We embrace it. "It" being technology and its use in, for example, our certification program.

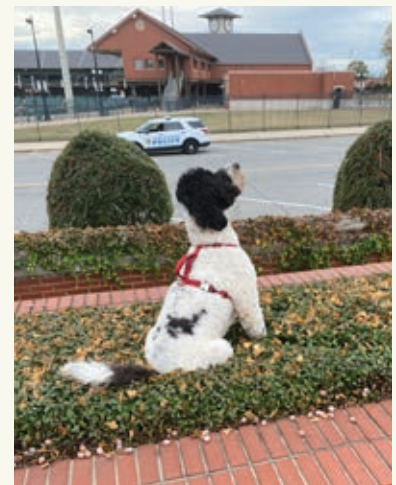
I've previously discussed our new learning management system during several meetings including the 89th Convention. I'm happy to tell you we'll be unveiling the new Level One certification during the Winter Conference. Don't panic. If you've already achieved Level One, you'll still have that certification. Via the learning management system, you'll be able to register online and take classes for credit in an on-demand setting. What does that mean? Whether you're at home, the office, on a smart phone, a tablet or a computer, you will be able to access the training and proceed at your own pace. It's an interactive system that requires responses every few minutes to ensure the entire lesson is completed and the knowledge being imparted is understood. Pretty cool stuff! Many of you, of course, prefer in-person training. Good news! We'll still do in-person training using the same format as the on-demand version. A moderator will lead interactive discussions to ensure what's been seen and heard is understood. Don't fret about Levels Two and Three. We're building a robust library that will allow each of you to pursue more in-depth study of things significant to you.

We've now learned from experience that a blend of virtual and in-person works. That blend gives the entire membership the opportunity to become certified. Whether the choice is on-demand or sitting in a classroom, everyone will have the chance to learn. We're honoring the past, including the previous certification program, and embracing a new delivery system. I think Wells and Zorro are applauding that while enjoying a heavenly cup of coffee and a pup cup.

Until next time, peace.



Mark R. Hayes
Executive Director
Arkansas Municipal League



⁹ Dr. Joe Thompson is the president and CEO of ACHI and, I'm happy to say, a very good friend. <https://bit.ly/46o9c7t>

¹⁰ Fields was born in 1880 and died in 1946. He had a terrible childhood but survived to become an incredible entertainer. He could juggle, dance, tell jokes and sing. He had a series of one-liners that were the envy of many in the world of film. <https://bit.ly/46kOLYR>

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Zane Lewis, PE
Project Manager
Water/Wastewater Department

Who we are ...

"From a young age I have spent a lot of time outside. Summer camps and hiking the mountains in the rockiness have only furthered my passion for maintaining a healthy environment for everyone to enjoy. That means cleaning up after ourselves. Working with the communities of Arkansas to help them find the most cost-effective solutions for their never-ending needs has been a privilege and joy. Working with the wonderful people in this industry is what keeps me going. I feel very fortunate to work in an industry where everyone wants to do the right thing and provide reliable services to their customers. I enjoy learning new things all the time about how we can do things better!"

Zane spends most of his time raising his three daughters and enjoys hiking, canoeing, backpacking and can often be found at his favorite local brewer, Crisis, just a short walk from his home.

Nominations open for Volunteer Community of the Year Awards

Nominations are open for the 2023 Volunteer Community of the Year Awards, Engage Arkansas has announced. The deadline to nominate cities and towns for the award is October 22. This year marks the 41st anniversary of the annual award that recognizes Arkansas municipalities—rather than individual volunteers or nonprofits—that seek to address the community’s greatest needs through the engagement of citizens.

The Arkansas Volunteer Community of the Year Awards is co-sponsored by the Governor’s Advisory Commission on National Service and Volunteerism and the Arkansas Municipal League. A panel of judges composed of distinguished citizens from across the state meets to review each nomination and select the award recipients. The winning communities will be notified in December and celebrated at the League’s Winter Conference in January 2024. Winners also receive two street signs, donated by the Arkansas Highway Commission, that designate them as a Volunteer Community of the Year for the specified year.

To learn about the award criteria and to nominate a community, please visit www.engagearkansas.org/engaged-cities.

Bridge-load posting certification deadline December 31

To promote safe travel over bridges on city streets and ensure eligibility for federal highway funding, cities and towns with bridge-length structures must submit a properly endorsed bridge-load posting certification by December 31.

The Federal Highway Administration and the Arkansas Department of Transportation administer the requirements of the National Bridge Inspection Standards, and the regulations implementing this federal law place the compliance responsibility on the official with jurisdiction over each bridge. In addition to identifying structural deficiencies during the inspection process, the official must also advise the traveling public of any weight restrictions if a bridge is found to not be capable of safely supporting legal-load vehicles. If the bridge is determined to not be capable of safely supporting a minimum

of a 3-ton vehicle, it is the official’s responsibility to close the bridge until it is adequately strengthened or replaced.

Arkansas law A.C.A. § 27-85-101, Conservation of Bridges, requires the “administrators of the various public highway, road and street systems shall make every effort to conserve the safe function of the bridges under their jurisdiction pursuant to the findings and recommendations of the bridge safety inspections by the bridge inspection teams of the Arkansas Department of Transportation in accord with the national bridge inspection standards published in the Federal Register.”

Copies of required documents, as well as the Local Government Procedures for Compliance with the National Bridge Inspection Standards manual, can be downloaded at www.ardot.gov/divisions/bridge/bridge-rating-and-inventory. For questions or additional assistance, contact Todd Russell, district construction engineer, at todd.russell@ardot.gov or 870-836-6401.

Time to levy property taxes

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

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

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

Howard, Thomas achieve Certified Municipal Clerk status

Clarksville Deputy City Clerk Jennifer Howard and North Little Rock Chief Deputy City Clerk/Treasurer Katelyn Thomas have earned the Certified Municipal Clerk (CMC) designation from the International Institute Of Municipal Clerks (IIMC), the organization has announced. To earn the CMC designation, a municipal clerk must attend extensive education programs often totaling more than 120 educational hours. The CMC designation also requires pertinent experience in a municipality. Since 1970, the CMC program has prepared applicants to meet the challenges of the complex role of the municipal clerk by providing them with quality education in partnership with institutions of higher learning as well as local and national associations. For more information on the IIMC, visit www.iimc.com.

Monthly sales tax receipts available online

The print version of *City & Town* is now a quarterly magazine, but you'll never have to miss a month of your latest local sales tax receipts. The latest sales tax reports for cities, towns and counties from the Arkansas Department of Finance and Administration and each month's turnback estimates are available on the League's website. Go to www.arml.org/pubs and click on the "Local Option Sales and Use Tax in Arkansas" link to access the information you need, when you need it. 📄

Event Calendar

November 16-18, 2023, National League of Cities City Summit in Atlanta, GA

January 10-12, 2024, Arkansas Municipal League Winter Conference, Little Rock, AR

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Municipal Notes

From the ARKANSAS MUNICIPAL LEAGUE

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

September 11, 2023

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

FROM: MARK R. HAYES, EXECUTIVE DIRECTOR



SUBJECT: 2024 BUDGET INFORMATION

The new League governing bodies, which were elected at the Convention or appointed by President and Cave City Mayor Jonas Anderson, met, and considered several items that will affect your budget preparations for 2024.

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

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

Included in the League service charge is membership in the National League of Cities for all our members.

Municipal Legal Defense Program. The Board of Trustees for the Municipal Legal Defense Program approved no changes to the rate structure for 2024. Charges will range from \$1.35 to \$7.00 per capita depending upon your municipality's loss experience. Participation in this Program can save your city or town money and potential legal liability. The optional drug and alcohol testing program for **non**-Commercial Driver's License (CDL) employees will be discontinued in 2024, however, the program for CDL drivers will continue to be provided under the MLDP. Information about the MLDP is accessible online at www.arml.org/mldp.

Municipal Health Benefit Program. The Board of Trustees made some minor changes which will be effective January 1st. The 2024 Bylaws will be accessible online at www.arml.org/mhbp. If you are not currently participating in the MHBP and would like to receive a proposal for comparative purposes, please advise.

Municipal League Workers’ Compensation Program. The Board of Trustees adopted the Arkansas Workers’ Compensation Commission 2024 rates for all codes for 2024 with the application of state mandated experience modifications (NCCI). The Board approved a 2% front-end discount for participating members with a loss ratio of 100% or less for the last five years. They also approved a 1.5% discount for reporting estimated payroll timely prior to the September 29, 2023, deadline for submission.

Municipal Vehicle Program. The Board of Trustees for the Municipal Vehicle Program did not make any changes to the Program Bylaws that were amended September 1, 2022. The Board retained the current rates for 2024 and the surcharge application for high-risk groups. They did change the Part II Definitions of Standard and Non-Standard Vehicle. Standard vehicles will remain at the \$100 rate. Non-standard vehicles will be at the \$200 rate. The Bylaws and Program Summary will be accessible online at www.arml.org/mvp.

Municipal Property Program. The Board of Trustees for the Municipal Property Program did not make any changes to the Program Bylaws that were amended September 1, 2022. The Board did approve effective 12-1-23 an increase in rates based on your municipality’s ISO rating due to increased renewal costs from our outside reinsurance carrier. The surcharge application for high-risk groups will remain the same. The optional deductible buy-downs for entities in Class 1 and Class 2 remain unchanged. The flood deductibles will continue to be \$500,000 for ALL flood zones. We encourage our MPP members to consider the National Flood Insurance Program (NFIP) to cover this deductible. NFIP can provide flood coverage up to \$500,000 with multiple deductible options. MPP would cover losses over \$500,000. The Bylaws and MPP Program Summary will be accessible online at www.arml.org/mpp.

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

		<u>2023 (revised)</u>	<u>2024</u>
Street Turnback	-	\$79.00 per capita	\$79.00 per capita
General Turnback	-	<u>\$15.00</u> per capita	<u>\$15.00</u> per capita
Total Turnback	-	\$94.00 per capita	\$94.00 per capita

APERS. For those municipalities participating in the Arkansas Public Employees Retirement System (APERS), the employer contribution will remain at 15.32% for 2024 and the employee rate will increase from 5.5% to 5.75% effective July 1, 2024.

We hope this information will be of assistance to you as you prepare your 2024 budget.

GREAT CITIES MAKE A GREAT STATE



Municipal Property Program Summary 2023-2024 Program Coverages, Limits and Deductibles

Property: Includes Buildings, Personal Property, Boiler & Machine Breakdown	\$504,500,000	Per Occurrence: All Perils, Coverages (subject to policy exclusions).
Unscheduled Animals	\$2,500,000	Not to exceed \$50,000 per Animal, per Occurrence - \$1,000 Deductible.
Tax Revenue Interruption	\$3,000,000	\$5,000,000 per Occurrence, per Location Deductible: 2.5% of Annual Tax Revenue Value; if unscheduled, limit is \$500,000 per member with an aggregate of \$2,500,000.
Cyber Liability Coverage	\$45,000,000	Subject to a sublimit of \$2,000,000 per member, with a \$45,000,000 Annual Aggregate for Program.
Flood Zone X	\$52,500,000	Per Occurrence and in the Annual Aggregate.
Flood Zones A	\$14,500,000	Subject to a sublimit of \$7,500,000 Per Occurrence with a \$10,000,000 Annual Aggregate for all locations in Flood Zones A (inclusive of all 100 year exposures).
Earthquake Shock	\$54,500,000	Per Occurrence.
Deductibles	All Perils Flood Earthquake Cyber Liability	See Rate Classes Below* \$500,000 \$500,000 \$50,000

Class Ratings, Deductibles and Surcharge

Effective 12/01/2023

Rate is determined by the member's ISO Rating

- ISO Rating of 1 – 3 = Class 101 = .0026 - \$10,000 Deductible
- ISO Rating of 4 – 6 = Class 102 = .0030 - \$7,500 Deductible
- ISO Rating of 7 – 9 = Class 103 = .0031 - \$5,000 Deductible
- ISO Rating of 10 = Class 104 (and LSM Members) = .0033 - \$5,000 Deductible

Premium is calculated by multiplying total TIV by Class Rate

Note: Class 101 and 102 members have an option of buying down to a \$5,000 deductible. Class 101 rate would increase .0002 and Class 102 would be .00015.

Note: Current (two year) and Cumulative Loss Ratios over 300% and Cumulative loss to the pool over \$600,000 will be assessed a surcharge of .0005.

Municipal Vehicle Program • www.arml.org/mvp • email: mvp@arml.org
 Municipal Property Program • www.arml.org/mpp • email: mpp@arml.org
 Phone (501) 978-6123 • Fax (501) 978-6562 • P.O. Box 38 • North Little Rock, AR • 72115-0038



MUNICIPAL VEHICLE PROGRAM

Rating Tables 2023-2024

Part I Class Table

Class	All Standard & Non-Standard Vehicles	15+ Pass Van, Ambulances & LSMs	Buses
1	\$100	\$200	\$800
2	\$200	\$400	\$1,000

Part II * Cumulative Loss Experience

Class		Standard Vehicle (1)	Non-Standard (2)
21	Under 100%	0.0055	0.0077
22	100-120%	0.0066	0.0093
23	121-140%	0.0077	0.0108
24	141-170%	0.0088	0.0124
25	171-220%	0.0099	0.0139
26	Over 200%	0.011	0.0154

* Part II Definitions of Standard and Non-Standard

(1) Standard Vehicle Rate

Vehicles that qualify for the **Standard Vehicle Rate** are:

- a) Motorized passenger vehicles available to the general public but purposed for use by municipalities, that are designed for use on a paved surface, that require a license by the State of Arkansas. This would include coupes, sedans, SUVs used by police, city utilities, etc.
- b) Motorized vehicles designed for off-road use such as backhoes, excavation equipment, ATVs, etc

(2) Non-Standard Rate

We define **Non-Standard Vehicle** as a motorized vehicle not available for purchase to the general public as transportation, and whose design is for use by emergency personnel, or by personnel in the course and scope of municipal use. This would include, but not limited to, fire trucks, dump trucks, trash trucks, ambulances, buses designed to carry passengers.

Surcharge

Members with a current loss ratio over 100% for the last two years and a 100% Cumulative Loss Ratio, with an aggregate loss to the pool of \$750,000 or higher, will be surcharged and the maximum Class 2 Rates would apply for Part I and a 10% surcharge on Part II premium would apply.

Our hope is that the surcharge will encourage municipalities to take the necessary steps to mitigate their losses. The League has extensive resources available, at no charge to you, to accomplish this.

Please contact John Wells, Director at 501-978-6123, if you have any questions regarding the Municipal Vehicle Program rates.

Municipal Vehicle Program • www.arml.org/mvp • email: mvp@arml.org
 Municipal Property Program • www.arml.org/mpp • email: mpp@arml.org
 Phone (501) 978-6123 • Fax (501) 978-6562 • P.O. Box 38 • North Little Rock, AR • 72115-0038

Reminder: Time to pass your budget

Most cities and towns in Arkansas are legally obligated to pass their budget on or before February 1 of each year



Budgets in Mayor-Council Municipalities

A.C.A. § 14-58-201. Annual submission.

On or before December 1 of each year, mayors of all cities and incorporated towns having the mayor-council form of government shall submit to the governing body of the city or town, for its approval or disapproval, a proposed budget for operation of the city or town from January 1 to December 31 of the forthcoming year.

A.C.A. § 14-58-202. Adoption of budget.

Under this subchapter, the governing body of the municipality shall, on or before February 1 of each year, adopt a budget by ordinance or resolution for operation of the city or town (AML recommends using a written resolution).

A.C.A. § 14-58-203. Appropriations and changes.

- (a) The approval by the municipal governing body of the budget under this subchapter shall, for the purposes of the budget from time to time amount to an appropriation of funds which are lawfully applicable to the items therein contained.
- (b) The governing body may alter or revise the budget and unpledged funds appropriated by the governing body for any purpose may be subsequently, by action of the governing body, appropriated to another purpose, subject to the following exceptions:
 - (1) Funds resulting from taxes levied under statutes or ordinances for specific purposes may not be diverted to another purpose:
 - (2) Appropriated funds may not be diverted to another purpose where any creditor of the municipality would be prejudiced thereby.

Budgets in City Administrator-Director Municipalities

A.C.A. § 14-48-117(6)

He or she [the city administrator] shall prepare the municipal budget annually and submit it to the board for its approval or disapproval and be responsible for its administration after adoption.

A.C.A. § 14-48-122

- (a) The approval of the budget by the board of directors shall amount to an appropriation, for the purposes of the budget, of the funds which are lawfully applicable to the different items therein contained.
- (b) The board may alter or revise the budget from time to time, and unpledged funds appropriated by the board for any specific purpose may by subsequent action of the board be appropriated to another purpose subject to the following exceptions:
 - (1) Funds resulting from taxes levied under statute or ordinance for a specific purpose may not be diverted to another purpose; and
 - (2) Appropriated funds may not be diverted to another purpose where any creditor of the municipality would be prejudiced thereby.

Budgets in City Manager-Director Municipalities

A.C.A. § 14-47-120(6)

He or she [the city manager] shall prepare the municipal budget annually and submit it to the board for its approval or disapproval and be responsible for its administration after adoption.

A.C.A. § 14-47-140

- (a)(1) Any municipality organized and operating under the city manager form of government may authorize the mayor of the municipality to have the following

duties and powers if approved by the qualified electors of the municipality at an election called by the municipal board of directors by referendum or by the qualified electors of the municipality by initiative:

...

(E) The power to prepare and submit to the board of directors for its approval the annual municipal budget.

A.C.A. § 14-47-125

- (a) The approval by the board of directors of the budget shall amount to an appropriation for the purposes of the budget of the funds which are lawfully applicable to the different items therein contained.
- (b) The board may alter or revise the budget from time to time, and unpledged funds appropriated by the

board for any specific purpose may be appropriated by subsequent action of the board to another purpose, subject to the following exceptions:

- (1) Funds resulting from taxes levied under statute or ordinance for a specific purpose may not be diverted to another purpose; and
- (2) Appropriated funds may not be diverted to another purpose where any creditor of the municipality would be prejudiced thereby.

A *Sample Resolution for the Adoption of the Municipal Budget* can be accessed via the Legal FAQs page at www.arml.org/legal-faqs for your convenience. Please call or email the League with any questions you may have. ☎

NOTICE: Annexation reports due March 1

A.C.A. §§ 14-40-2201 and 14-40-2202 provide:

(a)(1) Beginning March 1, 2014, and each successive year thereafter, the mayor or city manager of a city or incorporated town shall file annually with the city clerk or recorder, town recorder, and County clerk a written notice describing any annexation elections that have become final in the previous eight (8) years.

(2) The written notice shall include:

(A) The schedule of services to be provided to the inhabitants of the annexed portion of the city; and

(B) A statement as to whether the scheduled services have been provided to the inhabitants of the annexed portions of the city.

(b) If the scheduled services have not been provided to the new inhabitants within three (3) years after the date the annexation becomes final, the written notice reporting the status of the extension of scheduled services shall include a statement of the rights of inhabitants to seek detachment.

(c) A city or incorporated town shall not proceed with annexation elections if there are pending scheduled services that have not been provided in three (3) years as prescribed by law.

A.C.A. § 14-40-2202. Inhabitants of annexed area

(a) In all annexations under § 14-40-303 and in accordance with § 14-40-606, after the territory

declared annexed is considered part of a city or incorporated town, the inhabitants residing in the annexed portion shall:

(1) Have all the rights and privileges of the inhabitants of the annexing city or incorporated town; and

(2) (A) Be extended the scheduled services within three (3) years after the date the annexation becomes final.

(B) The mayor of the municipality shall file a report with the city clerk or recorder, town recorder, and County clerk of the extension of scheduled services.

(b) If the scheduled services have not been extended to the area and property boundaries of the new inhabitants within three (3) years after the date annexation becomes final, the written notice reporting the status of the extension of scheduled services shall:

(1) Include a written plan for completing the extension of services and estimated date of completion; and

(2) Include a statement of the rights of inhabitants to seek detachment.

(c) A city or incorporated town shall not proceed with any additional annexation elections if there are pending scheduled services that have not been extended as required under this subchapter.

To obtain a sample *Notice Describing Annexation Elections and Schedules of Services* access the Legal FAQs page at www.arml.org/legal-faqs. ☎

State law governs first council meeting of the year

A.C.A. § 14-43-501. Organization of governing body

- (a)(1) The members of a governing body elected for each city or town shall annually in January assemble and organize the governing body.
- (2)(A) A majority of the whole number of members of a governing body constitutes a quorum for the transaction of business.
- (B)(i) The governing body shall judge the election returns and the qualifications of its own members.
- (ii) These judgments are not subject to veto by the mayor.
- (C)(i) The governing body shall determine the rules of its proceedings and keep a journal of its proceedings, which shall be open to the inspection and examination of any citizen.
- (ii) The governing body may also compel the attendance of absent members in such a manner and under such penalties as it prescribes.
- (iii) The governing body may consider the passage of rules on the following subjects, including without limitation:
- (a) The agenda for meetings;
 - (b) The filing of resolutions and ordinances; and
 - (c) Citizen commentary.
- (b)(1)(A) In the mayor-council form of government, the mayor shall be ex-officio president of the city council and shall preside at its meetings.
- (B) The mayor shall have a vote to establish a quorum of the city council at any regular or special meeting of the city council and when his or her vote is needed to pass any ordinance, bylaw, resolution, order, or motion.
- (2) In the absence of the mayor, the city council shall elect a president pro tempore to preside over council meetings.
- (3) If the mayor is unable to perform the duties of office or cannot be located, one (1) of the following individuals may perform all functions of a mayor during the disability or absence of the mayor:
- (A) The city clerk;
 - (B) Another elected official of the city if designated by the mayor; or
 - (C) An unelected employee or resident of the city if designated by the mayor and approved by the city council.
- (c) As used in this section, “governing body” means the city council in a mayor-council form of government, the board of directors in a city manager form of government, and the board of directors in a city administrator form of government. ☐



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Record retention laws for Arkansas municipalities

Current as of October 1, 2023

Blake Gary, Legal Counsel, Arkansas Municipal League

DESTRUCTION/RETENTION

(A.C.A. §§ 14-2-201; 14-2-203)

These statutes provide for the destruction of paper records and reproduction in another format. Review these procedures carefully before destroying any records.

A.C.A. § 14-2-201. Authority—Requirements.

- (1.) The head of any county or municipal department, commission, bureau, or board may cause any or all records kept by the official, department, commission, or board to be photographed, microfilmed, photostated, or reproduced on or by film, microcard, miniature photographic recording, optical disc, digital compact disc, electronic imaging, or other process that accurately reproduces or forms a durable medium for reproducing the original when provided with equipment necessary for such method of recording.

- (2.) At the time of reproduction, the agency head shall attach his or her certificate to the record certifying that it is the original record, and the certificate shall be reproduced with the original.
- (3.) The device used to reproduce the records shall be such as to accurately reproduce and perpetuate the original records in all details.

A.C.A. § 14-2-203. Disposal, etc., of copied records.

- (1.) Whenever reproductions of public records have been made in accordance with § 14-2-201 and have been placed in conveniently accessible files or other suitable format and provision has been made for preserving, examining, and using them, the head of a county office or department or city office or department may certify those facts to the county court or to the mayor of a municipality, respectively, who shall have the power to authorize

the disposal, archival storage, or destruction of the records.

- (2.) Cities of the first class, cities of the second class, and incorporated towns may by ordinance declare a policy of record retention and disposal, provided that:
 - a. The city or town complies with any specific statute regarding municipal records; and
 - b. The following records are maintained permanently in either the original or electronic format as required by law:
 - (i) Ordinances;
 - (ii) City council minutes;
 - (iii) Resolutions;
 - (iv) Annual financial audits; and
 - (v) Year-end financial statements.

COURT RECORDS

(A.C.A. §§ 13-4-201 through 204; 16-46-101; 16-10-211)

Sections 13-4-201 through -204 permit the destruction of paper records once they have been reproduced in another format unless another statute permits destruction without requiring a copy made. Any handwritten document over 50 years old, and any document of historical value as determined by the Arkansas State Archives, may not be destroyed as well as if otherwise required to be kept by law.

Section 16-46-101 provides means by which copies of certain records are to be maintained for evidentiary purposes.

ACCOUNTING

(A.C.A. § 14-59-114)

Accounting records fall into three groups: support documents, semipermanent records and permanent records.

Support documents must be kept for at least four years and may not be destroyed before an audit for the time in question. They consist of cancelled checks, invoices, bank statements, receipts, deposit slips, bank reconciliations, check book registers or listings, receipts listings, monthly financial reports, payroll records, budget documents, and bids, quotes, and related documentation.

Semipermanent records must be kept for at least seven years with the same restriction regarding an audit. They consist of fixed assets and equipment detail records, investment and certificate of deposit records, journals, ledgers and subsidiary ledgers, and annual financial reports. For investment and certificate of

deposit records, the seven years of required maintenance begins on the date of maturity.

Permanent records shall be maintained permanently. They consist of city or town council minutes, ordinances, resolutions, employee retirement documents and annual financial audits.

POLICE TICKET BOOKS

(A.C.A. § 16-10-211(a)(3)(K) & (L))

Citation books and logs must be kept for at least three years and may not be destroyed before an audit.

POLICE DEPARTMENT RECORDS

(A.C.A. § 14-2-204)

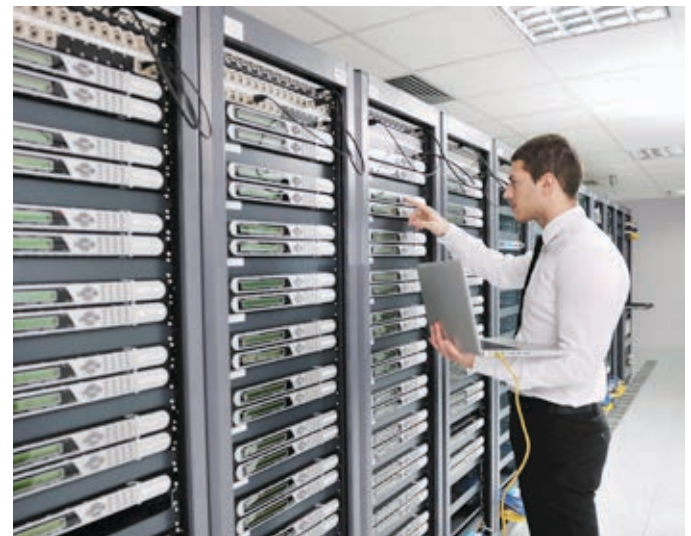
Maintain permanently or for at least seven years, as the municipality may determine: closed municipal police case files for felony and Class A misdemeanor offenses and expungement orders of municipal police cases. However, after 10 years, these may be copied and maintained under § 14-2-203. In addition, records constituting evidence of sexual offenses or violent offenses resulting in convictions must comply with §§ 12-12-104 and 5-42-203 and must also be maintained permanently. Furthermore, all of the above records must comply with § 14-2-203(b)(1).

Maintain for three years: accident, incident and offense reports; fine and bond records; parking meter records; radio logs and complaint cards; and employment records, payroll sheets, timecards and leave requests. After three years, they may then be copied electronically or disposed of.

WATER and SEWER

(A.C.A. § 14-237-112)

These provisions are substantially the same as for accounting records (see above).



HISTORICAL

(A.C.A. § 13-3-107)

Before any records “other than ephemeral materials” are destroyed, city officials must advise the Arkansas State Archives in writing and give any records deemed to have historical value to the State Archives.

COURT RECORDS

A.C.A. § 16-10-211. Record retention schedule.

- (1.) All towns, cities, and counties of the State of Arkansas shall maintain records for the district courts and are to:
 - a. Permanently maintain:
 - (i) Case indices for all district courts;
 - (ii) Case dockets for all district courts;
 - (iii) Active warrants;
 - (iv) Waivers;
 - (v) Expungement and sealed records;
 - (vi) Files concerning convictions under the Omnibus DWI or BWI Act, § 101-65-5 et seq; and
 - (vii) Domestic battering files;
 - b. Maintain for a period of at least seven (7) years and in no event dispose of before being audited:
 - (i) Complete case files and written exhibits for all district courts, not including civil or small claims division cases in which the judgment is not satisfied;
 - (ii) Show cause orders;
 - (iii) Case information, including arrest reports and affidavits; and
 - (iv) Files concerning cases resulting in a suspended imposition of sentence; and
 - c. Maintain for a period of at least three (3) years and in no event dispose of before being audited:
 - (i) Bank reconciliations;
 - (ii) Check book registers and check listings;
 - (iii) Cancelled checks;
 - (iv) Bank statements;
 - (v) Receipts;
 - (vi) Deposit collection records;
 - (vii) Receipts listings;
 - (viii) Distribution reports;
 - (ix) Receipt and disbursement journals;

- (x) Time payment records;
 - (xi) Citation book logs;
 - (xii) Citation books from each police department and sheriff’s office;
 - (xiii) Served, recalled, or quashed arrest warrants;
 - (xiv) Copies of citations;
 - (xv) Alternative service or community service timesheets;
 - (xvi) Uniform filing fees collection remittance forms and fine reports;
 - (xvii) Miscellaneous fee and fine collection reports; and
 - (xviii) Served or unexecuted search warrants.
- (2.) After a town, city, or county has maintained records for the time periods required by subdivision (a)(2) or subdivision (a)(3) of this section and after the records described in subdivision (a)(2) or subdivision (a)(3) of this section have been audited, the records may be destroyed.
 - (3.) When records are destroyed under subsection (b) of this section, the town, city, or county shall document the destruction by the following procedure:
 - a. An affidavit is to be prepared stating:
 - (i) Which records are being destroyed and to which period of time the records apply; and
 - (ii) The method of destruction; and
 - b. The affidavit is to be signed by the town, city, or county employee performing the destruction and one (1) employee of the governing body or, if applicable, governing bodies that contribute to the expenses of the court.

- (4.) In addition to the procedure described in subsection (c) of this section, the approval of the governing body or, if applicable, governing bodies that contribute to the expenses of the court shall be obtained before the destruction of district court records and an appropriate note of the approval indicated in the minutes of the governing body or bodies along with the destruction affidavit. ☹





Municipal Finance & Investment Experts

Rush "Buddy" Harding IV
Senior VP, Managing Director

Edmond Hurst
Senior Managing Director,
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Executive committee sets course for the year ahead

By Andrew Morgan, League staff

The executive committee of the Arkansas Municipal League and the boards of the League's benefit programs met August 16-18 for the annual planning meeting, where they reviewed the previous year's activities and plotted a course for the next. The annual event is traditionally held in the hometown of the current League president. This year, League President and Cave City Mayor Jonas Anderson co-hosted the meeting with Batesville, just a few miles to the south.



"I'm excited about where we're headed," League Executive Director Mark R. Hayes told the executive committee during the annual planning meeting.

With a tap of the gavel, Anderson brought the meeting to order at 9 a.m. on Thursday, August 17, at Next Door, a community meeting room attached to local restaurant Millie's in downtown Cave City. After the approval of the minutes from the committee's May 17 meeting, League Executive Director Mark R. Hayes presented his annual report. He expressed his excitement about several of the League's new initiatives, including the early success of the field representative program, the new learning management system that will soon be ready to launch, and a new mental health initiative in the works for first responders.

Like our members, working through the pandemic has caused the League to do some rethinking and regrouping, Hayes said. "The League isn't immune to all of the problems that occurred during the pandemic, so we're working on reestablishing our culture internally



PHOTOS BY ANDREW MORGAN

In response to Act 537 of 2023, League General Counsel and Legislative Director John L. Wilkerson and Director and Legal Counsel of MHBP Katie Bodenhamer are working to expand access to mental health care for municipal first responders in an affordable way that ensures compliance with the new law.

and doing some more teambuilding things, which I'm very excited about. It's a great group of people."

Following the executive director's recommendation, the executive committee voted to retain the existing service charge formula for member cities and towns. The base charge will remain \$40 plus 35 cents per capita. Members receive a 7-cent credit per capita for participation in each of the League's optional benefit programs.

The League also has 117 limited-service members, which include counties, housing authorities, waste management districts, volunteer fire departments and other entities. The executive committee voted to retain their existing rates as well. The membership rate for



There's just something about the soil around Cave City that produces especially sweet watermelons, local growers told meeting participants, who had the opportunity to taste for themselves.

counties is \$1,000 and the rate for other municipal entities is \$500.

For detailed information on the League service charge, fees associated with optional programs, turnback estimates and the latest APERS multiplier, please refer to the executive director's budget memo in this issue on page 14.

Cave City and Batesville were wonderful hosts, and no annual planning meeting is complete without taking in a bit of the local culture. On the evening of August 16, participants took in a showing of the 1980s classic *Back to the Future* at the historic Melba Theater in Batesville's resurgent downtown.

Cave City is known far and wide for the delicious watermelons grown there, and the executive committee was treated to a presentation by several local growers at the conclusion of the planning meeting. The growers also cracked into several of the sweet and juicy melons from the late summer harvest and shared with the group. All that remained were some rinds and seeds after the feeding frenzy subsided. If you missed your chance to enjoy a genuine Cave City watermelon this year, don't miss the next Cave City Watermelon Festival, July 25-27, 2024.

The Crystal River Cave of the city's namesake has been closed to the public for more than 20 years, but the owners of the property just north of downtown have



Greenwood Mayor Doug Kinslow, left, and Fort Smith City Director Kevin Settle, right, do their best troglodyte impressions for League President and Cave City Mayor Jonas Anderson during a tour of the Crystal River Cave.

recently begun offering tours again. A group of about 30 adventurous League members and staff enjoyed a private tour of the cave, whose cool dark chambers provided temporary relief from the August Arkansas heat above. The family hopes to raise funds to restore both the cave and the historic motor court on the property. To learn more or plan a visit, check out the Crystal River Caves Tours page on Facebook. 🏠

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Austin Anderson joined HW's Little Rock office as a full-time employee in May 2016 and is a licensed Professional Engineer in the State of Arkansas. He worked part time with HW as an engineering intern while completing his coursework at the University of Arkansas at Little Rock and graduated with a bachelor's degree in Civil and Construction Engineering. At HW, he specializes in water and wastewater projects where he has experience in planning, design, and construction administration for municipalities throughout the state. Austin feels that one of the most rewarding parts of his job is seeing design concepts come to life through construction and ensuring that communities are ultimately being provided with the water resources solutions that are best suited to their needs.

Austin and his wife Saige are both lifelong residents of central Arkansas and reside in Little Rock. They were married in August of 2021, and together they enjoy cooking, playing golf, brewing specialty coffee, and exploring Little Rock's vast food scene. An avid outdoorsman, Austin enjoys hunting and fishing as well as game nights with his close friends. Spending time with family and attending church are important values in his life, and he brings these values and appreciation for the natural beauty of Arkansas to his water resources work at HW.



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2023-2024 League officers share love of place, dedication to service

The membership of the Arkansas Municipal League elected a new slate of officers in June during the 89th Annual Convention, and *City & Town* conducted a Q&A with each of them to learn a little bit about them and the cities they serve.

Revitalizing his beloved hometown an exciting endeavor for 2023-2024 League president, Cave City Mayor Jonas Anderson.

City & Town: How long have you served as mayor in Cave City? What inspired you to run for office?

Anderson: I was sworn in as mayor in June 2017 after being appointed by council colleagues to fill the remaining term of the mayor when he resigned early. I attended my first city council meeting in 2010 to get some help on an issue my grandmother was dealing with at the time. Not long after, I was asked to fill a vacancy on the council, decided to do it, and the rest is history!

What is your favorite aspect of serving in your position?

What is the biggest challenge? My favorite part is seeing so many good things accomplished, from hiring amazing team members to improving parks infrastructure and everything in between. It excites me and the people who live here. The biggest challenge is managing expectations. There are so many different interests, ideas, needs, personalities and other factors to juggle. It's a constant challenge to keep it all in proper balance and perspective.

What is your favorite spot in Cave City?

One of my favorite spots is quickly becoming our old downtown section. We have a lot of revitalization underway, driven by both the city and private interests, and it is going to completely transform the heart of our community.



PHOTOS BY MARK POTTER



What is the public's perception of your job as mayor versus the reality of your job?

I think people often have a hard time understanding just how complex the role is, even in a smaller community. Things often don't and can't happen as quickly as we would like, and that can be frustrating. It is also hard to understand just how weighty the role is. When taken seriously and to heart, this job can be all consuming, and you have to manage that with yourself and your family needs in mind.

What is the biggest lesson you've learned as an elected official?

I have learned that you cannot let one (or a few) negative interactions overtake the majority who readily recognize and appreciate the good that you and your team are trying to do. You must be able to acknowledge that and keep moving ahead. Don't let your good energy be drained so easily.

What advice would you give someone interested

in running for municipal public office?

Keep your priorities in focus. You have a life outside of your job(s). You likely have a family. You have friends. Yes, work hard and do your absolute best, but don't let it wholly consume and wear on you. You can't do your best if you aren't taking care of yourself, too.

What are three "can't miss" things to do or see in Cave City?

The Cave City Watermelon Festival, the Crystal River Cave tours, and our always improving and expanding public parks and spaces.

Mayor Parnell Vann, your 2023-2024 first vice president, is working to make Magnolia a great place to call home.

How long have you served as mayor in Magnolia?

What inspired you to run for office? I have been the mayor of Magnolia for 13 years, and my inspiration to run for office stemmed from wanting my daughters to have opportunities here so they could raise their families and continue to call Magnolia home. While I initially ran for mayor for personal reasons, I discovered that many others in the community shared similar concerns and aspirations for their children.

What is your favorite aspect of serving in your position?

What is the biggest challenge? The smiles brought to the faces of those that this position has allowed me to help is my favorite aspect of being mayor. The biggest challenge is providing quality drinking water and plenty of it. We can survive without a lot, but water is not an option.

What is your favorite spot in Magnolia?

Our downtown was built in the early 1900s and I love the architecture and atmosphere that it provides. My personal favorite spot in town is the sitting area in the back of Jennifer's, a 30-plus-year-old dress store located downtown. It's quiet and a place where you can really gather your thoughts. If I need advice, Jennifer is my go-to. She is a very smart lady.



What is the public's perception of your job as mayor versus the reality of your job?

If you make it look easy, everyone will believe they can do it. Not true. It's a fire baton juggling act. It takes management skills, business sense, thick skin, creative thinking and the ability to be a strong and consistent decision-maker, all while living under a microscope. It is not for everyone.

What is the biggest lesson you've learned as an elected official?

Have big ears and a little mouth. I like to talk.

What advice would you give someone interested in running for municipal public office?

Start young. It takes a term to understand the job, a term to get a proactive city council and solid team, and with a little elbow grease and prayer, you should see things start to fall in place by your third term.

What are three "can't miss" things to do or see in Magnolia?

Magnolia Arts' "Music in the Round" events (magnoliaarts.net), the Magnolia Blossom Festival & World Championship Steak Cook-off every third weekend in May (blossomfestival.org), and the largest skate park and splash pad in south Arkansas at Eastside Park (facebook.com/cityofmagnoliaar).

For 17 years Brookland Mayor Kenneth Jones, 2023-2024 District 1 vice president, has met the challenges that come with growth in the northeast Arkansas city.

How long have you served as mayor in Brookland?

What inspired you to run for office? I began serving as mayor January 1, 2007. I was re-elected for my fifth term in 2022. I previously worked in industrial sales for a company out of Mississippi. It was a time when there were major changes in the sales business. I had the top five businesses move across the border or to other parts of the world. After 10 years in the business, I had to ask myself: Did I want to rebuild my area or do something else? I prayed about it! Within a couple of weeks, I had three citizens from Brookland show up at my home one evening wanting to talk with me about the city and would I run for mayor. We talked for a couple hours. I didn't give them an immediate answer. I told them I would canvas the community and give them an answer next week. It was a humbling experience. I hope my administration through the years has been able to come close to their expectations.

What is your favorite aspect of serving in your position? Representing the city and citizens of Brookland.

What is the biggest challenge? Safety, security and quality of life for our citizens. Brookland has experienced substantial growth in my 17 years as mayor. Trying to keep a police department in a proactive position instead of a reactive one has been very difficult. Growth also means businesses wanting to come to your city and be a part of the growth. Depending on business start and finish, it could be a year or more to realize a benefit to your city. It's a good issue to have, and I have found when you explain the situation to your citizens, they seem to understand.

What is your favorite spot in Brookland? Any spot in Brookland and I am happy. I'm looking forward to our new parks that are under construction. I will pick up a sandwich for lunch and go to park sites now. But truly my favorite spot in



Brookland is my back yard, sitting in the yard swing, watching the hummingbirds visit our feeders, squirrels, cottontail rabbits, and occasionally a raccoon and opossum traveling through the yard. One evening we even had a white tail deer run through the yard.

What is the public's perception of your job as mayor versus the reality of your job? Citizens think the mayors' job is a solve-all-issues position. Reality is, the mayor can only listen to the issue and advise them in what they may need to do or who they may need to talk to about the situation.

What is the biggest lesson you've learned as an elected official? You will not be able to do everything for everyone. Be consistent, straightforward with your citizens.

What advice would you give someone interested in running for municipal public office? You cannot run for this position with a personal agenda. You need to have goals and a vision for

the city's future.

What are three "can't miss" things to do or see in Brookland? One, the Brookland High School, Middle School, Elementary School and Intermediate School campus. The Bearcat Arena, auditorium, and the new outdoor track are big additions to the campus. Two, the 2023 Brookland Christmas Parade will be the 22nd annual parade. It has grown to one of the biggest events in Brookland. Streets are lined and crowded! Come join us for a great time on the second Sunday in December. Three, the Round-Up Country Music Show is one of the longest running shows of its time. Every Saturday night at 6:30 p.m. you will see some of the best local entertainment the area has to offer, plus occasionally country singers and groups come in from other parts of the state and put on a great show. For wholesome family entertainment plan a trip to Brookland to see Jerry Williams' Round-Up Show.

Meet Richard McCormac, mayor of Clinton and the League's 2023-2024 District 2 vice president, who's making sure residents get the best municipal bang for their buck.

How long have you served as mayor in Clinton? Nine years. I just started my third four-year term.

What inspired you to run for office? I wanted Clinton to remain a great place to raise a family, continue to be a safe place to live, and for citizens to not have to move away to make a living.

What is your favorite aspect of serving in your position? Working for the very people who helped raise me.

What is the biggest challenge? Spreading out the revenue for each department and getting the biggest bang for your buck (without wearing out your co-workers).

What is your favorite spot in Clinton? "THE OZARKS" sign. It sits on the original floor of Clinton Ready Mix, the place where I had my first "real" paying job. It's also the spot the owner told me to never be afraid to try something and to accomplish it through hard work.

What is the public's perception of your job as mayor versus the reality of your job? The perception is that the mayor is aware of 99 percent of everything involving the city and county whether good or bad and has a substantial degree of influence over it. The reality is that you try to keep an eye on the major things and utilize what and who you can to keep things moving forward.



What is the biggest lesson you've learned as an elected official? Treating people the way you would want to be treated always works things out in the best way.

What advice would you give someone interested in running for municipal public office? Pray about your decision and know that the hardest part of any job is getting started. Talk to people who have had experience with the public and listen to wise counsel. Mix in hard work, and you'll be fine.

What are three "can't miss" things to do or see in Clinton? One, the annual National Championship Chuckwagon Races. It's Americana on full display. Two, the city's walking trail and park behind The Huddle House on Highway 65. This park is the best leg stretch and river walk anywhere in the state. It is pet-friendly and offers clean restrooms. And three, the two forks of the Little Red River and Greers Ferry Lake. Too much kayaking, skiing, fishing and camping to do in one trip. See you all in Clinton, Arkansas!

Eureka Springs Mayor Robert “Butch” Berry, this year’s District 3 vice president, is giving back to the city in which he grew up.

How long have you served as mayor in Eureka Springs? What inspired you to run for office?

I am serving in my third four-year term. I am the first mayor of Eureka Springs to serve three terms in more than 70 years. Growing up in Eureka Springs, I wanted to give back to the city. I have been involved in public service since serving on the planning commission immediately after graduating from the University of Arkansas. I had served five terms as a council member, and this seemed to be the next step.

What is your favorite aspect of serving in your position?

Welcoming people to Eureka Springs and accomplishing items on my list to make the city better.

What is the biggest challenge?

Being a small historic city with an aging infrastructure and little money for repairs and replacements.

What is your favorite spot in Eureka Springs?

This is a difficult question because there are so many different favorite places, depending on the time of year. My overall favorite would be the view from the East Mountain overlook that looks back over the valley with the city below and the Crescent Hotel perched high atop the West Mountain.

What is the public’s perception of your job as mayor versus the reality of your job?

The main misperception is that the city has unlimited resources. The reality is we are a town of 2,000 citizens with over a million visitors each year that have a significant impact on our infrastructure and fire/EMS/police with a small tax base.



What is the biggest lesson you’ve learned as an elected official? Don’t take things personally.

What advice would you give someone interested in running for municipal public office? Be open-minded. Take advantage of your department heads and listen to them with their experience.

What are three “can’t miss” things to do or see in Eureka Springs?

There are so many things to see and do in Eureka Springs, it’s hard to just name three. My recommendations would be Thorncrown Chapel, rated by the American Institute of Architects as the No. 4 most significant architectural structure of the 20th century and the most celebrated building in Arkansas. The next “can’t miss” place would be Turpentine Creek Wildlife Refuge, the largest big cat (lions, tigers, etc.) sanctuary in the United States. And the final “can’t miss” would be the historic district of Eureka Springs, listed on the National Register of Historic Places

in 1970 in its entirety with National Significance. There are so many more places to enjoy around town that it is hard to see them all in just a few days.

Meeting constituents' needs a joy for longtime Crossett Council Member C.T. Foster, the League's 2023-2024 District 4 vice president.

How Long have you served as a council member in Crossett? What inspired you to run for office? I have served as a council member in Crossett for 25 years. I ran for this office because I love to meet the needs of others through serving.

What is your favorite aspect of serving in your position? What is the biggest challenge? My favorite aspect of serving is that of having a work ethic, being dedicated and an unselfish devotion to my city. The biggest challenge for me being in this position is keeping up with the laws, and the conferences and services provided by the Arkansas Municipal League help keep me informed along with others.

What is your favorite spot in Crossett? My favorite spot in Crossett is the city park with its play area, trails, lake and fishing spots.

What is the public's perception of your job as a council member versus the reality of your job? Some people think this job is easy, but it's challenging, stressful, time consuming and requires being responsible along with other duties.



What is the biggest lesson you've learned as an elected official? One of the biggest lessons I've learned as a city official is that city monies can't be spent however you choose. There are statutes to be followed in spending monies.

What advice would you give someone interested in running for municipal public office? The advice I would give someone running for public office would be to find a mentor you can call to ask questions. Also, take advantage of all training opportunities and attend city council meetings.

What are three "can't miss" things to do or see in Crossett? The three "can't miss" things to do or see in Crossett are: Visit the city park, visit the public library and visit the Crossett schools.

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Andrew Morgan Editor

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Summit serves food desert solutions

By Andrew Morgan, League staff

Hunger and nutrition advocates from Arkansas and surrounding states gathered in Little Rock on September 13 to share strategies to increase food accessibility in both urban and rural communities during the inaugural food desert summit hosted by the Arkansas Hunger Relief Alliance. Dubbed Addressing Food Access in Arkansas: Solutions to Food Deserts, the summit highlighted several successful efforts across the region to provide more access to healthy foods and the challenges that communities face.

The summit welcomed Gloria Dickerson of Drew, Mississippi, and Chiquikta Fountain of Shaw, Mississippi, where the nonprofit GOODS (Grocery Online Ordering Distributing Service) is a model that has shown great promise over the past two years in the rural Delta communities. Through GOODS, residents are able to make online orders from the Walmart in Cleveland, which is about 20 miles away from both Drew and Shaw. GOODS then facilitates order pickup and, if necessary, delivery, all at no additional cost to the patrons.

In Memphis, Roshun Austin, who is president and CEO of community development corporation The Works (theworkscdc.org), has expanded the group's outreach from primarily housing initiatives to include a farmers market, a green grocer and a mobile grocery to help address the lack of access to healthy foods in the city's underserved neighborhoods. This move was inspired by a troubling 2018 report by the Shelby County Health Department that showed by zip code the disparities in life expectancy between Memphis' poor and more affluent neighborhoods, Austin said. "The average lifespan in those neighborhoods was 13 years less than another zip code in our county in Collierville, and they're only about 13 miles apart. Unfortunately, the studies this year show that gap has widened to a little over 19 years." Health disparities related to diet are a big part of those statistics, she said.

Traditional grocery stores, which have notoriously high startup costs and run on extremely tight profit margins, are often not an option for entrepreneurs in underserved communities, which is why nonprofit and other community-led models like GOODS can be more viable. AJ Johnson, CEO of Oasis Fresh Markets in Tulsa, Oklahoma, has managed to beat those odds, however, with the first full-service grocery store in 14 years in north Tulsa's historically Black neighborhood that was once known as Black Wall Street. It's also the



PHOTO BY ANDREW MORGAN

Oasis Fresh Markets CEO AJ Johnson leads the summit audience in a rousing call and response: "I'm powerful. I'm a change maker. I'm a history maker!"

area's first Black-owned grocery store in more than 50 years, and it's a model that can be a blueprint for other communities, he said.

After first organizing the spring of 2022, the Arkansas Governor's Food Desert Working Group, which is comprised of members of the Arkansas Hunger Relief Alliance, the Arkansas Minority Health Commission, Hope Credit Union and other nonprofit and community leaders, has released a report with recommendations for addressing food access disparities in Arkansas. To read and download a copy of the report, visit the Arkansas Hunger Relief Alliance website at arhungeralliance.org. 🍌

League hosts 51st Arkansas Municipal Clerks Institute



PHOTO BY JEFF CAPLINGER, NORTH LITTLE ROCK PARKS AND RECREATION

City clerks, recorders and treasurers from cities and towns across Arkansas convened at the Arkansas Municipal League's North Little Rock headquarters September 18-21 for the 51st Arkansas Municipal Clerks Institute. More than 60 clerks participated in the four-day training event. The institute covered a variety of essential topics, including the duties of the office under Arkansas statutes, payroll administration, codification, ordinances and resolutions, business licensing and recording meetings. To learn more about the Arkansas chapter of the International Institute of Municipal Clerks, visit www.iimc.com.





Community leaders join Rogers Mayor Greg Hines, center with scissors, to cut the ribbon on Mt. Hebron Park, which includes the state's largest inclusive playground.

Rogers debuts state's largest inclusive playground

By Andrew Morgan, League staff

Over the past decade, cities across Arkansas have made accessibility a priority when improving and expanding their parks and recreation facilities. Benton, Cabot, Monticello, Little Rock, North Little Rock, Springdale—these are just a few cities that have added inclusive playgrounds, with surfaces and play equipment that provide access to children and adults of all abilities. Rogers has now joined that list with the opening of Mt. Hebron Park, which covers 80 acres on the northwest Arkansas city's southwest side.

In addition to its turf soccer and baseball fields, tennis and pickleball courts, community pavilion, splash pad and other amenities, Mt. Hebron park features the state's largest inclusive playground. It's 25,000 square feet of fun—swings, slides and spinning things, all on a rubberized surface and accessible to all.

On August 11, the city of Rogers celebrated the park's grand opening with a ribbon cutting. Speaking at the opening, Mayor Greg Hines called Mt. Hebron the premier park in Arkansas, not least for its focus on inclusion. "There's nothing like it," he said. "The



The playground features 25,000 square feet of accessible play equipment on a rubberized surface.



The 80-acre park features turf soccer and baseball fields; basketball, tennis and pickleball courts; two dog parks; an assembly hall and other amenities.

community stepped up, after many years of coordinating and collaborating, to say that parks are going to take a front seat in our capital plans going forward.”

For Mayor Hines, creating an accessible Mt. Hebron Park is a sign that Rogers’ residents desire public spaces that serve every member of the community, and he hopes other cities and towns continue to follow suit.

“I think in this day and age, as we look to move forward in creating great communities, it is incumbent upon policymakers to consider how their parks and recreation spaces interact with the entire community as a whole and how you can make those spaces as accessible as possible.” 🏡



The splash pad was popular on the 100-degree August day.

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a different opinion

Ironing out O/T wrinkles

By Caleb Alexander-McKinzie, League staff

If you've snuck a peek at the byline of this column, you may be wondering: "Where's Tracey? Who's this new guy?" Allow me a moment to introduce myself. My name is Caleb Alexander-McKinzie, and I'm the newest inquiry attorney here at the League. I work closely with Chief Human Resources Officer Tracey Cline-Pew on employment matters when we find ourselves at the crossroads of law, policy and practicality. Tracey asked if I would like to guest-spot on an article and I excitedly agreed.

One of the most frequent topics on which Tracey and I collaborate is that of payment and overtime for uniformed employees, specifically our law enforcement officers and firefighters. How do we pay overtime? Do we have to pay overtime? What about this Fair Labor Standards Act (FLSA) exemption? Does it apply to us? My goal for this article is to succinctly answer some of these great questions so we can get back to the business of properly taking care of the most important asset our cities and towns have: our employees. Let's sort it out.

When it comes to overtime, it is best to start with the baseline and work into the exceptions. Both the FLSA and Arkansas law state that covered employees shall receive pay at a minimum of time-and-one-half of their regular pay rate for any hours worked over 40 hours.¹ See 29 U.S.C. § 207(a)(1); A.C.A. § 11-4-211(a). That is easy enough. Non-exempt employees begin accruing overtime at the 41st hour of their work week. Now, here come the wrinkles.

The first thing to know about overtime for uniformed employees is whether you are required to pay overtime at all. Wait, didn't I just say the law requires overtime for any employee who works more than 40 hours? Yes, but the FLSA has an exemption for uniformed employees. See, I told you there would be wrinkles. If your municipality has a police department with fewer than five officers, including the chief of police or the city marshal, those officers are exempt from the FLSA's overtime provisions. 29 U.S.C. § 213(b)(20). If your municipality has a fire department with less than five firefighters, including the fire chief (if paid), then those firefighters are exempt from the FLSA's overtime provisions. 29 U.S.C. § 213(b)(20). In determining if you

have fewer than five for overtime purposes, the city does not count volunteers, auxiliary officers, dispatch and/or plain-clothed personnel who are not law enforcement or engaged in fire prevention and extinguishment. Four or less, the municipality does not have to pay overtime. Five or more, the FLSA is triggered, and it is time to make it rain.²

We did it. We got passed the first hurdle. It wasn't so bad. Let's do another, shall we?

Let's say that your city does have police and fire departments with five or more officers and you have to pay overtime. The FLSA and Arkansas law say we must pay overtime for anything after 40 hours, right? Not so fast, my eager payroll professional. The second wrinkle comes in the form of the FLSA's supplemental partial overtime exemption for police officers and firefighters. See 29 C.F.R. § 553.230. This provision allows our municipalities to establish a "work period" for each of these departments for overtime calculation purposes. Unlike other non-exempt employees, the law allows these employees to work more than 40 hours in the work week before accruing overtime.

To take advantage of this, the governing body of the municipality must establish a work period of not less than seven days and not more than 28 days³ for these respective departments. It's best if this work period is established by ordinance or resolution. For example, if your town's governing body establishes a seven-day work period by ordinance, law enforcement officers may work 43 hours before accruing overtime, while the law allows firefighters to work 53 hours before accruing overtime. If the governing body establishes a 28-day work period, police officers may work 171 hours while firefighters may work 212 hours before the city is required to pay overtime.

Looping back to the original baseline, if the governing body has not established a work period for these purposes, then you must pay police officers and firefighters overtime just like other employees: time-and-one-half for every hour worked over 40 hours in one work week. As good stewards of tax dollars, the spirit of fiscal responsibility behooves us to establish these work periods.

¹ This only applies to non-exempt employees. Exempt employees are defined in Section 13(a)(1) of the FLSA. See 29 C.F.R. § 541.0 et seq.

² Don't throw things at your employees, even money. It could constitute assault or battery.

³ Shoutout to February!

One final little wrinkle to work out: compensatory time. Colloquially known as “comp time,” municipal governments are allowed to “pay” overtime in the form of additional time off. See 29 C.F.R. § 553.21(o)(3)(B). So, instead of paying overtime monetarily, the city can “pay out” time-and-one-half in paid time off. The regulations regarding comp time allow qualified employees to accrue up to 480 hours of compensatory time, which equates to 320 hours worked.⁴ I bring this up because comp time is not available to employees in the private sector, so those of you who are new to government employment may not be aware that this is an option. Importantly, the employee must agree to receive comp time in lieu of monetary overtime pay prior to doing the work. One way to ensure that every employee knows and agrees to comp time is to include a provision in your employee

handbook, ensure that all employees read that provision and sign an acknowledgment that they have done so. Put it in their employee file for safekeeping and sleep well knowing you have done your due diligence.

I know this is a lot of information to process, but I hope I have done a decent job of explaining it. If you have questions, do not hesitate to reach out. We’re here to help, and we’re glad to help. ☺



Caleb Alexander-McKinzie is legal and inquiry counsel at the Arkansas Municipal League. Contact Caleb at 501-978-6132 or email calexander@arml.org.

⁴ 320 multiplied by 1.5 equals 480. I was told there would be no math in the legal field, but here we are.

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Will Henson joined HW's Van Buren office in 2020 as an Electrical and Instrumentation Engineer. He graduated from Arkansas Tech University in 2017 with a Bachelor of Science in Electrical Engineering and is a licensed Professional Engineer in the State of Arkansas. Will's experience at HW includes designing electrical and controls systems, primarily for water and wastewater sites. One of the things he enjoys most is the opportunity to program PLCs and SCADA systems, working with plant operators to develop systems best suited to their needs and users.

Will grew up in Van Buren, familiar with HW because his dad has worked there nearly 30 years. He moved to North Carolina for a couple years after graduating college, and when he moved back to the area he met his wife, Shannon, while volunteering with his church's youth group. Will still enjoys spending his time volunteering at his church, serving with the youth and the praise team. Some of Will's hobbies include hiking, disc golf, photography, and playing music with his band, Native Pines.

Will Henson, P.E.
Project Manager

www.hawkins-weir.com



Friends of our cities are there when we need them. Here, a key member of the State Fire Marshal's Office, along with his human assistants, helps the League with a planning seminar.

Enlist the aid of friends in planning

By Jim von Tungeln

This year we have talked about tools needed for developing plans for our cities. Now we consider another need for any successful planning effort. That is the old-fashioned concept of friends, those frequent providers of free information and experience-based advice. They also serve as advocates to help us overcome adversity. As Mayor Furlow Thompson of Pot Luck, Arkansas, once said, "Why go at things alone when you can take advantage of friends?"

As with many endeavors, the best friends are those who ask only that we consider their needs, concerns and thoughts. Let us examine a few.

Some friends of our cities reside within state agencies. The Arkansas Department of Labor oversees regulations dealing with electrical inspections. The department provides inspections on a limited basis and within the constraints imposed by limited personnel. It also regulates heating and air conditioning installations but makes no inspections.

The Arkansas Department of Health is responsible for plumbing inspections and performs most of them. On rare occasions, personnel in large cities may perform them if approved by the state.

The State Fire Marshal's Office oversees the implementation of the three-volume Arkansas Fire Prevention Code. The state code provides regulations for safe, sanitary homes. It also governs the construction of nonresidential buildings and is the building code for all cities (unless they have adopted a conforming but more stringent one).

Staff members of the Fire Marshal's Office have proven to be good friends to our cities. In addition to implementing the fire code, the staff assists in arson analysis and explosives detection. They respond to complaints concerning noncompliance.

The fire code saves cities particular time and misery in one area. Many calls from our cities currently deal with so-called tiny homes. Existing legislation prohibits cities from mandating a minimum size for single-family residences, a practice long discouraged by planners. But many applications in cities don't actually involve small dwelling units. Instead, applicants seek to install substandard structures that don't meet the fire code.

Cities don't have to deal with such requests through zoning or development codes. They simply refer applicants to the fire code, which represents state law.

If a proposed structure meets the fire code or the U.S. Department of Housing and Urban Development's manufactured housing code, it may be constructed in accordance with zoning provisions. If it can't, the city need take no further action than denial with no further expenditure of staff time. Friends like that are a true blessing.

As a final benefit, the Fire Marshal's Office will provide plan review for certain types of structures. A city should rely on its own fire marshal when possible. Indeed, all city departments can be friends in the undertaking of planning. This is also true of independent municipal utility departments.

County offices can help, particularly with mapping. County assessors' offices have been working for several years to digitize land parcel records. Many are now available online at state and county websites and provide information on area and land use. While one must be careful in interpreting the data, it can often be helpful in planning research, especially if used in conjunction with other data.

Our cities benefit greatly from friends like Shelby Johnson and the staff at the Arkansas Geographic Information Systems Office. Their website lists an inventory of databases at gis.arkansas.gov. These range from climatology to utility systems. Some require special mapping software to manipulate although "read-only" software can access some of the features. This office has turned mapping—once a very costly, complex planning element, especially for some old-timers—into an accessible, simple-to-use tool.

The office provides an additional blessing. It has assumed the thankless task of organizing city limits descriptions. These have been a nightmare of confusion, error and neglect to planners wishing to determine the limits of their focus.

Our educational facilities are also friends to planning. In addition to peer-reviewed academic studies, students sometime provide free research to our communities. As mentioned in a previous column, the Arkansas Public Administration Consortium and the Arkansas Chapter of the American Planning Association provide periodic training for planning commissioners and staff. The Municipal League also participates in training.

Then there are those friends whom planners must cultivate during the planning process. These are groups or individuals that can assist in the planning process, expedite it, assure its approval, hinder it or, in some cases, stop it entirely. Their participation is essential.

First is the general public. The role of the public is not to subvert the findings of educated and experienced professionals, including planners, engineers and attorneys. Rather, their purpose is to provide information,

insight and analysis at the detailed, or micro, level that may not be apparent at the broad, or macro, level. Old-time planners referred to these as "breadth and depth" analyses.

Some professionals employ the term "buy-in" to describe the purpose of involving the public. A plan is not a new car to be sold to a customer. The term "collaboration" might be a better term for citizen involvement.

There are also key individuals in any community who deserve involvement in planning. These are not the richest or most powerful but people whose respect, reputation or known expertise in key areas justify their being invited to participate in planning. Such individuals range from local historians to key developers. They also might include elderly professionals who can point planning efforts away from certain disasters based on institutional memory.

Key individuals also include those who can stop a plan in progress or assure its success with one simple statement. It is much better to have them inside a room shooting questions than outside throwing rocks.

Special interest groups can also be friends in the planning process if it is understood that their interests may be highly focused. Best results occur when lateral communication assures that their goals must be consistent with established policies protecting the health, safety, welfare and morals of the community at large.

Regarding a city's planning efforts, neighboring communities must be friends. This doesn't suggest that copying their plans or approach is a goal to be desired. Rather, it suggests that a rising tide may lift all boats, i.e., that a healthy region is essential to a healthy city.

Above all, a contented populace may be a city's best friend in planning. Our citizens will be the recipients of our planning efforts. They must believe in, and be willing to fund, those efforts.

As we enter the budgeting season, remember that planning, like all local government operations, costs money for staff, training, updates and enforcement. Cities that choose to engage in zoning and development control should be willing to fund the planning process that enables such functions. This includes keeping the system compatible with state and federal laws and rulings.

What is the cost of good planning? Probably much less than the cost of lengthy litigation. 🍷



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



PHOTO COURTESY MUSIC EDUCATION INITIATIVE

Through collaborative crowdfunding, Fayetteville's Music Education Initiative has acquired an immersive replica of a Delta juke joint, housed at the Pryor Center on the downtown square. Free and open to the public, the exhibit also hosts music and other original programming.

Crowdfunding for the community

By Shelby Fiegel

Identifying funding for community projects tends to hover at the very top of our needs when developing plans to make our communities better places to live, work and play. While there are multiple ways to fund local development efforts (public and private funding, grants, loans, fundraising, etc.), a relatively new concept is crowdfunding.

You may have heard the term before but not known what crowdfunding is. Crowdfunding harnesses the power of social networks and the internet to give people the means to raise funds, help others overcome hardship and meet aspirational goals. Crowdfunding activates small donations that add up to big impacts. According to personal finance company Nerdwallet, \$17.2 billion is generated yearly through crowdfunding in North America. There were 6,455,080 worldwide crowdfunding campaigns last year, and successful crowdfunding campaigns have raised \$28,656 on average.

Crowdfunding can not only be used to support individuals and organizations, but communities as well. Crowdfunding projects can focus on diverse spaces like infrastructure, recreation, workforce development, education, downtown development, beautification and more.

One organization with a unique approach to community crowdfunding is ioby (ioby.org). The nonprofit's name stands for "in our backyards," and the organization strives to give local leaders the ability to crowdfund the resources they need to build real, lasting change from the

ground up. The platform helps connect local leaders with support and funding from their communities to make neighborhoods sustainable, healthier, greener, livable and fun.

"With crowdfunding, you don't need huge donations to get to your goal, you just need a strong community that's willing to support your idea," said ioby Match Programs Director Miriam Parson. "Successful crowdfunding campaigns are funded by neighbors, friends, family, local businesses and others who would love to see your project brought to life."

If you're interested in crowdfunding a community project, ioby suggests the following:

Build Your Team, Plan Your Asks—This is no time to go it alone! Be strategic in assembling your fundraising dream team. Consider developing a team of three or four committed individuals. Be intentional in creating a diverse team. You will need your team to work together to make the right asks of the right people at the right time.

Plan Your Story—What will convince someone to support your campaign? There are five things every good story needs: Keep it personal, keep it focused, show the big picture, be an authority and make it dramatic.

Plan to Get the Word Out—Shout it from the rooftops! A well-planned campaign builds urgency and keeps telling the story over time. When getting the word out, plan to share an initial announcement that sets the stage for the campaign and introduces your ask to potential

donors. Celebrate your milestones, such as when you hit 50 percent raised. Thank donors as contributions come in and continue to nudge others gently. Always include your deadline as the campaign winds down to create urgency.

Donors Must Be Asked—Donors must be directly asked to give. You will not get much if any traction by asking “anonymously,” such as through social media posts or other mass communication. Get as one-on-one as possible. Donors are more likely to give if they have a relationship with the person asking, a connection with the place, or if it’s an issue they have experienced.

You can learn more about building a successful campaign at ioby.org/leader-toolkit/Overview or submit your idea today at ioby.org/idea.

The Walton Family Foundation is partnering with ioby on a new funding opportunity in northwest Arkansas. Donations are being matched up to \$15,000 for projects that leverage or improve public spaces in Benton and Washington counties that are led by residents or small local nonprofits. Interested citizens and organizations can learn more at ioby.org/NWA.

One of the first organizations to leverage this opportunity was the Music Education Initiative (MEI) in Fayetteville. MEI plans to host an immersive walk-through replica of a Delta juke joint. The project will

increase the community’s exposure and access to the arts in exciting new ways, including live music, a meeting place, programming developed for the conservation, historical preservation, history, perspective and understanding of the Delta Blues.

“I am excited to be a participant in the northwest Arkansas neighborhood match program,” said MEI Executive Director and Co-founder Orson C. Weems. “The program has been well received by the donors that I spoke with to support us in this program. ioby has been very attentive in making sure that we used tips and testimonials, to tell our story to receive support for our campaign. I highly recommend that others utilize this program.”

Though this unique match funding opportunity is only available in northwest Arkansas, any community in our state can utilize the ioby platform (or other crowd-funding sites) to start their own campaign aimed at creating positive change at the local level. 🍌



Shelby Fiegel is the director of the University of Central Arkansas Center for Community and Economic Development. You can contact Shelby at sfiegel@uca.edu or 501-450-5269.

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Importance of oral health extends beyond teeth and gums

By Claire Tucker, Ed.D., RDH

When we think about oral health, we tend to focus on avoiding cavities and maintaining a pearly white smile. However, good dental hygiene carries a lot more importance than many people realize. In recent years, we've begun to better understand how oral health is a key component of our overall health.

A person's mouth is full of bacteria, many of which are completely harmless. However, the mouth also contains harmful bacteria that produce acids and harmful substances that can result in tooth decay and gum disease, also known as periodontitis. Periodontitis is an inflammatory disease that damages the tissue and bone that support your teeth. Studies have shown links between periodontal disease and a variety of chronic health conditions, including diabetes, respiratory issues and cardiovascular disease.

You can see why it's so important that we make oral hygiene a daily priority. Let's take a closer look at periodontal disease and the steps we can take to prevent it.

Links to disease

The bacteria that form in your mouth don't necessarily remain there. The mouth serves as an entry point to many important parts of your body, such as the digestive and respiratory systems. In some cases, bacterial infections can even enter the bloodstream, affecting vital organs including your heart.

Diabetes and periodontal disease have a bidirectional relationship. Uncontrolled diabetes leads to higher blood sugar levels, which promotes the growth of bacteria and increases the risk of periodontal disease. Diabetes also limits the body's ability to fight infections, including periodontal infections. On the other hand, an active periodontal infection can cause a person's blood sugar to rise, making it more difficult to control their diabetes.

More than 360,000 Arkansans live with diabetes, and nearly 800,000 have been diagnosed as prediabetic, according to the American Diabetes Association. The connection between diabetes and periodontitis has major implications for many people, as an inability to control one disease will make it harder to control the other.

Day-to-day maintenance

Maintaining your oral health starts with good habits at home. You should brush your teeth at least twice a day using a fluoride toothpaste and a soft-bristled toothbrush, spending about two minutes on each session. When brushing, place the toothbrush bristles at a 45-degree angle toward the gumline, vibrating the brush back and forth with very short strokes. It is also important to brush your tongue because it harbors bacteria. Brush your tongue by starting on the back portion and brushing forward.

Cleaning in between your teeth is also necessary in order to remove food particles and plaque, which houses the bacteria. Use dental floss or a water flosser to get to these harder-to-reach areas. In addition to mechanically cleaning your teeth, rinsing with a nonalcoholic mouthwash will aid in killing bacteria.

Professional care

Even if you have good oral hygiene at home, you should still visit your dentist's office every six months for a routine checkup and cleaning. Dental professionals have the tools and skills to remove any calculus, what many know as hardened plaque. They will also be able to detect any dental issues before they become severe problems. This preventive care will make a big difference in the long run.

Access to affordable dental care remains an issue in some parts of the state, especially in rural areas. A 2022 study by the Arkansas Center for Health Improvement and the Delta Dental of Arkansas Foundation found that only 30 percent of adults and 50 percent of children who had dental insurance coverage used any services in 2019. We need to find solutions to ensure that all Arkansans benefit from high-quality care.

I encourage you all to prioritize oral hygiene so you can protect your well-being and enjoy a lifetime of healthy teeth and gums. 🦷



Claire Tucker, Ed.D., RDH, is an associate professor and chair of the University of Arkansas for Medical Sciences (UAMS) Department of Dental Hygiene.

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Wastewater screening protects your investments

By Andrew Stephens, PE

The COVID-19 pandemic has affected nearly every aspect of our lives, and that includes our municipal wastewater treatment facilities, where operators have noted an increase of debris in our wastewater. With more people staying home, and more people concerned with sanitization, companies have produced a wide variety of disinfectant wipes, so-called “flushable” wipes, cleaning towelettes and other single-use disposable products intended to make our lives easier. Toilet paper is the only item that should be flushed down the toilet. Unfortunately for municipalities and wastewater operators, disposable items often end up in the toilet and not in the trash where they belong. These types of items have always caused problems for owners and operators of wastewater systems, causing sewer backups and damage to expensive equipment, but it seems the pandemic has made the existing problem worse.

Wastewater must be treated, usually by a municipality, to a level at which it can then be discharged into a natural waterway without harming public health or the environment. To accomplish this, multimillion-dollar wastewater treatment facilities are constructed and operated by municipalities to meet the strict regulations set on them by federal and state regulatory agencies. Often the first, and arguably the most important, component of this treatment process is wastewater screening.

The purpose of screening wastewater is to remove the items that inadvertently come down the sewer pipe and into the wastewater facility, including but not limited to wipes, rocks, sticks, toys, cosmetic products, cleaning products, cigarettes, towels and more. Anything that can get into the sewer system is likely to make it to the treatment facility. The placement of wastewater

screening is critical, and it is typically done just before the wastewater is pumped at a lift station or enters a wastewater treatment facility. Screens are usually installed at sewer lift stations, at the head of wastewater treatment facilities, or may even be part of an industrial pretreatment process.

There are many different types of screening equipment, each with its own advantages and disadvantages. Screening equipment can cost anywhere from thousands of dollars for a simple manual bar screen to tens of millions of dollars for a complex headworks screening process for a large wastewater treatment facility. The engineer helps to determine what specific type of screen will be best for the intended application. Some of the most common types of screens include manual bar screens, screw screens and raked bar screens.

Manual bar screens consist of a simple bar grate that the wastewater passes through. They are the simplest and cheapest type of screens but will also have higher maintenance costs and lower capture rates when compared to other screen types. Debris captured by manual bar screens must be manually removed and puts operators at a higher risk of exposure to pathogens. These types of screens are best for temporary bypasses of high-level flows or emergency situations when the main screening equipment has become inoperable.

Screw screens use a perforated plate and auger to remove debris from wastewater and are frequently installed at facilities with smaller flows. They offer increased capture rates over manual screens with lower maintenance costs and a significant reduction in operator exposure to pathogens while still being at a relatively low price point when compared to other screen technologies.

Raked bar screens remove debris using a bar grate that the wastewater flows through. A rotating rake removes the debris captured on the grate. Raked bar screens are some of the most common types of screens utilized in the wastewater industry. They offer better capture rates and lower maintenance costs but at a higher initial capital cost. They can be sized to handle a wide variety of flows and perform well in many conditions.

There are many more types screening equipment available on the market today, with various innovative companies testing new screening technologies. Installing any type of wastewater screen will help decrease the debris in your wastewater stream and will protect your downstream pumps and treatment equipment from potential damage. As with any type of equipment, there

will be operation and maintenance costs associated with the continued operation of the screen. The screen type and manufacturer will greatly affect the level of maintenance required to keep the screen working as designed.

There are many complex variables that need to be considered when creating a design and selecting screening equipment. When deciding on what screen technology is best for protecting your municipal wastewater investment, it is best to talk with as many equipment manufacturers and operators of screening equipment as possible. 🏠



Andrew Stephens is a project engineer in MCE's Water/Wastewater Department in our Fayetteville office. Contact Andrew by phone at 479-443-2377, or email him at astephens@mce.us.com.



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2022/2023 State Turnback Funds

Actual Totals Per Capita						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2022	2023	2022	2023	2022	2023
January	\$6.744	\$6.66	\$0.485	\$0.49	\$1.961	\$1.96
February	\$6.648	\$6.986	\$0.486	\$0.348	\$0.964	\$0.963
March	\$5.544	\$5.435	\$0.411	\$0.466	\$0.964	\$0.962
April	\$6.689	\$6.849	\$0.314	\$0.304	\$0.964	\$0.963
May	\$6.636	\$6.521	\$0.433	\$0.150	\$0.964	\$0.963
June	\$6.504	\$7.108	\$0.363	\$0.114	\$0.963	\$0.914
July	\$7.289	\$7.201	\$0.407	\$0.067	\$3.463	\$3.468
August	\$7.021	\$6.729	\$0.558	\$0.030	\$0.807	\$0.903
September	\$7.212	\$7.203	\$0.639	\$0.079	\$0.963	\$1.024
October	\$6.791	\$6.965	\$0.553	\$0.118	\$0.964	\$1.023
November	\$6.509		\$0.749		\$0.96	
December	\$6.61		\$0.809		\$0.96	
Total Year	\$80.202	\$67.66	\$6.208	\$2.17	\$14.904	\$13.15

Actual Totals Per Month						
MONTH	STREET		SEVERANCE TAX		GENERAL	
	2022	2023	2022	2023	2022	2023
January	\$13,523,371.95	\$13,350,521.33	\$971,650.77	\$986,285.50	*\$3,933,044.80	*\$3,932,114.58
February	\$13,330,126.26	\$14,007,539.35	\$974,949.61	\$697,870.86	\$1,932,029.37	\$1,931,496.92
March	\$11,116,392.03	\$10,897,459.57	\$824,985.57	\$934,876.36	\$1,932,175.48	\$1,929,735.55
April	\$13,413,142.61	\$13,733,961.21	\$629,375.82	\$609,092.78	\$1,932,175.48	\$1,931,683.45
May	\$13,306,592.12	\$13,076,319.93	\$868,435.30	\$301,616.52	\$1,933,337.16	\$1,931,551.66
June	\$13,042,397.16	\$14,253,484.10	\$728,488.74	\$228,043.55	\$1,930,396.00	\$1,833,150.85
July	\$14,616,346.04	\$14,439,295.46	\$816,970.67	\$134,328.98	** \$6,944,783.81	*** \$6,954,789.31
August	\$14,078,419.61	\$13,493,375.49	\$1,119,657.38	\$59,296.15	\$1,619,187.98	\$1,811,150.89
September	\$14,460,958.73	\$14,443,661.62	\$1,280,885.52	\$159,041.84	\$1,931,889.90	\$2,053,956.86
October	\$13,617,712.35	\$13,972,991.18	\$1,108,417.65	\$236,786.27	\$1,932,525.04	\$2,051,882.67
November	\$13,058,733.21		\$1,502,715.99		\$1,931,894.66	
December	\$13,262,227.20		\$1,622,364.84		\$1,932,114.58	
Total Year	\$160,826,419.27	\$135,668,609.24	\$12,448,897.86	\$4,347,238.81	\$29,885,554.26	\$26,361,512.74

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

**Includes \$3,514,811.45 supplemental for July 2022

***Includes \$3,514,391.91 supplemental for July 2023

Monthly sales tax receipts available online

The print version of City & Town is now a quarterly magazine, but you'll never have to miss a month of your latest local sales tax receipts. The latest sales tax reports for cities, towns and counties from the Arkansas Department of Finance and Administration and each month's turnback estimates are available on the League's website. Go to www.arml.org/pubs and click on the "Local Option Sales and Use Tax in Arkansas" link to access the information you need, when you need it. 📄

Local Option Sales and Use Tax in Arkansas



Source: Rachel Garrett, Office of State Treasurer

See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2023 with 2022 Comparison (shaded gray)

Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$82,120,928	\$79,509,192	\$69,845,325	\$67,235,746	\$151,966,253	\$146,744,937	\$411,348	\$7,996
February	\$93,165,528	\$90,989,478	\$77,635,228	\$75,394,289	\$170,800,757	\$166,383,767	\$511,512	\$20,291
March	\$79,341,600	\$71,237,219	\$67,618,149	\$60,990,849	\$146,959,750	\$132,228,069	\$515,250	\$13,414
April	\$78,305,282	\$70,722,847	\$66,303,939	\$61,123,066	\$144,609,221	\$131,845,913	\$632,323	\$23,045
May	\$88,996,875	\$85,621,568	\$75,685,477	\$73,394,919	\$164,682,352	\$159,016,487	\$553,441	\$45,685
June	\$85,583,054	\$79,693,712	\$73,815,799	\$68,198,650	\$159,398,853	\$147,892,362	\$662,415	\$66,577
July	\$89,238,401	\$82,774,267	\$75,809,222	\$69,831,518	\$165,047,623	\$152,605,785	\$686,346	\$100,880
August	\$87,381,329	\$84,835,673	\$75,090,414	\$72,760,141	\$162,471,743	\$157,595,815	\$659,519	\$133,556
September	\$85,581,759	\$83,485,245	\$73,904,247	\$72,292,734	\$159,486,006	\$155,777,979	\$730,434	\$262,246
October		\$84,245,742		\$72,984,249		\$157,229,991		\$283,743
November		\$80,956,997		\$70,372,855		\$151,329,852		\$299,643
December		\$82,190,001		\$70,976,959		\$153,166,960		\$400,114
Total	\$769,714,756	\$976,261,941	\$655,707,801	\$835,555,977	\$1,425,422,557	\$1,811,817,918	\$5,362,589	\$1,657,190
Averages	\$85,523,862	\$81,355,162	\$72,856,422	\$69,629,665	\$158,380,284	\$150,984,827	\$595,843	\$138,099

July 2023 Municipal Levy Receipts and July 2023 Municipal/County Levy Receipts with 2022 Comparison (shaded gray)

CITY SALES AND USE	AMOUNT	LAST YEAR	Franklin	5,397.72	5,561.45	Moorefield	7,986.38	7,818.93	Wiederkehr Village	3,680.30	3,676.67
Alexander	196,693.40	189,724.49	Garfield	25,442.56	25,322.15	Moro	7,904.98	4,852.91	Wilmot	6,944.58	4,406.83
Alma	342,292.84	336,690.56	Garland	6,120.87	4,817.80	Morrilton	208,560.53	185,186.74	Wilson	9,987.40	11,732.07
Almyra	2,904.17	3,945.94	Gassville	26,959.33	27,748.08	Morrison Bluff	3,814.65	4,309.25	Wilton	674.83	1,025.56
Alpena	8,449.56	8,110.69	Gentry	171,383.21	173,937.87	Mount Ida	32,071.92	29,846.67	Winslow	13,184.29	8,148.06
Alzheimer	4,186.59	4,212.12	Gilbert	2,051.79	1,709.40	Mountain View	1,315,349.62	1,236,491.08	Wynne	227,952.25	178,880.11
Altus	8,563.50	8,225.76	Gillett	17,229.85	14,593.47	Mountain Home	266,153.89	243,598.70	Yelville	60,434.11	71,081.17
Amity	16,156.82	19,608.15	Gillham	8,578.79	13,656.40	Mountainburg	24,954.20	18,762.54			
Anthonyville	1,082.37	1,409.51	Gilmore	5,144.47	662.50	Mulberry	42,158.47	44,836.20			
Arkadelphia	489,886.80	514,328.78	Glenwood	120,477.39	122,411.75	Murfreesboro	45,187.83	44,483.71	COUNTY SALES AND USE	AMOUNT	LAST YEAR
Arkansas City	26,516.64	NA	Goshen	36,293.92	40,101.91	Nashville	143,438.36	139,381.47	Arkansas County	381,856.34	374,948.78
Ash Flat	154,208.03	149,226.12	Gosnell	17,038.97	18,227.15	Newport	262,764.34	240,637.36	Ashley County	288,535.12	246,674.98
Ashdown	182,311.68	184,179.45	Gould	16,193.34	14,853.05	Norfolk	10,763.74	9,303.43	Crossett	69,666.83	59,559.70
Atkins	83,943.26	83,737.14	Grady	5,908.64	6,371.03	Norman	4,784.29	4,611.24	Fountain Hill	1,560.35	1,333.98
Augusta	29,201.91	27,435.28	Gravette	140,115.69	153,724.55	North Little Rock	3,927,630.98	3,786,030.61	Hamburg	36,639.38	31,323.81
Austin	55,528.52	71,686.32	Green Forest	97,718.92	117,210.05	Oak Grove	1,222.93	1,343.83	Montrose	3,510.79	3,001.45
Avoca	14,661.76	10,355.09	Greenbrier	397,910.52	353,725.67	Oak Grove Heights	14,671.51	12,747.00	Parkdale	2,485.01	2,124.49
Bald Knob	65,256.46	67,445.05	Greenland	56,743.10	55,307.62	Ola	16,143.18	19,974.11	Portland	4,695.50	4,014.29
Barling	251,977.69	87,670.22	Greenwood	337,921.66	334,025.90	Opeelo	5,873.47	4,294.21	Wilmot	6,010.25	5,138.28
Batesville	918,553.20	853,633.06	Greers Ferry	40,222.11	38,468.37	Osceola	172,148.79	153,707.97	Baxter County	769,273.58	751,707.18
Bauxite	31,229.05	27,953.97	Guion	5,305.65	7,540.06	Oxford	3,592.12	3,988.01	Big Flat	1,984.36	1,939.05
Bay	11,071.16	9,902.49	Gum Springs	2,473.01	824.33	Ozark	255,158.08	181,798.91	Briarcliff	5,321.70	5,200.18
Bearden	10,573.29	13,375.38	Gurdon	25,234.33	28,545.79	Palestine	34,562.74	41,762.27	Cotter	19,978.94	19,522.72
Beebe	251,611.35	245,875.28	Guy	12,015.68	10,279.26	Pangburn	12,436.48	11,037.77	Gassville	48,955.16	47,837.26
Beehiveville	168.59	143.97	Hackett	10,417.35	9,686.86	Paragould	444,695.39	437,920.63	Lakeview	17,475.93	17,076.87
Bella Vista	679,538.68	684,148.93	Hamburg	103,143.30	103,905.88	Paris	98,790.39	93,567.22	Mountain Home	289,198.48	282,594.61
Belleville	4,041.94	2,678.51	Hampton	8,905.90	7,939.47	Parkdale	1,422.74	1,102.55	Norfolk	10,485.56	10,246.12
Benton	2,304,613.22	2,267,593.35	Hardy	42,612.40	44,333.92	Parkdale	1,422.74	1,102.55	Salesville	10,665.95	10,422.40
Bentonville	4,580,965.46	4,123,129.62	Harrisburg	83,778.64	108,404.03	Patmos	120.42	134.06	Benton County	1,171,955.19	1,090,260.59
Berryville	368,115.25	340,616.14	Harrison	846,429.49	928,756.83	Patterson	949.70	1,057.83	Avoca	12,741.20	11,853.04
Big Flat	711.88	376.84	Hartford	7,120.98	9,504.40	Pea Ridge	146,922.20	136,841.83	Bella Vista	787,599.93	732,697.96
Black Rock	6,504.79	10,999.59	Haskell	69,265.78	63,478.88	Perla	3,571.47	3,055.65	Bentonville	1,417,072.91	1,318,291.66
Blains	3,855.05	4,334.04	Hatfield	7,349.41	7,582.91	Perryville	27,530.32	31,267.54	Cave Springs	143,763.67	133,742.20
Blue Mountain	367.85	333.08	Havana	4,163.84	4,181.24	Piggott	88,357.05	80,294.92	Centerton	465,485.58	433,037.54
Blytheville	484,086.53	440,778.73	Hazen	106,406.85	98,706.16	Pine Bluff	1,575,288.35	1,556,291.16	Decatur	46,386.35	43,152.85
Bonanza	4,264.81	4,002.59	Heber Springs	237,975.28	236,150.36	Pineville	2,634.91	2,875.92	Elm Springs	12,165.62	11,317.58
Bono	25,592.27	23,576.48	Hector	8,145.84	7,223.90	Plainview	6,385.85	6,327.85	Garfield	15,514.44	14,432.96
Booneville	170,396.03	163,940.77	Helena-West Helena	267,840.64	287,101.50	Pleasant Plains	12,472.24	13,096.00	Gateway	11,406.91	10,611.76
Bradford	17,910.39	19,095.80	Hermitage	14,193.88	26,126.54	Plumerville	14,854.89	14,829.32	Gentry	99,156.38	92,244.39
Bradley	5,515.24	6,171.73	Higginson	2,888.72	2,369.98	Pocahontas	370,585.79	367,376.01	Gravette	92,798.86	86,330.04
Branch	2,449.73	2,292.25	Highfill	105,237.97	104,964.82	Portia	5,576.89	5,300.78	Highfill	41,520.10	38,625.82
Briarcliff	1,810.30	1,843.98	Highland	39,876.05	39,492.86	Portland	11,253.21	9,406.05	Little Flock	79,926.85	74,355.31
Brinkley	214,628.46	203,870.58	Holly Grove	11,500.79	9,331.14	Pottsville	51,223.96	39,702.53	Lowell	257,414.16	239,470.34
Brookland	114,221.27	115,708.24	Hope	244,392.01	241,766.01	Prairie Grove	252,701.12	233,528.89	Pea Ridge	171,600.72	159,638.78
Bryant	1,652,548.92	1,643,536.73	Horatio	10,010.38	9,967.60	Prestcott	61,495.00	64,557.67	Rogers	1,828,977.41	1,701,483.15
Bull Shoals	43,450.47	44,888.38	Horseshoe Bend	40,068.86	36,320.59	Pyatt	1,544.38	1,402.53	Siloam Springs	452,273.45	420,746.10
Cabot	1,269,449.72	1,232,982.13	Hot Springs	2,646,735.74	2,444,411.98	Quitman	37,219.65	31,671.43	Springdale	316,384.73	294,330.20
Caddo Valley	75,814.96	66,751.36	Hoxie	21,346.14	23,678.98	Ravenden	4,818.36	6,640.70	Springtown	2,171.50	2,020.13
Calico Rock	64,407.94	57,173.71	Hughes	8,053.69	7,096.67	Reactor	38,068.04	42,619.81	Sulphur Springs	12,584.24	11,707.02
Camden	375,119.29	390,681.33	Humnoke	2,875.18	NA	Redfield	43,845.96	45,832.42	Boone County	553,233.39	584,520.71
Caraway	8,174.66	7,855.04	Humphrey	2,659.74	3,034.79	Rison	19,718.74	20,885.87	Alpena	5,192.79	5,486.46
Carlisle	66,039.77	67,242.65	Huntington	6,760.16	5,363.22	Rockport	34,259.03	32,118.15	Bellefonte	7,359.43	7,775.64
Cash	3,777.05	3,183.82	Huntsville	206,121.11	186,210.41	Roe	1,197.20	721.46	Berfange	6,059.42	8,059.42
Cave City	23,292.21	36,483.89	Imboden	12,783.64	12,716.88	Rogers	4,910,920.87	4,615,094.44	Diamond City	13,554.97	14,321.55
Cave Springs	164,269.70	146,630.04	Jacksonville	861,913.79	942,030.57	Rose Bud	24,804.20	27,665.95	Everton	1,862.24	1,967.56
Cedarville	12,075.77	11,042.61	Jasper	45,487.71	47,975.61	Rosston	3,069.40	2,843.10	Harrison	234,015.69	247,250.11
Centerton	495,904.19	518,280.17	Jennette	268.21	256.92	Rudy	15,145.82	13,178.74	Lead Hill	4,906.29	5,183.76
Charleston	53,781.69	49,790.98	Johnson	166,127.45	125,235.28	Russellville	1,347,305.49	1,374,906.95	Omaha	2,291.99	2,421.61
Cherokee Village	29,996.37	37,031.96	Joiner	5,237.94	4,924.10	Salem	32,603.63	32,585.41	South Lead Hill	1,539.93	1,627.02
Cherry Valley	5,898.62	5,688.83	Jonesboro	2,130,151.48	2,101,899.21	Salesville	5,501.08	6,488.99	Valley Springs	3,276.83	3,462.14
Chidester	4,843.61	5,581.25	Judsonia	17,482.09	15,824.24	Scranton	5,347.81	6,494.40	Zinc	1,647.36	1,740.53
Clarendon	66,140.96	53,330.96	Junction City	6,980.15	6,522.89	Searcy	1,135,867.40	1,102,132.35	Bradley County	163,594.54	187,422.22
Clarksville	543,663.58	505,023.21	Keiser	5,411.60	6,191.70	Shannon Hills	17,742.10	19,189.19	Banks	947.27	1,085.24
Clinton	131,874.52	123,073.84	Keo	1,843.15	2,250.22	Sheridan	321,845.94	284,504.95	Hermitage	5,718.28	6,548.86
Coal Hill	5,743.58	6,814.83	Kibler	4,942.43	5,106.51	Sherill	1,010.91	1,271.99	Warren	59,373.11	68,020.86
Concord	3,201.19	3,565.93	Kingsland	2,155.10	2,757.22	Sherrill	1,010.91	1,271.99	Calhoun County	141,697.65	106,023.45
Conway	3,004,885.39	3,792,312.43	Lake City	15,871.22	20,078.58	Shirley	4,317.47	5,617.46	Hampton	40,384.90	30,217.48
Corning	97,366.90	95,511.96	Lake Village	101,260.37	90,011.74	Siloam Springs	1,003,943.18	1,018,474.54	Harrell	7,181.06	5,373.14
Cotter	20,500.09	22,185.00	Lakeview	7,172.93	7,643.16	Sparkman	5,231.96	7,100.23	Thornton	11,592.28	8,673.78
Cotton Plant	1,370.90	1,228.47	Lamar	29,928.13	28,266.93	Springdale	4,106,231.62	4,100,709.43	Tinsman	1,709.78	1,279.32
Cove	14,347.37	17,220.50	Leachville	10,678.34	19,838.43	Springtown	262.64	467.98	Carroll County	255,555.20	250,185.26
Crawfordsville	15,640.93	14,044.25	Lead Hill	12,090.95	9,911.36	St. Charles	3,133.19	2,787.99	Beaver	664.99	651.02
Crossett	253,603.04	193,969.36	Lepanto	24,828.74	41,504.93	St. Paul	3,883.13	4,175.53	Blue Eye	456.56	446.97
Cushman	3,422.79	NA	Leslie	9,323.49	8,582.44	Stamps	14,478.20	17,250.18	Holiday Island	23,810.67	23,310.33
Damascus	12,623.59	11,966.63	Lewisville	13,212.86	12,702.22	Star City	59,512.04	66,191.01	Chicot County	179,156.95	208,979.86
Danville	49,851.53	56,557.31	Lincoln	105,955.22	109,513.93	Stephens	5,391.66	6,546.27	Dermott	24,796.34	28,924.00
Dardanelle	217,638.14	202,225.42	Little Flock	19,966.18	22,154.46	Strong	9,818.75	9,964.26	Eudora	21,201.43	24,730.67
Decatur	42,957.81	24,085.10	Little Rock	6,360,731.59	6,128,536.95	Stuttgart					

Plumerville	12,082.45	11,450.07	Tollette	4,154.59	4,088.47	Bassett	2,804.63	2,606.04	Searcy County	111,881.62	112,573.40
Craighead County	411,393.37	405,333.80	Independence County	685,545.62	639,797.61	Birdsong	723.77	672.53	Gilbert	297.19	299.03
Bay	41,238.26	40,630.84	Batesville	201,315.73	187,881.47	Blytheville	303,216.45	281,746.60	Leslie	4,286.43	4,319.94
Black Oak	5,121.81	5,046.37	Cave City	3,274.01	3,055.53	Burdette	3,166.52	2,942.30	Marshall	15,191.12	15,285.05
Bono	52,954.67	52,174.68	Cushman	7,789.27	7,269.47	Dell	4,387.89	4,077.19	Pindall	1,085.90	1,092.61
Brookland	89,334.90	88,019.05	Magness	3,957.60	3,693.50	Dyess	7,667.49	7,124.58	St. Joe	1,474.53	1,483.64
Caraway	24,905.62	24,538.78	Moorefield	2,266.62	2,115.37	Etowah	5,744.96	5,338.18	Sebastian County	433,975.66	409,326.22
Cash	6,154.96	6,064.30	Newark	21,227.11	19,810.57	Gosnell	65,818.28	61,157.88	Barling	114,170.19	107,685.42
Egypt	2,483.97	2,447.38	Oil Trough	4,065.53	3,794.23	Joiner	11,263.75	10,466.19	Bonanza	14,014.62	13,218.60
Jonesboro	1,727,258.65	1,701,817.21	Pleasant Plains	6,332.15	5,909.60	Keiser	16,986.09	15,783.36	Central City	11,006.37	10,381.22
Lake	51,130.16	50,377.05	Southside	76,975.25	71,838.51	Leachville	46,118.03	42,852.55	Fort Smith	2,128,264.14	2,007,380.62
Monette	33,104.92	32,617.30	Sulphur Rock	10,955.34	10,224.27	Luxora	21,306.12	19,797.50	Greenwood	227,194.38	214,289.94
Crawford County	639,520.27	605,567.50	Izard County	68,828.95	67,762.09	Manila	83,279.35	77,382.59	Hackett	18,717.99	17,654.82
Alma	91,805.28	86,931.24	Jackson County	372,232.68	339,149.44	Marie	2,442.74	2,269.78	Hartford	11,913.62	11,236.94
Cedarville	22,443.04	21,251.52	Amagon	1,024.63	933.56	Osceola	157,782.93	146,610.79	Huntington	11,698.74	11,034.27
Chester	2,269.52	2,149.03	Beedeville	1,247.37	1,136.51	Victoria	452.36	420.33	Lavaca	58,493.72	55,171.33
Dyer	12,167.15	11,521.19	Campbell Station	3,445.12	3,138.93	Wilson	17,325.36	16,098.61	Mansfield	16,330.49	15,403.93
Kibler	15,839.37	14,998.44	Diaz	18,175.98	16,650.54	Monroe County	NA	NA	Midland	5,419.62	5,111.79
Mountainburg	8,321.58	7,879.78	Grubbs	4,469.75	4,072.49	Montgomery County	345,271.91	319,237.71	Sevier County	607,613.44	649,583.75
Mulberry	24,318.55	23,027.45	Jacksonport	2,227.45	2,029.48	Black Springs	1,391.82	1,286.87	Ben Lomond	2,045.79	2,187.10
Rudy	2,048.87	1,940.10	Newport	118,871.52	108,306.47	Glenwood	898.88	831.10	De Queen	89,211.21	95,373.38
Van Buren	365,928.73	346,501.19	Swifton	10,884.80	9,917.38	Mount Ida	14,440.09	13,351.28	Gilham	2,294.21	2,452.68
Crittenden County	1,078,014.25	1,029,138.16	Tuckerman	25,348.37	23,095.46	Norman	4,392.92	4,061.68	Horatio	13,443.79	14,372.40
Anthonyville	1,364.07	1,302.22	Tupelo	1,039.48	947.09	Oden	2,609.66	2,412.89	Lockesburg	8,680.01	9,279.57
Clarkedale	3,395.02	3,241.09	Weldon	846.43	771.20	Nevada County	117,959.05	131,793.70	Sharp County	324,958.36	364,164.45
Crawfordsville	4,668.15	4,456.50	Jefferson County	494,649.63	493,807.84	Bluff City	1,123.42	1,255.18	Ash Flat	15,756.12	17,657.09
Earle	18,500.83	17,662.02	Alzheimer	9,952.19	9,355.25	Bodcaw	1,151.98	1,287.09	Cave City	26,773.09	30,003.25
Edmondson	2,455.33	2,344.00	Humphrey	3,060.01	3,054.81	Cale	695.00	776.51	Cherokee Village	60,731.83	68,059.10
Gilmore	1,600.51	1,527.94	Pine Bluff	589,881.81	588,877.94	Emmet	3,779.64	4,222.93	Evening Shade	6,462.47	7,242.16
Horseshoe Lake	2,667.51	2,546.57	Redfield	21,520.18	21,483.56	Prescott	29,523.08	32,985.66	Hardy	10,893.88	12,208.22
Jennette	1,073.07	1,024.42	Sherrill	757.85	756.56	Rosston	2,589.58	2,893.29	Highland	15,109.87	16,932.87
Jericho	990.21	945.32	Wabbaska	2,573.84	2,569.46	Willisville	1,409.03	1,574.29	Horseshoe Bend	200.03	224.16
Marion	138,953.25	132,653.24	White Hall	79,803.43	79,667.61	Newton County	55,980.40	59,145.58	Sidney	2,954.27	3,310.70
Sunset	1,673.26	1,597.39	Johnson County	177,716.83	162,784.97	Jasper	4,842.07	5,115.85	Williford	1,215.55	1,362.22
Turrell	4,701.49	4,488.34	Clarksville	131,760.18	120,689.62	Western Grove	3,133.63	3,310.80	St. Francis County	464,808.17	486,235.95
West Memphis	247,755.49	236,522.52	Coal Hill	11,517.25	10,549.57	Ouachita County	428,887.73	611,112.12	Caldwell	11,604.76	12,139.74
Cross County	742,509.49	641,319.39	Hartman	7,247.44	6,638.51	Bearden	10,420.72	10,961.40	Colt	7,539.24	7,886.80
Cherry Valley	10,518.95	9,085.41	Knoxville	9,269.98	8,491.11	Camden	142,506.00	149,899.96	Forrest City	334,891.40	350,329.98
Hickory Ridge	4,170.99	3,602.56	Lamar	24,144.10	22,115.49	Chidester	3,397.48	3,573.76	Hughes	27,172.14	28,424.78
Parkin	14,525.29	12,545.77	Lafayette County	98,062.70	118,094.79	East Camden	10,716.15	11,272.16	Madison	19,529.98	20,430.30
Wynne	152,094.80	131,367.14	Bradley	3,468.59	4,177.15	Louann	2,054.60	10,876.64	Palestine	13,019.98	13,620.20
Dallas County	180,485.72	203,676.81	Buckner	1,413.13	1,701.80	Stephens	10,340.14	194,710.74	Wheatley	7,179.00	7,509.96
Desha County	146,217.36	140,166.57	Lewisville	7,836.45	9,437.27	Perry County	185,177.72	194,710.74	Widener	5,455.00	5,706.50
Arkansas City	6,683.00	6,406.45	Stamps	10,774.06	12,974.96	Adona	1,099.38	1,155.98	Stone County	247,467.66	229,887.00
Dumas	71,113.56	68,170.72	Lawrence County	449,744.54	445,357.63	Bigelow	2,597.20	2,730.90	Fifty Six	2,522.00	2,342.84
McGehee	68,411.92	65,580.88	Alicia	1,439.17	1,425.13	Casa	885.41	930.99	Mountain View	45,922.82	42,660.36
Mitchellville	5,207.77	4,992.26	Black Rock	5,937.82	5,879.90	Fourche	413.19	434.46	Union County	663,971.87	639,640.45
Reed	2,310.61	2,214.99	Hoxie	26,146.54	25,891.50	Houston	1,055.11	1,062.08	Calion	18,338.61	17,666.59
Tillar	568.77	545.23	Imboden	6,441.02	6,378.20	Perry	1,933.14	2,032.66	El Dorado	813,006.51	783,213.67
Watson	3,288.17	3,152.10	Lynn	2,596.54	2,571.21	Perryville	10,130.56	10,652.08	Felsenthal	3,483.81	3,356.14
Drew County	533,186.66	542,585.66	Minturn	875.58	867.04	Phillips County	200,467.15	206,064.65	Huttig	23,749.33	22,879.03
Monticello	150,422.31	153,073.94	Portia	4,267.18	4,225.56	Elaine	10,029.10	10,306.14	Junction City	22,421.62	21,599.97
Tillar	2,494.57	2,538.54	Powhatan	1,046.67	1,036.46	Helena-West Helena	189,573.23	194,809.84	Norphlet	28,873.16	27,815.10
Wilmar	7,038.24	7,162.31	Ravenden	4,287.31	4,245.49	Lake View	6,626.58	6,809.63	Smackover	74,854.19	72,111.15
Winchester	2,441.10	2,484.15	Sedgwick	1,640.45	1,624.45	Lexa	4,218.39	4,334.91	Strong	19,601.10	18,882.81
Faulkner County	1,136,845.90	1,162,764.98	Smithville	875.58	867.04	Marvell	17,479.66	17,962.51	Van Buren County	315,550.64	323,966.84
Enola	2,985.50	3,053.57	Strawberry	2,679.18	2,670.87	Pike County	273,982.69	273,696.24	Clinton	43,362.15	43,362.65
Holland	5,501.58	5,627.01	Walnut Ridge	54,185.10	53,656.56	Antoine	1,893.35	1,891.37	Damascus	4,124.30	4,234.30
Mount Vernon	1,351.92	1,387.75	Lee County	49,651.90	44,256.87	Daisy	1,474.47	1,472.93	Fairfield Bay	32,775.52	33,649.69
Twin Groves	2,976.11	3,043.96	Aubrey	1,217.90	1,085.56	Delight	4,825.53	4,820.48	Shirley	4,174.80	4,286.14
Wooster	9,782.67	10,005.70	Haynes	1,375.77	1,226.29	Greenwood	33,611.14	33,576.00	Washington County	2,183,538.61	2,142,463.63
Franklin County	355,152.58	312,079.36	LaGrange	586.40	522.68	Murfreesboro	25,049.18	25,022.99	Elkins	77,135.54	75,684.53
Altus	10,284.29	9,037.00	Marianna	40,314.68	35,934.21	Polk County	357,846.22	364,675.44	Elm Springs	40,602.16	39,838.39
Branch	4,577.67	4,022.48	Moro	1,996.00	1,779.12	Cove	9,740.02	9,925.90	Farmington	162,408.64	159,353.54
Charleston	40,023.67	35,169.57	Rondo	1,838.13	1,638.40	Grannis	15,144.34	15,433.36	Fayetteville	2,011,884.19	1,974,038.24
Denning	4,467.70	3,925.85	Lincoln County	172,090.59	192,068.20	Harrisburg	29,291.94	30,126.64	Goshen	45,013.58	44,166.82
Ozark	54,777.38	48,133.93	Gould	5,017.20	5,599.63	Lepanto	22,935.64	23,589.21	Greenland	25,975.96	25,487.32
Wiederkehr Village	773.26	679.48	Grady	2,308.06	2,576.00	Marked Tree	30,271.87	31,134.49	Johnson	77,285.44	75,831.61
Fulton County	310,659.97	325,809.21	Star City	16,443.99	18,352.94	Trumann	97,979.67	100,771.69	Lincoln	49,125.19	48,201.08
Ash Flat	876.21	918.94	Little River County	368,047.08	394,881.71	Tyronza	9,481.48	9,751.66	Prairie Grove	150,866.15	148,028.18
Cherokee Village	6,459.14	6,774.12	Ashdown	54,447.88	58,417.72	Waldenburg	701.84	721.84	Springdale	1,607,875.56	1,577,629.49
Hardy	271.39	284.63	Foreman	12,548.29	13,394.53	Weiner	8,567.76	8,811.90	Tontitown	92,104.37	90,371.78
Horseshoe Bend	85.29	89.45	Ogden	1,673.94	1,795.99	Polk County	357,846.22	364,675.44	West Fork	49,917.53	48,978.52
Mammoth Spring	7,203.54	7,554.81	Wilton	3,667.34	3,934.73	Cove	9,740.02	9,925.90	Winslow	7,816.36	7,669.32
Salem	12,142.88	12,735.03	Winthrop	1,482.28	1,590.35	Hector	7,667.46	7,537.75	White County	1,614,556.53	1,696,268.37
Viola	2,775.97	2,911.33	Logan County	426,659.18	414,816.70	London	17,461.66	17,166.27	Bald Knob	43,664.50	45,874.34
Garland County	2,874,214.27	2,648,774.48	Blue Mountain	1,124.00	1,092.80	Hatfield	10,533.86	10,734.90	Beebe	146,073.52	153,466.23
Fountain Lake	18,516.83	17,064.45	Booneville	48,651.20	47,300.83	Mena	170,648.68	173,905.38	Bradford	11,738.51	12,332.59
Hot Springs	985,744.88	908,427.70	Caulksville	1,967.00	1,912.40	Vandervoort	3,511.28	3,578.30	Garner	3,653.14	3,838.02
Lonsdale	4,015.23	3,700.29	Magazine	9,451.80	9,189.45	Wickes	19,449.51	19,820.66	Georgetown	1,402.39	1,473.36
Mountain Pine	22,804.93	21,016.23	Morrison Bluff	996.27	968.62	Pope County	480,531.54	472,402.57	Griffithville	2,683.58	2,819.40
Grant County	320,715.30	286,559.33	Paris	40,566.09	39,440.12	Atkins	53,336.43	52,434.15	Higginson	12,205.98	12,823.72
Greene County	477,728.50	466,780.56	Ratcliff	2,133.04	2,073.84	Dover	24,942.57	24,520.62	Judsonia	32,099.12	33,723.64
Delaplaine	1,000.74	977.81	Scranton	3,129.31	3,042.45	Hector	7,667.46	7,537.75	Kensett	24,238.82	25,465.53
Lafe	6,536.09	6,386.30	Subiaco	5,121.84	4,979.68	London	17,461.66	17,166.27	Letona	4,155.23	4,365.52
Marmaduke	18,951.52	18,517.22	Lonoke County	962,494.52	986,091.50	Pulaski County	1,153,730.99	1,118,000.86	McRae	10,665.08	11,204.84
Oak Grove Heights	17,262.77	16,867.17	Allport	1,							

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.

CIVIL ENGINEER—The city of Sherwood is in search of a civil engineer, who is responsible for overseeing the design and construction of roads, bridges, waterways, sewage treatment plants and other types of infrastructure. Their duties include using software programs to design structural blueprints, adhering to construction laws and environmental constraints, and visiting construction sites to monitor the building process. Baccalaureate degree in the engineering field, or equivalent technical degree required; BSCE or MSE desired; a minimum of five years of progressively responsible experience in managing a professional engineering function is desired; must possess a Professional Engineer's License and maintain licensure throughout employment in this position. Wastewater management experience is a plus and state Wastewater II License is also preferred. Certified Floodplain Manager (CFM) preferred. Must possess a valid Arkansas Class D driver's license before employment and maintain licensure for the duration of employment in this position. For more information, please call the Sherwood Human Resources Department at 501-833-3708 or visit www.cityofsherwood.net.

CODE ENFORCEMENT OFFICER—City of Mountain Home. Perfect opportunity for a certified law enforcement professional to take a step back and relocate to our beautiful Mountain Home, set in the natural beauty of north central Arkansas. With a position that offers true work/life balance, you will have time to enjoy the two gorgeous lakes and the beautiful White River all located nearby while still pursuing your passion for service. The qualified candidate will perform a variety of technical duties in support of the city's local code enforcement program by monitoring and enforcing a variety of applicable ordinances, codes and regulations related to zoning, land use, nuisance housing, building codes, health and safety, blight, graffiti, water waste and other matters of public concern, and serve as a resource and provide information on city regulations to property owners, residents, businesses, the general public and other city departments and divisions. More information can be found on the city website at www.cityofmountainhome.com/city-hall-careers.

DEVELOPMENT COUNTER PLANNER—The city of Hot Springs seeks applicants for the position of development counter planner. Salary: \$20.15 per hour plus full benefits. Must have HS diploma or equivalent; broad knowledge of planning, zoning and development; and familiarity with construction terminology and standards. Equivalent to a four-year college degree, plus four years related experience and/or training, and one to six months related management experience, or equivalent combination of education and experience. American Institute of Certified Planners certification preferred. In the event the applicant does not possess these requirements, the position may be filled as a Planner I (Paygrade 11, \$17.31) DOQ. This position solves problems and smooths the path from pre-application to final approvals. Under general supervision and/or direction, performs research on prior land use actions, advises applicants and citizens on current zoning procedures, and reviews, refers and approves minor building permits for remodeling, decks, pools, and other accessory structures. Submit cover letter and/or resume along with a city application to: City of Hot Springs, Human Resources Department, Attn: Alisha Gruszka, 133 Convention Blvd., Hot Springs, AR 71901; or email to AGruszka@cityhs.net. Applications may be completed or printed from our website at www.cityhs.net/jobs. Open until filled.

F/T & P/T POLICE OFFICERS—Are you looking for a small-town vibe? Are you willing and ready to serve your community with pride and joy? Do you want that feeling of warming the hearts of the citizens in your community, while serving and protecting it? If this is you then Kensett is your home! We are hiring certified full-time police officers and part-time police officers for the City of Kensett. It includes the following benefits: accumulated sick time (F/T or P/T), paid vacation (F/T only), paid LOPFI (F/T and P/T), paid holidays (F/T), paid individual insurance (F/T), take home car within 10 miles (F/T). To apply please contact Angel Wells at cityofkensett@gmail.com, or come by Kensett City Hall and fill out an application. Please bring all documentation and certificates to 202 NE 1st Street, Kensett AR, 72082.

PATROL OFFICERS—Safe communities start with law enforcement. Come join us and be a part of our growing community. We are hiring certified full-time patrol officers for the city of Centerton. We offer competitive pay starting at \$20.31 an hour. Our benefits include: city pays 8 hours a day for 12 holidays per year, LOPFI (officer contribution 2.5 percent, city contributes 24.50 percent), \$1/hr. bilingual pay, earn up to 4 percent merit raise yearly, 15 working days' vacation at one-year anniversary, paid in full individual health, dental and vision plans, accumulated sick time. We offer various incentives such as 12-hour shifts, take-home vehicle program within 15-mile radius, uniforms paid by our department, lateral transfer program, visible tattoos allowed, outer vest carrier option, overtime opportunities, approved facial hair policy. To apply please contact Human Resources at careers@centertonar.us, call 479-795-2750 ext. 104, or come by Centerton City Hall and fill out an application, 200 Municipal Drive, Centerton, AR 72719.

POLICE OFFICER—Are you looking for a small-town vibe? Are you willing and ready to serve your community with pride and joy? Do you want that feeling of warming the hearts of the citizens in your community, while serving and protecting it? If this is you then Kensett is your home! We are hiring a certified full-time police officer for the city of Kensett. It includes the following benefits: \$16.50 an hour, accumulated sick time, 2 weeks vacation (occurring more over time), paid LOPFI, paid holidays, paid Individual Insurance, take-home car within 10 miles. To apply please contact Angel Wells at cityofkensett@gmail.com, or come by Kensett City Hall and fill out an application, 202 NE 1st Street, Kensett AR, 72082.

POLICE OFFICER—The city of Bull Shoals is accepting applications for a full-time police officer. Must be certified and meet all requirements of law enforcement standards and training. Must be willing to relocate within 20 miles of Bull Shoals city limits. Send resume to: City of Bull Shoals Police Department, P.O. Box 390, Bull Shoals AR 72619. Office hours are 8-4 Monday-Thursday and 8-3 Friday, 870-445-4775. EOE.

POLICE OFFICER—The city of Berryville is accepting applications for the position of full-time police officer. The job description and applications can be picked up at the Berryville Police Department at 303 East Madison Avenue, Berryville, AR 72616, or by calling 870-423-3343. Starting pay with no experience or certification is \$22.09/hr. Benefits include retirement, vacation time, sick leave and insurance. Applications will be accepted until the position is filled.

PUBLIC WORKS DIRECTOR—The city of Cameron, Missouri, is seeking a confident and dedicated leader of high integrity who is passionate about public service as its next public works director. Candidates should be experienced public works leaders with broad technical expertise, excellent communication skills, a focus on customer service, and experience developing and administering successful capital improvement programs. The organization's leaders are looking for someone with a hands-on management style who is comfortable overcoming challenges, solving problems and resolving conflicts. They should have sound judgment and strong project management skills, the ability to build consensus, and the tact and diplomacy to guide elected and appointed leaders and address sensitive issues. The ideal candidate thrives in a team environment and prioritizes mentoring and training staff members, adjusting responsibilities and department priorities to align employees' work with city council's vision and the organization's goals. The city requires a bachelor's degree from an accredited college or university in engineering, public works, construction or a related field and at least one year of related experience, or at least five years of public works experience in lieu of a degree. The starting salary range for this position is \$66,522 - \$92,627, DOQE. For more information on this position, contact Kurt Hodgen at KurtHodgen@GovernmentResource.com or call 540-820-0531.

STREET DEPARTMENT DIRECTOR—City of Pine Bluff. The street department director is responsible for the day-to-day activities of the street department, signal lights, signs, markers and street maintenance. The director oversees a variety of streets, rights of way and flood control programs, such as pavement management, curb, gutter and sidewalk maintenance, street sweeping, and snow and ice and subterranean drainage. The street department director directs, assigns and evaluates the performance of the staff, disciplines, hires, promotes and transfers. The director develops and implements objectives, policies, procedures and work standards for the department, prepares and administers the department's budget, and all other duties as assigned. A bachelor's in civil engineering from an accredited college is preferred, and seven years of related experience and/or training and five years of related management experience, or an equivalent combination of education and experience. Salary is \$69,546 annually. Please apply online at www.cityofpinebluff-ar.gov/human-resources. Please contact vickiec@cityofpinebluff-ar.gov for further inquiries.

WATER INTAKE APPRENTICE OPERATOR—Great opportunity to join the city of Mountain Home team as an apprentice operator at our water intake plant. The qualified applicant must be available to work the overnight shift including weekends and holidays. As a member of this team, you will learn to be responsible for performing maintenance to the treatment plant pump lift stations and document required information. This will include maintaining electric/mechanical equipment, valves and motors, keeping grounds clean and maintained, performing laboratory and plant operator functions and other maintenance and repairs to the plant facility. Applicants must meet state requirements for obtaining an Arkansas license within two years of taking first exam. All employees must also be trained and have the ability to wear a self-contained breathing apparatus (SCBA) and other personal protective equipment. A full job description can be found at www.cityofmountainhome.com/careers. Applications can be submitted through the website or emailed to: sedwards@cityofmountainhome.com.



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