

City & Town

Winter 2025 Vol. 81, No. 01

The Official Publication of the Arkansas Municipal League





Strong communities are built together.

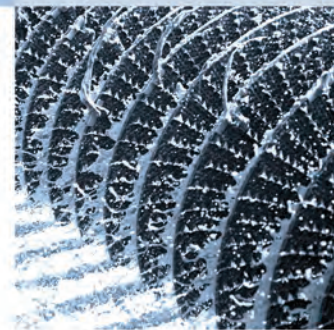
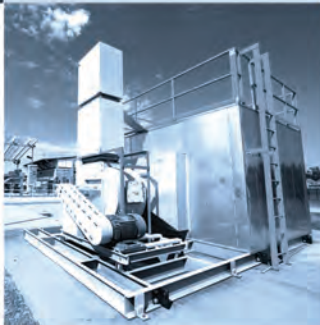
We know what it takes to be better – strong infrastructure, inclusive experiences, happy families. For over 45 years, Crews & Associates has offered financing solutions to support building brighter futures all across Arkansas. Want to build something great? We're ready when you are.

 **Crews & Associates**
A First Security Company

Arkansas'

infrastructure

LEADER



Engaged in infrastructure projects in Arkansas exceeding \$1 billion in constructed value, HW is locally owned with a proven succession plan to ensure we stay that way. We are here for you today, and will still be here for you tomorrow.



Little Rock Van Buren Fort Smith Fayetteville



Arkansas Owned. Arkansas Focused.

MUNICIPAL SOLUTIONS

THE POWER OF
EXPERIENCE FOR
BUILDING PROGRESS



MICHELE ALLGOOD

ASHLEY EDWARDS

MITCHELL | WILLIAMS
70 Years

LITTLE ROCK | ROGERS | JONESBORO | AUSTIN



(501) 688-8800

MitchellWilliamsLaw.com

425 West Capitol Avenue, Suite 1800

Little Rock, Arkansas 72201

Mitchell, Williams, Selig, Gates & Woodyard, P.L.L.C.
Jeffrey H. Thomas, Managing Director

City & Town

Publisher

Mark Hayes

Editor

Andrew Morgan

Designer & Web Editor

Mel Jones

Advertising

Mary Deloney Logan

Member Engagement Team

Sheila K. Boyd

Chief Operations & Programs Officer

Ben Cline

Assistant Director of Member Engagement

Mary Deloney Logan

Marketing Coordinator

Andrew Morgan

Senior Editor & Photographer

Lexie Mosby

Multimedia Content Producer &
Social Media Manager

Mark R. Potter

Communications & Graphic Coordinator

Valerie Shively

Director of Member Engagement

The Member Engagement Department integrates the Events and Communications teams to facilitate conventions, conferences and regional trainings; support League programs, including Municipal Health, Municipal Law, Municipal Workers' Comp, Municipal Vehicle & Property, the ACE Hub and other initiatives that connect and strengthen Arkansas' cities and towns.

City&Town (ISSN 0193-8371 and Publication No. 031-620) is published quarterly for \$20 per year (\$5.00 per single copy) by the Arkansas Municipal League, 301 W. Second St., North Little Rock, AR 72114. Periodicals postage paid at North Little Rock, AR.
POSTMASTER: Send address changes to City&Town, P.O. Box 38, North Little Rock, AR 72115.

Contributors



PAUL INCLAN, M.D. is an assistant professor at the UAMS College of Medicine and an orthopaedic sports medicine surgeon. Paul treats patients at the UAMS Health clinics in Little Rock and North Little Rock.



TRACIE SPIVEY is the project coordinator for the Center for Community and Economic Development at the University of Central Arkansas. You can contact Tracie at tspivey@uca.edu.



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. You can contact Jim at 501-944-3649 or uplan@swbell.net.



ZANE LEWIS, PE, engineer project manager; **SPENCER BRIGGS, EI**, project designer; and **OSCAR MORTON, EI**, project designer, work in MCE's water/wastewater department in Fayetteville.

How much is your district spending on your benefits program?

Partner with us for cost reduction through streamlined benefits administration.

- ✓ Trusted Advisor
- ✓ Cost Savings
- ✓ Year-Round Support



We can help!
Contact me today.

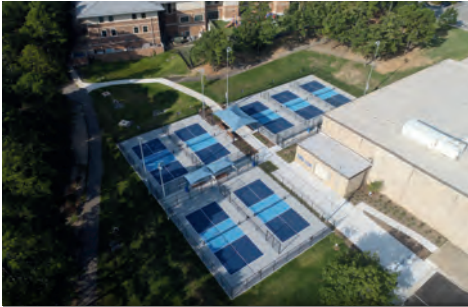
Scott.Adkins@americanfidelity.com
800-654-8486, ext 2535

AMERICAN FIDELITY 
a different opinion

MCE McCLELLAND CONSULTING ENGINEERS, INC.

DESIGNED TO SERVE

LITTLE ROCK | FAYETTEVILLE | FORT SMITH | ROGERS



- Civil Engineering
- Landscape Architecture
- Aviation Engineering
- Parks & Trails
- Land Development
- Transportation Design
- Water/Wastewater
- Structural Engineering
- Surveying & Mapping
- Geotechnical Testing
- Construction Materials Testing



Contact Us

(501) 371-0272

www.mce.us.com



FEATURES

26

Called to Serve: '25

27

Key Sessions
and Takeaways

30

League Honors
Individuals for Service

31

Congratulations to
Our Winning
Cities and Towns!

32

Winter Conference
Snapshots

34

Sponsor & Exhibitor
Guide



COLUMNS

50 Planning to Succeed

52 Community Development

54 Your Health

56 Engineering

IN EVERY ISSUE

8 President's Letter

9 Officers & Advisory
Council Members

10 From the Executive
Director's Desk

15 Municipal Notes

58 Turnback Estimates

59 Sales Tax Map

60 Sales Tax Receipts

62 Municipal Mart

ON THE COVER:

The newly completed
30 Crossing project
in Little Rock.



President's Letter

OFFICE of the MAYOR



PARNELL VANN



Dear friends and colleagues,

It was so good to see each of you at Called to Serve: '25, the League's 2025 Winter Conference. The event was a tremendous success and a fantastic way to kick off the year. With such an incredible turnout, it was inspiring to see so many dedicated leaders coming together, eager to bring fresh ideas and renewed energy back to their cities and towns. We hope you left the conference feeling motivated to tackle new projects, whether you're revitalizing your flower beds and gardens or implementing innovative strategies to improve your communities. Your dedication and commitment to progress are what make our cities thrive, and together we can continue building a brighter future for Arkansas.

One of the major topics from the conference was municipal water, an essential resource critical to the survival and growth of our cities. We recognize the challenges that come with managing this vital resource, and we want you to know that support is always available. Whether you have questions, need ideas, or simply want to discuss strategies, please feel free to reach out to me or Kelli Souter at ksouter@magnolia-ar.com. We are more than happy to assist and guide you in any way we can.

Strong cities build a strong economy, and by working together, we can continue to make Arkansas a better place for all. I encourage you to reach out, whether you've been meaning to or haven't yet. Let's not let the year pass by without connecting. Collaboration is the key to progress, and I am always here to support and assist you.

Let's make 2025 a year of growth and success for our cities and our state.

Best regards,

Parnell Vann
Mayor, Magnolia
President, Arkansas Municipal League
Phone: 870-904-5882

Officers & Advisory Council Members

Magnolia Mayor Parnell Vann
President

Wynne Mayor Jennifer Hobbs
Vice President District 1

Alma Council Member Gary Perry
Vice President District 3

Greenwood Mayor Doug Kinslow
First Vice President

Wrightsville Mayor Derrick Rainey
Vice President District 2

Hot Springs Mayor Pat McCabe
Vice President District 4

Mark R. Hayes: Executive Director

EXECUTIVE COMMITTEE: Mayor Veronica Post, Altus; Clerk/Treasurer Carol Westergren, Beebe; Mayor Stephanie Orman, Bentonville; Mayor Kenneth Jones, Brookland; Mayor Ken Kincade, Cabot; Recorder/Treasurer Dena Malone, Clinton; City Clerk Heather McVay, El Dorado; Mayor Robert "Butch" Berry, Eureka Springs; City Director Kevin Settle, Fort Smith; Mayor Jeff Braim, Gassville; Mayor Kevin Johnston, Gentry; City Manager J.R. Wilson, Hope; Mayor Dennis Behling, Lakeview; Council Member Sam Angel II, Lake Village; Mayor Jerry Boen, Lamar; Council Member James Jefferson, Magnolia; City Clerk/Treasurer Tina Timmons, Maumelle; Mayor Bob Blankenship, Monette; Mayor Roxie Hall, Ozark; Mayor Greg Hines, Rogers; Mayor Mary Jo Heye Townsell, Sherwood; Recorder/Treasurer Rick East, Smackover; Mayor Charles E. Snapp, Walnut Ridge; Council Member Dorothy Henderson, Warren

PAST PRESIDENTS ADVISORY COUNCIL: Mayor Rick Elumbaugh, Batesville; Mayor Tim McKinney, Berryville; Mayor Jonas Anderson, Cave City; Mayor Gary Baxter, Mulberry; Mayor Doug Sprouse, Springdale; Mayor Harry Brown, Stephens; Mayor Gregg Reep, Warren

CITIES OF THE LARGE FIRST CLASS: Mayor Tom Farmer, Benton, Chair; Council Member Robb Roberts, Batesville; Mayor Melisa Logan, Blytheville; Purchasing Manager Nichole Manley, Bryant; Council Members Eddie Long and James Reid, Cabot; Mayor Charlotte Young, Camden; Mayor Bill Edwards and Finance Director Shannon Zappettini, Centerton; Mayor Larry Bryant, Forrest City; Director of Water Utilities Lance McAvoy, Fort Smith; City Directors Phyllis Beard and Dudley Webb, III, Hot Springs; City Clerk April Leggett, Council Members Chris Gibson and John Street, and Chief Operating Officer Tony Thomas, Jonesboro; City Director Kathy Webb, Little Rock; Mayor Tracy Brick, Marion; Mayor Caleb Norris, Council Members Chad Gardner and Christine Gronwald, and City Attorney Andrew Thornton, Maumelle; Mayor Allen Lipsmeyer, Morrilton; Mayor Hillrey Adams, Mountain Home; City Clerk/Treasurer Diane Whitbey and Council Member Debi Ross, North Little Rock; Director of Planning & Development Kevin Lang, Paragould; Council Member Marina Brooks, Sherwood; Executive Director Heath Ward, Springdale Water Utilities; Senior Deputy City Clerk Patricia Lane, West Memphis

CITIES OF THE FIRST CLASS: Mayor Crystal Marshall, Crossett, Chair; Mayor Trey Cobb, Ashdown; Mayor Bernie Chamberlain, Austin; City Clerk/Treasurer Sarah Rollins, Brinkley; Council Members Candi Bishop and David Loggins, Brookland; City Clerk/Treasurer Kimberly Hutcheson, Cave Springs; City Clerk Penny Trumpy, Cherokee Village; Council Member C.T. Foster, Crossett; Mayor Jimmy Witt, Dardanelle; Council Member Romona Weatherford, Dermott; Human Resources Director Sheree Jackson, Dumas; Mayor Jason Taylor, Gosnell; Human Resources Director Danielle Smith, Greenwood; Mayor David Streeter, Hamburg; Mayor Kasey Griffin, Heber Springs; Mayor Tracey Reinhart, Manila; Mayor Seth Smith and Assistant to the Mayor Becky Horton, Mena; Mayor Joe Harris Jr., Osceola; Mayor Nathan See, Pea Ridge; Mayor Randy Tankersley, Pottsville; Mayor David Faulk, Council Members Tony Cunningham and Doug Stumbaugh, Prairie Grove; Council Member Patricia Roberts, Prescott; Mayor Angela Russell, Tontitown; Mayor Charles Gastineau and Deputy Director of Administration Jamee McClain, Ward; Human Resources Director Meredith McKnight and Director

of Parks & Recreation Zach Morris, Wynne

INCORPORATED TOWNS & CITIES OF THE SECOND CLASS: Mayor Michael Marsh, Pangburn, Chair; Mayor David Hendrix, Antoine; Mayor Carolyn Blissett, Arkansas City; Recorder/Treasurer Charlotte Goodwin, Ash Flat; Chief Court Clerk Vonna Marpel, Dover; Mayor Jackie Sikes and Council Member Bella Comas, Fairfield Bay; Mayor Heith Hogan, Flippin; Mayor Henry Hale III, Fulton; Council Member Brooke Rooters, Garland; Council Member Anita Seaman, Gassville; Recorder/Treasurer Misty McCard, Greenland; Recorder/Treasurer Mary Ruth Wiles, Highland; Mayor Rick Creecy, Keiser; Mayor Eric Jaeger, Leslie; Council Member Darrell Talley, Luxora; Mayor Carl Lee Griswold, Mitchellville; Recorder/Treasurer Penny Lamb, Murfreesboro; Mayor Eric Smith, Powhatan; Mayor Caleb Lisenbey, Plainview; Mayor Donald Brock, Smackover; Recorder/Treasurer Rita Fite, Sparkman; Recorder/Treasurer Alicia Hawkins, Star City; Recorder/Treasurer Annie Malkie, Winslow

PUBLIC SAFETY: Council Member Tyler Dunegan, Osceola, Chair; Recorder/Treasurer Stacey Bennett, Cherry Valley; Fire Chief Diamond Coffey and Council Member Robin Hawkins-Cook, Dermott; Mayor Price Boney, Dumas; Mayor Troy Reed, Elkins; Fire Chief David Ingraham, Eudora; Mayor Kyle Crawford, Highland; Deputy City Manager Lance Spicer and City Director Karen Garcia, Hot Springs; Mayor Harold Copenhaver, Jonesboro; Mayor Eddy Bush, Lake Village; Council Member Daphane Lathrop, Marrianna; Recorder/Treasurer Penny Lamb, Murfreesboro; Deputy City Clerk/Revenue Enforcement Officer Jim Scott, North Little Rock; Fire Chief Kyle Jackson, Paragould; Council Member Satarra Williams, Prescott; Mayor/Police Chief Tim Mayfield, Salesville/Gassville; Mayor Cain Nattin, Sheridan; Mayor Jay Paul Woods, Trumann; Council Member Wayne Croom and Director of Emergency Management DeWayne Rose, West Memphis; Fire Chief Kory Ward, Wynne

ECONOMIC DEVELOPMENT: Mayor Josh Agee, Paragould, Chair; Council Member Angela Griffin, Alexander; Director of Economic Development Alicia Payseno, Cabot; Mayor Randall Noblett, Cave Springs; Senior Planner Dianne Morrison Lloyd, Centerton; Council Member Kerstin Mondragon, Crossett; Mayor Tomeka Butler, Eudora; Council Member Naomi Lassen, Gassville; Director of Planning & Community Development Sonny Bell, Greenwood; City Director Steve Trusty, Hot Springs; Council Member Reedie Ray, Jacksonville; Council Member Tori Green, Lake Village; Assistant to the Mayor Judy Brown and Water Clerk Susan Rolland, Luxora; Accounts Payable Analyst Cody Durham, Maumelle; City Clerk/Treasurer Diane Whitbey, North Little Rock; Council Member Betty Cook, Sheridan; Council Member Beverly Williams, Sherwood; Purchasing Director Kenneth Johnson, West Memphis

MUNICIPAL HEALTH BOARD: Human Resources Director Matthew Hood, Cabot, District 1; Finance Director Joy Black, Bryant, District 2; Mayor Fred Teague, Russellville, District 3; Mayor Paul Choate, El Dorado, District 4; Mayor Bill Edwards, Centerton, At-Large Member

MUNICIPAL WORKERS' COMP BOARD: Human Resources Director Charlette Nelson, Jacksonville, District 1; Human Resources Director Lisa Mabry-Williams, Conway, District 2, Group Manager; Clerk/Treasurer Sharla Derry, Greenwood, District 3; City Clerk Harmony Morrissey, Hot Springs, District 4; Mayor Hillrey Adams, Mountain Home, At-Large Member.



First this, then that: Arkansas weather & municipal tasks

As always, I suggest reading the column and then the footnotes!

As some of you know, I'm a music lover. Mother Hayes saw to that. She played piano,^{1,2} sang in church choirs and regularly hummed a merry tune while in the house. Dad was sort of techie, so we always had a pretty nice stereo. I recall well the first Marantz³ receiver and turntable at Casa Hayes. I also recall my parents hollering at me and Pete (my ne'er-do-well brother) to "Turn it down! The neighbors are listening!" Family fun. Now my grandparents in South Carolina had one of the all-in-one cabinet jobs. Seems like it was a Zenith⁴ or a Magnavox.⁵ Maybe an RCA.⁶ Those were the big names. I want to say it had the TV built into it as well. That piece of furniture commanded the room. Particularly so when *The Lawrence Welk Show*⁷ came on. "An' a one an' a two...."⁸ So many of you good readers are way too young to remember that one.

While Mother Hayes and I share some musical genre loves, we also differ on some things, like say...rock 'n' roll!⁹ My brother and I have both heard variations on this: "If that's what passes as music these days, I want no part of it!" And my favorite: "Why are they screaming and why so loud?! Turn it off!" Mother Hayes is something to behold. Where was I? Oh yeah, music. While I never saw The Police¹⁰ in concert, I've been a fan for many years. When they

1 Two things of note. First, I kick myself for not paying closer attention to piano lessons and for not seeing the joy in practicing. Maybe I'll take it up in retirement. And just like that the Local Controller has found laughter in my musings. Secondly, when we joined the First Presbyterian Church in Racine, Wisconsin, the minister was a feisty and funny man by the name of Howard Staton. While giving the family a tour, including the church's catacomb-like basement, he stopped next to a black grand piano and asked if any of us played. Mother Hayes spoke up. He gave her the piano and she had it moved to our home on Wolff Street.

2 The piano was (and is—it still exists) a Knabe. Wilhelm Knabe was born in Germany in 1803. He was an accomplished musician who immigrated to Baltimore, Maryland. He partnered with a gent named Henry Gaehle to make top-notch pianos of all varieties. Get this! Francis Scott Key, yes he of Star-Spangled Banner fame, had Knabe build a massive and ornate piano for his home. Think rosewood case and legs, hand carved with mother of pearl inlay. Key used the piano until he died in 1843. Get this part two! According to the company's website, that very piano resides in the lobby of the Peabody Hotel in Memphis! armuni.org/3CMEpHN Go see it when next you cross the mighty Missisip!

3 Saul Marantz, an electrical engineer living in New York City, created the Marantz Audio Company. Its first location, his kitchen table. I wonder what his Local Controller thought about that. Heck, his stuff was so good it was somewhat modified and used by NASA in the Apollo Space Program! armuni.org/42JnmRB "Mark! First a trip down memory lane to a basement in Racine, Wisconsin, and now stereos and the space program. You're killing me and your readers. Move along!" The Local Controller has a real gift for gab. And now, some info on other Hi-Fi producers of the time!

4 Incorporated in 1923, the Zenith Radio Company was founded by Ralph Mathews, Karl Hassel and Eugene F. McDonald. Interesting factoid: Zenith invented the remote control! armuni.org/42Pj6A6

5 Magnavox has a bit of a complicated history. Suffice it to say, it was created in 1917. While a search on my Google machine indicates the presence of a website, when clicked this message appears: "We'll be back soon." armuni.org/42MyYTI

6 RCA was founded in 1919 as a patent trust owned by General Electric, Westinghouse, AT&T Corporation and the United Fruit Company. I have no clue what that last one was! Something about fruit I'm guessing. Oh boy, major eye roll from LC. armuni.org/4hQqMGp

7 Welk was born in 1903 and was an accordionist. His wholesome, clean-cut variety show aired from 1951 to 1971.

8 Welk spoke that line every time he cued up his orchestra. It was so famous that it is recorded and on file at the Library of Congress! armuni.org/4190t91

9 Here's a shocker. There's massive debate about when rock 'n' roll came into being and who coined the phrase. Too much to get into here (you should hear LC right now!) but there's a ton of literature on the subject. armuni.org/3QcN35m, armuni.org/3Q8zEeT and armuni.org/42NfDlm

10 Surprisingly, the band was originally together for only six years, 1977-1983. Yet in that time frame they had multiple hit singles and albums. They've sold over 75 million records, making them one of the best-selling musical artists of all time. Although that sounds kinda puny when compared to the Beatles at 600 million! The Police was the trio of Sting, Stewart Copeland and Andy Summers. armuni.org/4jPAafi and armuni.org/3QbXS84

broke up in 1983, the three musicians went separate ways but remained friends. Sting¹¹ (real name: Gordon Matthew Thomas Sumner) became a solo hitmaker. One of my favorites of his songs is “All Four Seasons” from the album *Mercury Falling*.¹² That song always reminds me of our state, even though the song is about a romantic relationship. Here’s the lyric that gives me that thought: “She [Arkansas] can be all four seasons in one day!” Yep, Arkansas can and recently has been all four seasons in a very short span of time. We had 10 inches of snow the week before Winter Conference. Thankfully the roads were clear and temperatures rose as we gathered for our annual winter meeting. However, it didn’t take long for us to get walloped by an arctic blast. We had sub-zero temperatures, heaters on high and, I’m sad to say, a few busted pipes. After that it didn’t take long for the sun to come out to let its rays give us some relief. As I’m writing this, we’ve had sunny skies and temps in the mid to upper 60s. It was 72 one day! Pretty close to all four seasons in less than a three-week span.

Come to think of it, our big winter meeting also covered the four seasons of municipal government. See what I did there? The song and then the meeting. I’m now getting the stare from the Local Controller. She’s not speaking but I can hear her. “Stop this. Just stop. Get to the point. These folks are busy, and your quirky messaging is keeping them from working.” Or something like that. Moving on. We gathered January 15-17 for the 2025 Winter Conference in Little Rock. It’s theme: Called to Serve: ’25. We had over 750 city officials and employees in attendance. In total, counting all attendees, exhibitors and the like, we topped 1,300. Absolutely astounding! From all the feedback we’ve received to date,¹³ it appears the meeting was very successful. President Parnell Vann, mayor of Magnolia, lead us through two-and-a-half days of education, entertainment and motivation. We covered the universe of municipal issues. From First Amendment auditors to disaster preparation, cybersecurity and grants, and anything and everything in between. We learned from Doug Griffiths¹⁴ that there are 13 definitive ways to kill your community. Conversely, there are 13 ways to have a great community. Doug was engaging, funny and down to earth. I have no doubt we all learned some valuable lessons to make our cities and towns better.

Let’s pause here for a moment of reflection. LC ain’t havin’ it. “Get crackin’ big boy.” Okay, here’s what I mean. Being in municipal government is a calling. Each of you were called to serve and you do so day in and day out. Ten inches of snow? No problem. There’s work to be done and it doesn’t stop because of inclement weather. Take a good look in the mirror and take pride in the fact that you’re making a difference every single day. Be inspired by that.

Speaking of inspiration...again, see what I did there? The groaning from LC can no doubt be heard in your neck of the woods! Onward and forward. Our last event on Friday, the Inspire Breakfast, was incredible. My good friend Judge Joyce Williams Warren¹⁵ delivered a message encompassing life and leadership lessons that covered every “municipal season” I can think of. She spoke to us in a real and direct manner, touching on so many things city officials face every day. She gave us sage advice from her mother: “She said, ‘Sometimes it’s best just to keep quiet. Don’t open your mouth and say one word. Bite your tongue. Bite it off if you have to.’ Those simple yet powerful words have served me well in countless situations.” The Judge reminded us that truth should win the day regardless of how difficult it may be to speak it. Staying true to oneself is always a good plan. Even when the winds of change create four seasons in one day.

Her message reminded me of this lyric:

*When the map you have leads to doubt
When there’s no information
And the compass turns to nowhere that you know well
Let your soul be your pilot.*¹⁶

She also reminded us how important it is to keep learning. Hopefully each of you took valuable information back to your hometown. After all, how many days in the life of a municipal official are the same? I’m gonna go with zero! Stay on your toes, listen and learn. Always keep learning.

¹¹ The nickname Sting was bestowed on him because of a yellow and black striped sweater he was wearing. A member of the Phoenix Jazzmen gave him the moniker. armuni.org/4b9y4Df

¹² *Mercury Falling* and *Ten Summoner’s Tales* are two of my favorite albums. Rolling Stone wrote of *Mercury Falling*: Sting stayed true to “...his pensive nature while injecting healthy doses of levity into the mix.” armuni.org/3QanRfT

¹³ We want to hear from you! Fill out the survey, send us an email, write a letter or send a telegram. Your feedback makes these big meetings better. So, bring it on. The good. The bad. And the ugly!

¹⁴ Doug is a Canadian with experience serving as Minister of Municipal Affairs for Alberta as well as being an author and speaker.

¹⁵ 13waysinc.com/about

¹⁶ LC loved Judge Warren’s speech. She’s a member of the Arkansas Women’s Hall of Fame. The judge, not LC. Although I’d vote for her! LC, not the judge. The judge is already in, and if I coulda, I woulda voted for her. Geez, please keep up. If you’d like to know more about the judge, click here: armuni.org/40RWjAV.

¹⁶ The song “Let Your Soul Be Your Pilot” is also from Sting’s album *Mercury Falling*. It too is one of my favorites. Here are the full lyrics: armuni.org/3Q9H4OQ

As we run toward spring at what seems like light speed, so many things are happening. Our legislature is in session, spring storm season is approaching, and each of you is trying to navigate a new budget in a world where money isn't easy to come by. Not to mention that there's a lot going on in Washington that may or may not affect your town. There's so much more, of course, but I'll stop here because I think I've made my point. In case not, here it is: Your world is hectic and ever changing. Since you literally are where the rubber meets the road¹⁷ you must adapt, and you do. Please know that the League staff is shifting gears as fast as we can to keep you well informed and to allow your public service to be productive and efficient. Your success means Arkansas succeeds. Regardless of the weather, figuratively and literally, you do the job. There's true good in that.

Until next month, peace.

Mark

Mark R. Hayes
Executive Director
Arkansas Municipal League

P.S.

Great friends, great food, great times! If you missed Winter Conference, be sure to join the fun this summer at the 91st Convention. Check out page 47 for details!



P.P.S.

The best in the biz! Your League staff were definitely "Called to Serve," and they delivered another stellar event to kick off 2025! I'm so proud of their hard work and I know you are, too.



PHOTOS: ANDREW MORGAN & BEN CLINE

¹⁷ This is the last footnote, I promise! The idiom "where the rubber meets the road" has its origin in the world of advertising. From what I can gather it originated, like lots of advertising slogans, in New York City in the 1950s. armuni.org/3CIJNf0.

olsson.com

Most see a trail.
We see a connected community.

ENGINEERING POSSIBILITIES.



olsson®

ENGINEERING ARKANSAS

**PINNACLE HILLS
ROUNDBOUT**
ROGERS, AR



Crafton Tull

Welcome to the new *City & Town*!

Since opening its doors in 1934, the Arkansas Municipal League has been committed to keeping its membership informed. As the cover of the June 1937 issue of *Arkansas Municipalities* declared, the magazine offered “Timely Articles of Interest to Those Who Read for Profit.” Sporadic at first, the magazine has been published continuously since 1947, as *Arkansas Municipalities* until 1977, then *City & Town* since 1977.

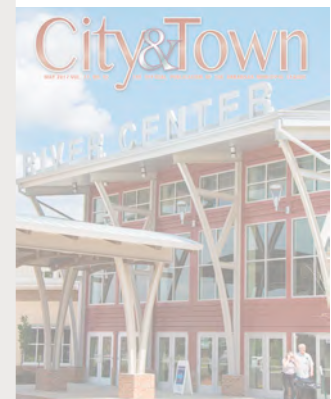
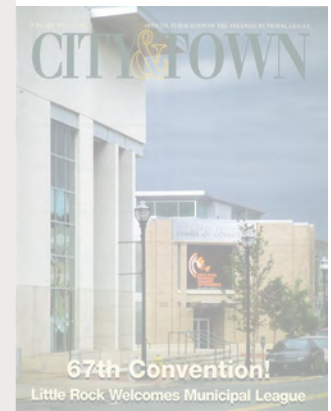
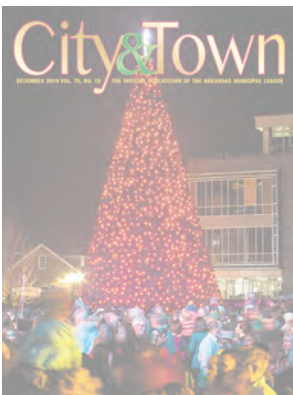
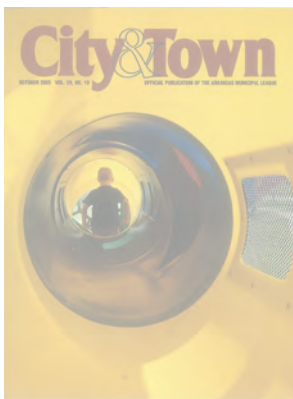
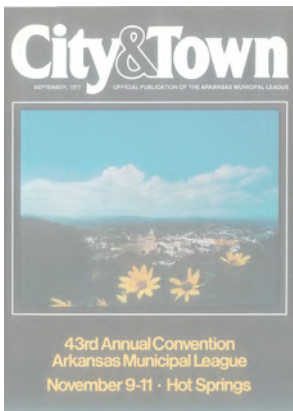
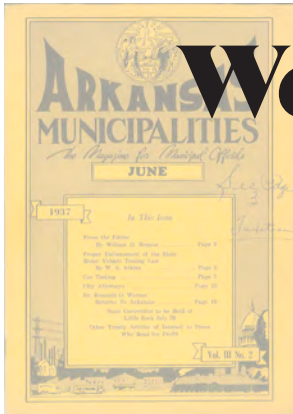
Through the decades and into the 21st century, *City & Town* has evolved to meet the needs of municipal officials and personnel. As the world moved online, so too did the League, launching a website and social media channels along the way.

But something was missing in the way we communicated to the membership as well as the public. Perhaps it was the pandemic and the warp speed at which we found ourselves needing to get information out quickly and accurately. We thought a standalone *City & Town* website would, along with a quarterly magazine, allow us to create and share more-timely information in new and various ways.

After much discussion, development and a few trips back to the drawing board, we’re thrilled (and perhaps a bit nervous!) to introduce you to the new *City & Town*. We’ve given “the Official Publication of the Arkansas Municipal League” a fresh new look while keeping true to the content our readers want and need.

Along with the redesigned magazine, we’ve also launched **cityandtown.org**. The site serves as a digital hub and allows us to enhance the print issue with video content and accompanying podcasts. It also provides a home for web-only content that can’t wait for the next print issue.

We’re excited for this next chapter and hope you are, too. If you have suggestions, questions or even a story idea, email **citytown@arml.org** and let us know what you think about *City & Town*’s new direction.—*atm, mj*



BERRYVILLE REGISTRATION IS LIVE AT [EVENTS.ARML.ORG](https://events.arml.org)

2025 Regional Certification Training

TACKLING NEGLECTED PROPERTIES &
INTRODUCTION TO THE ARKANSAS CIVIC EDUCATION PROGRAM



TACKLING NEGLECTED PROPERTIES:

Neglected properties are among the toughest challenges cities and towns face. As municipal officials, you need a clear understanding of legal processes, strong collaboration, and strategic problem-solving. Addressing these challenging properties revitalizes neighborhoods, protects public safety, and preserves property values. Join the Arkansas Municipal League for practical training with the tools and strategies to take action. Learn how to navigate legal complexities, manage resources, and build partnerships to tackle these challenges head-on. This training focuses on solving complex issues through:

- Long-term planning: Addressing tax-delinquent properties and preventing future issues.
- Collaboration: Strengthening partnerships with courts, counties, and stakeholders.
- Legal know-how: Condemnation, abatement, and due process.
- Resource management: Handling liens and recovering costs.

9-11:15 a.m.

**TACKLING NEGLECTED
PROPERTIES TRAINING**

\$20

TWO ACE HUB CERTIFICATION CREDITS
-OR- TWO ACAA CLE CREDIT HOURS

11:30-12:45 \$20

**TACKLING NEGLECTED
PROPERTIES
DISCUSSION BOX LUNCH**

1-2 p.m. FREE

**ARKANSAS CIVIC
EDUCATION PROGRAM**
ONE ACE HUB CERTIFICATION CREDIT

**Feb 28 | Berryville Community
Center, 601 Dr Spurlin Circle
Berryville, AR**
Please enter at the upper
level flag pole entrance.

-Working Calendar-
May 2 | Magnolia
Oct 10 | Stuttgart
November TBD | Jonesboro

Stay tuned for more training dates &
location logistics. Please contact
Valerie Shively, Director of
Membership Engagement at
events@arml.org to host a regional
training or for more information.

ARKANSAS CIVIC EDUCATION (ACE) PROGRAM:

Your gateway to comprehensive training and certification designed to enhance your role as a municipal leader, the ACE Program offers both on-demand and in-person training to cater to your needs. Access on-demand training anytime via the ACE Hub, our online learning management system. Whether you're looking to continue your learning journey or start anew, the ACE Hub is your resource for extensive and flexible education opportunities. Begin with an ACE Hub tutorial to familiarize yourself with the platform and learn how to navigate the program effortlessly. Join us and take the next step in your civic education with the ACE Program.

**ARKANSAS
MUNICIPAL
LEAGUE**

BERRYVILLE REGISTRATION IS LIVE AT [EVENTS.ARML.ORG](https://events.arml.org)

FOR MORE INFORMATION:
[WWW.ARMUNILEAGUE.ORG/RESOURCES-EDUCATION/](https://www.armunileague.org/resources-education/)

\$20 + \$20 =\$40 TOTAL FOR THE DAY

**EMAIL VALERIE SHIVELY, DIRECTOR OF MEMBERSHIP
ENGAGEMENT, [EVENTS@ARML.ORG](mailto:events@arml.org) FOR QUESTIONS OR TO HOST
A REGIONAL TRAINING.**

December 1,
1 9 3 8

Information
Report
No. 4

ARKANSAS

MUNICIPAL



BULLETIN

prepared by

THE ARKANSAS MUNICIPAL LEAGUE

in cooperation with

THE
BUREAU OF
MUNICIPAL RESEARCH
of the

GENERAL EXTENSION
SERVICE

UNIVERSITY
OF
ARKANSAS

WILLIAM D. HOPSON, Director
1126 DONAGHEY BLDG.
LITTLE ROCK

HENRY A. RITGEROD, Consultant
UNIVERSITY OF ARKANSAS
FAYETTEVILLE

LEAGUE LOOKS TO ARCHIVES, DEBUTS NEW BULLETIN FOR 2025

From its founding in 1934, one of the core missions of the Arkansas Municipal League has been to act as a clearinghouse of vital information for our state's cities and towns. In its earliest days, the League regularly published bulletins that covered topics essential to municipalities. In that same spirit, we are pleased to present the inaugural issue of the Arkansas Municipal Bulletin, an annual compendium of important dates and deadlines, statutory reminders, best practices and other information to help city and town officials follow the law and stay in compliance.

The Arkansas Municipal Bulletin will be published in the fall of each year with the intention of reaching local leaders as they enter the budgeting process for the coming year. A print copy will be provided to each city and town hall, and limited copies will be available at League meetings and events. The Bulletin will also be available on the Publications page of the League's website, www.arml.org, as a downloadable PDF, which will have the added benefit of including clickable hyperlinks to statutes and other online resources, and which may be amended or updated throughout the year as necessary.

It is our goal to grow the Arkansas Municipal Bulletin in scope and content in subsequent years and to evolve with both the law and the needs of our member cities and towns. We hope that this new publication will be a valuable resource in carrying out the business of your municipality.—Andrew Morgan

DISTRIBUTED FREE AS A SERVICE TO MEMBERS
OF THE ARKANSAS MUNICIPAL LEAGUE

Municipal Notes

Certain municipal officials may opt out of APERS

The Arkansas Public Employees Retirement System (APERS) provides cities with the ability to provide coverage for employees and officials (A.C.A. § 24-4-303). The law states generally



that the mayor and clerk “shall become participating employees upon taking office.”

However, the

statute permits mayors and clerks of cities of the first class to opt out of APERS in order to participate in the local retirement plans provided for in A.C.A. § 24-12-121.

To opt out of APERS, the mayor or clerk must provide written notice to APERS within 90 calendar days of the date the official assumed office. Once made, this choice is irrevocable. Any employer contributions previously made on behalf of an official who elects not to participate will be refunded to the city and the official will forfeit service credit in the system. Newly elected city attorneys or city treasurers in cities of the first class who are otherwise covered by a local pension fund may also take advantage of these provisions.

For more information call 501-682-7800 or visit apers.org.

Annexation reports due March 1

A.C.A. § 14-40-2201 provides that on March 1 “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 years.” The written notice must include a “schedule of services to be provided to the inhabitants of the annexed portion of the city” and “a statement as to whether the scheduled services have been provided to the inhabitants of the annexed portions of the city.”

If the scheduled services have not been provided to the new inhabitants within three 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.” Finally: “A city or incorporated town shall not proceed with annexation elections if there are pending scheduled services that have not been provided in three years as prescribed by law.”

No joke: Annual financial statements due April 1

In accordance with A.C.A. § 14-59-116, the governing body of each municipality shall publish annually a financial statement of the municipality by April 1 covering the previous calendar year (January through December). The financial statement shall include the receipts and expenditures for the year, along with a “statement of the indebtedness and financial condition of the municipality.” The statement must be published in a newspaper published in the municipality. In municipalities with no local newspaper, the financial statement “shall be posted in two (2) of the most public places in the municipality.”

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

The League has prepared suggested forms to comply with A.C.A. §§ 14-59-116 and 14-237-113. Forms A and B are available as downloadable, fillable PDFs at armuni.org/publications. For more information, please call us at 501-374-3484.

MONTHLY SALES TAX RECEIPTS: *City & Town* is now published quarterly, but you’ll never have to miss your monthly local sales tax receipts. The latest reports for cities, towns and counties from Arkansas DF&A and each month’s turnback estimates are available on the League’s website.

Act 833 deadline for fire departments June 30

The 2023 Act 833 application period for Arkansas fire departments opened January 1 and will close June 30. Act 833 of 1992, "Funding for Fire Departments," is administered by the Arkansas Fire Protection Services Board and requires all Arkansas fire departments to become certified in order to be eligible for funding. Certification requirements include possession of a NFPA 1901-compliant fire suppression apparatus, a minimum of six active members with 16 hours of certification training, and personal protective equipment for all active members.



Act 833 application forms are available through the Arkansas Department of Emergency Management website at dps.arkansas.gov. For log-in credentials or for more information, please contact State Fire Coordinator Louis Eckelhoff at 501-683-6781 or louis.eckelhoff@adem.arkansas.gov.

FOR THESE AND OTHER STATUTORY REMINDERS, VISIT THE MUNICIPAL NOTES SECTION OF CITYANDTOWN.ORG, OR PICK UP A COPY OF THE 2025 ARKANSAS MUNICIPAL BULLETIN.

Simplify Your Life

Financial management to simplify your life.

Our Private Banking team is here to simplify your life by offering personalized services that address your current and future financial needs. With unlimited access to a team of experienced professionals, we offer advice in all areas of financial management, helping to protect, nurture, and maximize your overall wealth.

Set up a consultation to explore the benefits of becoming an exclusive Private Banking client today.

arvest.com/privatebanking



ARVEST®
Private Banking

Member FDIC

Qualifications required, see a dedicated Private Banker for more details.

Cities celebrate project beginnings, completions

Several Arkansas cities, including Crossett, Little Rock, North Little Rock and Paragould, celebrated both new and completed projects in the final months of 2024.



Dozens of city officials and employees, state legislators and citizens gathered in **Paragould** October 4 to cut the ribbon and tour their new city hall. The city had long outgrown its ca. 1953, 12,000-square-



foot space, which also had mold and structural issues. The city's new home is a project many years in the making, Mayor Josh Agee (left) said. "About a year ago we had our groundbreaking and we were talking about our hopes for this building, and all

those hopes have come to fruition. It's more than we could have ever asked for." The new 20,000-square-foot building features architecture that mixes the classic and the modern, and room to grow is built in. Funded by COVID relief funds, the new \$7 million city hall was built with no debt to the city.

PHOTOS: ANDREW MORGAN



Built in 1959 and now on the National Register of Historic Places, the **Crossett** Youth Center was a cultural hub for the Black community in the Ashley County city in south Arkansas timber country. After years of neglect, however, the property was on the verge of ruin. After years of searching for a funding solution, the city celebrated the center's grand reopening on November 9, and it will now be able to serve all of the city's youth for years to come. After initially being turned down for a grant, the city secured funding from the Arkansas Department of Environmental Quality for an environmental site assessment and was then able to leverage an insurance payout for the center's collapsed roof to secure two rounds of funding through the Arkansas Economic Development Commission to complete the \$500,000 project.



State and local leaders gathered in downtown Little Rock on December 3 to cut the ribbon on **30 Crossing**, the years-long project to expand the Interstate 30 corridor through the capital city and across the Arkansas River into North Little Rock. 30 Crossing includes 4.7 reconstructed miles of I-30 and I-40 in Little Rock and North Little Rock and is the backbone of Central Arkansas' interstate network. According to ARDOT, when construction began on the project in 2020, this stretch of interstate carried about 120,000 vehicles per day; it is forecasted to carry around 145,000 vehicles per day by 2045.

For Little Rock Mayor Frank Scott Jr. (above), who previously served on the Arkansas Highway Commission, it was essential that the 30 Crossing project avoid the mistakes of the past. He cited the 1960s construction of I-630, which split the city and destroyed communities. "I vowed to myself—and I shared the same spirit with my other fellow commissioners—that if we were going to take charge and move forward with this, that we had to make certain that we moved from being disconnected to connected, and make certain that 30 Crossing truly connected communities and did not divide them, and this has been done."



If you've visited downtown **North Little Rock** lately, you may have noticed the empty lot in Argenta where the old city services building once stood. That lot will be the future home of a new conference center, and city leaders held an unveiling on the site on October 8. The 31,000-square-foot conference center will feature a ballroom, pre-function area and a prep kitchen. It will be able to accommodate 1,000 for meals and 1,500 for events and shows. With a projected cost of \$12 million, the city expects it to be completed in early 2026.—*atm*

Municipal Notes

AHPP sets 2025 Sandwiching in History tour schedule

The Arkansas Historic Preservation Program (AHPP) has announced the 2025 Sandwiching in History tour schedule, which will highlight the following six historic sites across the state.

- **March 7:** Cherry-Luter Estate (Castle on Scenic Hill), 521 W. Scenic Dr., North Little Rock



- **April 4:** Kocourek and Son Hardware Store, 110 E. Front St., Hazen
- **May 2:** Arkansas State Capitol 500 Woodlane St., Little Rock
- **September 5:** Ouachita County Training School (F.O. Jones Christian Center), 750 Ouachita Rd. 589, Bearden

- **November 7:** Arkansas Municipal Auditorium, 216 Walnut St., Texarkana
- **December 5:** First Presbyterian Church of North Little Rock, 201 W. 4th St., North Little Rock

Tours generally last less than one hour and are free and open to the public. Tours are streamed live on the AHPP Facebook page when possible. For more information, contact the AHPP at 501-324-9880 or visit arkansaspreservation.org.

Fort Smith, Russellville clerks achieve CMC status

Brittney Bottoms, assistant city clerk for the City of Fort Smith, and Gina Skelton, city clerk for the City of Russellville, have earned the prestigious Certified Municipal Clerk (CMC) designation from the International Institute of Municipal Clerks, 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. For more information, visit iimc.com.

League observes Grant Professionals Day with workshop

Join the Arkansas Municipal League grants division for a day of practical workshops, engaging discussions and valuable networking on Thursday, March 6 in the assembly hall at the League's North Little Rock headquarters. Opening at 8 a.m. with coffee and refreshments, the program runs from 8:30 a.m. to 3:30 p.m. Lunch will be provided.

This free event offers a unique opportunity to grow professionally and collaborate with other grant professionals. Seating is limited and priority goes to full- and part-time grant professionals before registration opens to other officials. For more information or to reserve your spot, please email Dylan McLeod at dmcleod@arml.org with your name, title, city, employment status (full time, part time or contract), phone number and email address.

Upcoming Events

February 28: Regional Training, Berryville Community Center, 9 a.m.-2 p.m.

March 6: 3rd Annual Grant Professionals Workshop, League Campus, 8 a.m.

March 10-12: NLC Congressional Cities Conference, Washington D.C.

May 2: Regional Training, Magnolia Arts, 9 a.m.-2 p.m.

June 18-20: 91st Annual Convention, Statehouse Convention Center

August 20-22: Annual Planning Meeting, Greenwood

FOR MORE INFORMATION ABOUT THESE AND OTHER UPCOMING EVENTS, VISIT [ARMUNI.ORG/EVENTS](https://armuni.org/events).

Playgrounds, Safety Surfaces, Shade Structures, Pavilions,
Outdoor Fitness Equipment, Site Amenities & More!



TRANSFORM YOUR OUTDOOR SPACES



At Swift Recreation, we bring your outdoor visions to life with turnkey solutions that inspire play, learning, and growth. Partnering with trusted brands like Little Tikes Commercial, No Fault Surfaces, and Modern Shade, we create safe, inclusive, and innovative spaces where children thrive. Quality, safety, and fun are at the heart of everything we do.



Free Consultations
Custom Designs
End-to-End Project Management



*Request a
Quote
Today!*



@swiftrecreationllc

P.O. Box 792110, New Orleans, LA 70179



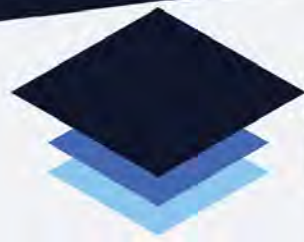
Sales@swiftrecllc.com



Office #(504) 342-4961



www.swiftrecllc.com



Arkansas Civic Education Program

The Arkansas Civic Education (ACE) Program is the League's on-demand and in-person training and certification program. The ACE program is open to all municipal officials and personnel in Arkansas. Pursuing certification is optional, and all members are welcome and encouraged to participate in training. Participants in the League's former certification program maintain those credits.

There are 4 levels of certification in the ACE Program. Level 1 provides the most fundamental and baseline information needed to understand municipal government in Arkansas. Credits in Levels 2-4 are subjects chosen by the member.

- **Level 1:** Civilpedia Certified (25 credits)
- **Level 2:** ACE Certified (50 add'l credits for 75 total credits)
- **Level 3:** ACE Advanced (75 add'l credits for 150 total credits)
- **Level 4:** ACE Master (100 add'l credits for 250 total credits)

Level 1 is offered through the ACE Hub for a \$50 fee. ACE Hub classes in Levels 2-4 are offered at \$20 per module. In-person training is included in the meeting registration fee.

ACE Hub

The ACE program provides multiple delivery options for convenience and efficiency. The on-demand training is housed in the ACE Hub, an online learning management system that is accessible at any time. In-person trainings are offered a minimum of 2 times a year. Select in-person trainings will be live-streamed through the ACE Hub for an additional delivery option.

The ACE Hub is accessed at acehub.adobelearningmanager.com or by scanning the registration QR Code. Upon sign in or sign up, download the Adobe Learning Manager app from the App Store on your smart device for quick access to the ACE Hub. On-demand training is registered, purchased, and recorded in the ACE Hub. In-person training is registered and recorded in the ACE Hub via an assigned scannable QR Code.

Sign Up



Are benefits increasing your employee's quality of life or sitting in the corner collecting dust?

Partner with us for plans made with your people in mind.

- ✓ Customized Benefits
- ✓ Employee Education
- ✓ Enrollment Administration

We provide individualized benefits education to help ensure employees only select the benefits they really need and can use. With 60 years working alongside education professionals, we're committed to your profession and employee's well-being.

American Fidelity internal data as of 7/31/2020.

Scan to find out
how we can help!

americanfidelity.com/experience



We can help!
Contact me today.

shawn.veninga@americanfidelity.com
405-212-2535

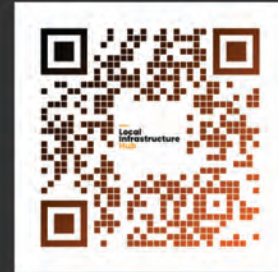
AMERICAN FIDELITY 
a different opinion



Don't miss out on federal infrastructure funding!

*Learn how your city staff can access **free resources!***

- Participating cities have secured over **\$320 million**
- 65% of participating cities have populations **under 25k**



REGISTER TODAY!



THE UNITED STATES
CONFERENCE OF MAYORS

NLC NATIONAL
LEAGUE
OF CITIES

RESULTS
FOR AMERICA

Delivery
Associates

Bloomberg
Philanthropies

ballmer
GROUP

Emerson
Collective

FORD
FOUNDATION

THE
KRESGE
FOUNDATION

WAVERLEYST
FOUNDATION

Access your **NLC MEMBER BENEFITS**



Did you know that the Arkansas Municipal League covers NLC membership for your municipality?

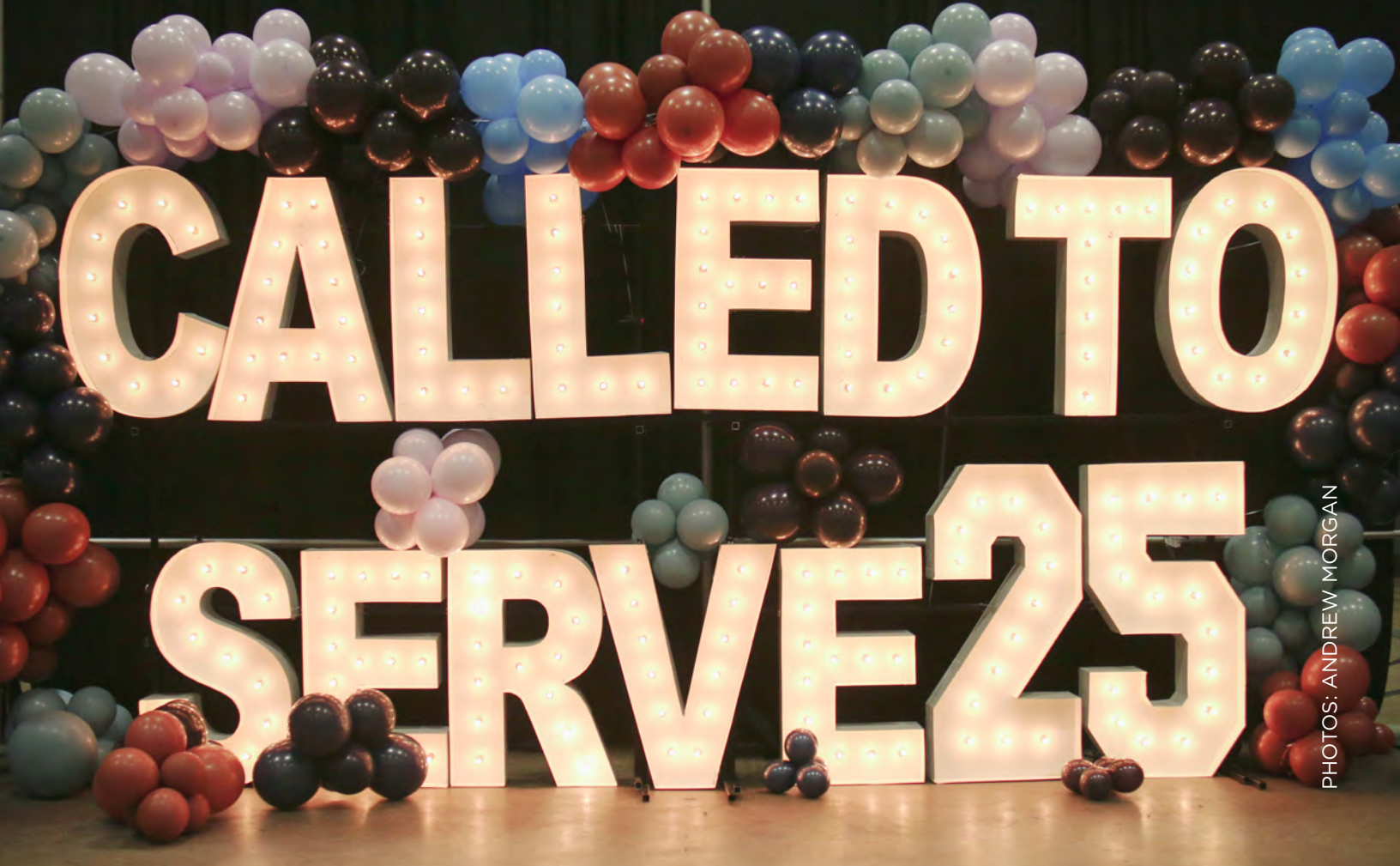
Membership with NLC includes **exclusive access, tools, and resources** available to your entire city, town, or village!

Scan the QR Code to learn more about what resources are available to you and sign into your **MyNLC Portal account** with your municipal email.



Features

CITY & TOWN | WINTER 2025



PHOTOS: ANDREW MORGAN

Called to Serve

95th General Assembly, robust training sessions topped the agenda at the League's 2025 Winter Conference.

BY ANDREW MORGAN, LEAGUE STAFF

Municipal officials from across the state gathered at the Little Rock Marriott and Statehouse Convention Center January 15-17 for Called to Serve: '25, the Arkansas Municipal League's 2025 Winter Conference. More than 750 mayors, council members and other city officials and personnel, including more than 100 newly elected officials, all representing over 200 cities and towns, prepared for the year ahead and discussed a variety of essential municipal issues.

With the 95th General Assembly of the Arkansas Legislature underway, conference general sessions focused on legislation affecting local government likely to come before legislators. The League welcomed Senate Pro Tempore Bart Hester and Speaker of the House Brian Evans to the stage to discuss the important relationship between local and state government and share their perspectives on several critical issues, including housing, water and sales taxes.

Education is a key component of every conference and Called to Serve: '25 featured 12 breakout training sessions—some designed specifically for newly elected officials—covering topics such as disaster preparation, cybersecurity, planning and zoning, grant opportunities and conflict management. All sessions offered certification credit as part of the League's Arkansas Civic Education Program, which offers training in person and online, and it is available to all League members. To take advantage of this excellent professional education tool, visit the ACE Hub at armuni.org/ACEhub.

The Arkansas City Clerks, Records and Treasurers Association and the Arkansas City Attorneys Association were also active at the conference. The ACCRTA presented new clerk orientation training, and the ACAA offered 12 hours of continuing legal education over the course of two days.

Called to Serve: '25 also featured two special guest speakers. During the opening general session on Wednesday, January 15, author Doug Griffiths shared practical tips to help cities and towns thrive. During the conference-closing session on Friday, January 17, the League welcomed the Honorable Joyce Williams Warren, Arkansas' first Black female judge and a trailblazer in juvenile justice in the state, who shared insights from her personal journey in public service.

Key Sessions and Takeaways

The League welcomed the Honorable Judge Joyce Williams Warren (below) to *Called to Serve: '25*, who addressed the membership during the conference-closing Inspire Breakfast on Friday, January 17. Warren was the first Black graduate of the UALR William H. Bowen School of Law, the first Black law clerk for the Arkansas Supreme Court and Arkansas' first Black female judge. She is recognized as a trailblazer in juvenile justice and is a member of the Arkansas Women's Hall of Fame. Before her retirement in 2020, she presided over juvenile and domestic cases for more than 37 years, and she shared insights from her personal journey in public service. Williams thanked local leaders, who she said give her hope in these trying times. "To everyone who holds a position in local government, I thank you for your willingness to be a public servant. It can be a daunting and sometimes thankless job." She decried the current political climate and encouraged municipal officials to instead lead with integrity. "The atmosphere of deceit, dissension, division, hate, fear and prejudice seems to be more and more of the norm. Too many leaders embrace and display bad behavior that most adults would not condone in children. In my humble opinion, sixth graders of average intelligence would be better models of appropriate behavior. I believe it is absolutely crucial to know what your job entails and to be ever vigilant remembering that you hold your position to help others."



"Too many leaders embrace and display bad behavior that most adults would not condone in children. In my humble opinion, sixth graders of average intelligence would be better models of appropriate behavior."—Judge Joyce Williams Warren



"Don't do anything that tells the world 'we believe in ourselves.'" That's the kind of reverse-psychology advice keynote speaker Doug Griffiths (left) offered municipal leaders during the conference's opening general session on Wednesday, January 15. Griffith's presentation was based upon his book, *13 Ways to Kill Your Community*, which presents practical advice in a similarly playful yet serious fashion to help cities and towns thrive in challenging times. He encouraged cities to take what is unique about the community and build upon that rather than copy what everyone else is doing. He mocked the overused and cliché city slogan "The Best Place to Work, Live and Raise a Family." He shared a bit of gallows humor as an analogy, asking the audience to consider a morgue with an unidentified body whose toe tag says John Doe. "Well, when your community dies trying to be like everybody else, its toe tag will read 'The Best Place to Work, Live and Raise a Family.'"



Before turning to specific legislative issues, League General Counsel and Legislative Director John Wilkerson, (left) stressed the importance of municipal leaders staying in communication with their legislators at the state capitol, both during and between legislative sessions. Let them know what we do, what the core business of cities is, he said. “Tell them who you are.” The city-legislature connection is crucial. “We’re all in this together. We are all good Arkansans, doing the Lord’s work.” Wilkerson turned to the housing crisis and some incendiary language Senate Pro Tempore Bart Hester used in a recent interview placing much of the blame on cities. “There’s a story out there that cities want to get in the way of development. That’s not true,” he said, though he acknowledged there may be areas some cities could improve the process, such as inspection turnaround times.

The state has estimated that there are \$9 billion in water infrastructure needs across Arkansas, Wilkerson said, and he shared a quote from Sen. Alan Clark: “Water is more valuable than gold, especially when you don’t have it.” He invited Crossett Mayor Crystal Marshall (right) to share her experience working with legislators in her district to address a water rate increase that, though necessary, posed a significant burden on lower income residents in the Ashley County city. She was able to work with them to spread the cost out to lessen its impact on a third of the city’s water customers. You are “plugged in” to what the needs are in your communities, Marshall said, and it’s essential to keep your legislators informed. “I know there are certain things going on in the community that my legislators need to know about and need to come to if they can,” she said. “It means something when they show up, just like it means something when we show up.”



Since 1977 the state has charged a 3% administrative fee to collect local sales tax. Given modern computing and accounting processes, that fee is excessive, said Jack Critcher (left), a member of the League’s legislative advocacy team and a former mayor and state legislator. It’s been a goal for a while now to lower that, or to agree to use a portion of the now \$31 million collected annually in a mutually beneficial way for the state and municipalities, and the idea is gaining traction at the Capitol, he said. “There are so many more legislators now that are understanding, they get it and they are supportive of it.” Talk to your legislators about it, Critcher encouraged, and let them know how crucial that sales tax money is for providing essential services in your city.



League Executive Director Mark Hayes (left) welcomed Senate Pro Tempore Bart Hester and Speaker of the House Brian Evans to the Called to Serve: '25 stage on the afternoon of Thursday, January 16 to share their perspectives on several critical issues facing municipalities and the state, including the housing shortage and the governor's call to eliminate the state sales tax on groceries. There are concerns that legislative efforts to address that sales tax would extend to the local option sales tax, Hayes said. "That generates between \$280-300 million at the local level, and that is a vital monetary lifeblood for cities and towns."

On a recent episode of the program *Talk Business & Politics*, Senate Pro Tempore Bart Hester (right) laid the blame for the housing shortage squarely on cities. "Most cities, all they do is create more permits, more fees, more meetings. They extend the timeline to get permitted for a development. I believe the problem is our cities," he told host Roby Brock. Hester, who works in real estate, said he used the fiery rhetoric to make a point. "I wouldn't have nearly as many people's ears if I didn't make some statements like that. Here's what I believe—I believe it of the federal government, I believe it of the state government, I believe it of the local government: We spend so much of our time with our boot on the neck of the developer and the builder, and then we're asking for help because this guy's choking. The answer is to take your boot off their neck." Overlong inspection turnaround times are a particular thorn in the side of developers, he said, and suggested there is room to work together to find solutions without risking safety standards.



Speaker of the House Brian Evans (left) drew applause from the League membership by assuring them that the state would not limit local governments' ability to collect sales taxes. "The grocery tax is something that is very important to this administration and General Assembly because it touches the pockets of every one of our constituents back home," he said, "however, rest assured, that the cutting of this is only the state portion and will have no impact on the city and local \$280 million that you're talking about."



Before wishing attendees a safe trip home, League Executive Director Mark Hayes received some help from Logan Rooters of Garland in announcing door prize winners. He also took the opportunity to reiterate the importance of staying in communication with their legislators. “You heard Senator Hester and our Speaker of the House say ‘you’ve got to get to know us.’ If you’re sitting in this room right now and you don’t have a one-on-one relationship with your representative or your senator, you need to go home and establish that.” Text message is usually the best and most timely method of staying in touch, he said, adding that it’s also important to stay in touch with the League. “During a legislative session, things move very, very quickly, so please read what we send you and be ready to act quickly.”



League Honors Individuals for Service



At the Winter Conference, the League presented four outgoing city officials with Honorary Life Memberships for their longtime service on League boards and committees. They are, from left, former Clarksville City Clerk/Treasurer Barbara Blackard, former Mena Council Member James Earl Turner and former Pine Bluff Mayor Shirley Washington. Not pictured: former Fayetteville Mayor Lioneld Jordan.



During the conference’s opening night celebration, League Executive Director Mark Hayes presented a plaque and read a proclamation honoring Debra Dickson, left, for her exceptional leadership and unwavering commitment to the management and protection of water and wastewater services across the state of Arkansas. Dickson serves as the Arkansas Department of Agriculture’s Water Development Section Manager.

Congratulations to Our Winning Cities and Towns!

Calico Rock



Fayetteville



Keo



Leslie



Maumelle



Piggott



Siloam Springs



Volunteerism for the win

Engage Arkansas honored the 2024 Volunteer Communities of the Year at the League's 2025 Winter Conference during a January 16 awards luncheon. The annual award recognizes cities and towns that exemplify the spirit of public service through volunteer initiatives. The 2024 recipients are, from top left, Calico Rock, Fayetteville, Keo, Leslie, Maumelle, Piggott and Siloam Springs. For information about promoting civic engagement and to learn more about the award selection process, please visit EngageArkansas.org.

True trendsetters

The Trendsetter City Awards recognize cities and towns that improve the quality of life for their residents through innovative initiatives in categories such as diversity and inclusion, tourism development, infrastructure and water, and creative culture. ABPG presented Searcy with the 2024 Don A. Zimmerman Pinnacle Award for the city's outstanding efforts in the categories of tourism development/creative culture and education/workforce development. From left, Raymond Reynolds, Betsy Bailey and Christine Harrell of Searcy Public Schools, League Executive Director Mark Hayes and Searcy Mayor Mat Faulkner. The other 2024 winners and honorable mentions are Alma, Arkadelphia, Bella Vista, Bentonville, Booneville, Cabot, Cave Springs, De Queen, Heber Springs, Hope, Hot Springs, Huntsville, Jacksonville, Jonesboro, Keo, Little Rock, Maumelle, Mulberry, Paragould, Russellville, Searcy, Siloam Springs and West Memphis. Learn more about the winning initiatives at arkansasbusiness.com/supplements/trendsetter-city.



Winter Conference Snapshots



PHOTOS: ANDREW MORGAN & BEN CLINE



SPECIAL EVENT SPONSORS

**AMERICAN
FIDELITY**

a different opinion



Stephens



INTENTIONALLY DIFFERENT

NLC NATIONAL
LEAGUE
OF CITIES
CITIES STRONG TOGETHER

**Local
Infrastructure
Hub**

DELTA DENTAL



**MARRIOTT
LITTLE ROCK**



**WYNDHAM
RIVERFRONT
LITTLE ROCK**

BENIHANA

Ritter
COMMUNICATIONS

RightFiber
BY RITTER COMMUNICATIONS

Little Rock
CONVENTION &
VISITORS BUREAU

BIG LEAGUE SPONSORS

Bank OZK



entergy

BCI

Business Communications, Inc.

MCE McCLELLAND
CONSULTING
ENGINEERS, INC.
DESIGNED TO SERVE

Performance **25**
Services YEARS OF
EXCELLENCE

FRIENDS OF THE LEAGUE

AT&T
**AR
APEX**
ACCELERATOR

**NABHOLZ
ENTEGRTY**

45 YEARS
Crews & Associates

FRIDAY
ELDREDGE
& CLARK LLP



**ARKANSAS MUNICIPAL
EQUIPMENT**

VIKING
INDUSTRIAL PAINTING

**MAINSTREAM
TECHNOLOGIES**

WAVETRONIX

tcprint
SOLUTIONS

U of A
DIVISION OF AGRICULTURE
RESEARCH & EXTENSION
University of Arkansas System

CH CARTY,
HARDING
& HEARN
Investing in Arkansas

wsb



Ideal Pump & Services
3102 South Main St.
Stuttgart, AR 72160
870-673-3000
www.theidealpump.com

- Municipal Water Works
- Industrial Pump
- Manufacturing & Repair
- High Service Pumps
- Electric Motor Repair

JTSFINANCIAL

INTENTIONALLY DIFFERENT.

SIMPLIFY YOUR EMPLOYEE BENEFITS

JTS Financial has partnered with the **Municipal Health Benefit Program** to assist cities with:

- Enrollment Technology
- Bill Reconciliation Systems
- Employee Benefit Booklets
- Customized Smart Phone Apps
- Wellness Programs
- Customer Advocacy
- HR Consulting



Charles Angel

VP of Employee Benefits Programs

501-690-2532

charles.angel@jtsfs.com

www.jtsfs.com | 1616 Brookwood Drive, Little Rock, AR 72202



SPONSOR GUIDE

American Fidelity

Special Event Sponsor
www.americanfidelity.com
405.416.8894

Arkansas APEX Accelerator

Friends of the League Sponsor
www.uaex.uada.edu/business-communities/Arkansas-APEX-Accelerator/
501.671.2390

Arkansas Municipal Equipment

Friends of the League Sponsor
ametrucks.com
501.601.5588

AT&T

Friends of the League Sponsor
www.att.com
501.563.8230

Bank OZK

Big League Sponsor
www.ozk.com
501.320.4005

Business Communications, Inc.

Big League Sponsor
www.bcianswers.com
601.427.4185

Carty, Harding & Hearn

Friends of the League Sponsor
www.cartyco.com
501.647.0322

City of Little Rock

Special Event Sponsor
www.littlerock.gov
501.371.6838

Crews & Associates

Friends of the League Sponsor
www.crewsfs.com
501.978.7953

Delta Dental of Arkansas

Special Event Sponsor
www.deltadentalar.com
501.425.9246

Entergy Arkansas

Big League Sponsor
www.entergy.com
501.541.1284

Friday, Eldredge & Clark, LLP

Friends of the League Sponsor
www.fridayfirm.com
501.370.1597

Ideal Pump & Services

Friends of the League Sponsor
www.theidealpump.com
870.673.3000

JTS

Special Event Sponsor
www.jtsfs.com
479.459.2993

Little Rock Convention & Visitors Bureau

www.littlerock.com
501.376.4781

Little Rock Marriott

www.marriott.com
501.906.4000

Mainstream Technologies

Friends of the League Sponsor
www.mainstream-tech.com
501.801.6700

McClelland Consulting Engineers

Big League Sponsor
www.mce.us.com
870.717.0074

Nabholz/Entegritty

Friends of the League Sponsor
www.nabholz.com www.entegritypartners.com
479.616.8110

NLC-Local Infrastructure Hub

Special Event Sponsor
www.localinfrastructure.org
267.909.1558

Performance Services

Big League Sponsor
www.performanceservices.com/arkansas
463.268.7240

Ritter Communications

Special Event Sponsor
www.ritterbusiness.com
870.919.0814

Stephens Inc.

Special Event Sponsor
www.stephens.com
479.718.7444

TcPrint Solutions

Friends of the League Sponsor
www.tcprint.com
501.945.7165

University of Arkansas Division of Agriculture

Friends of the League Sponsor
www.uaex.uada.edu
501.671.2013



Stephens

PUBLIC FINANCE • STEPHENS CAPITAL MANAGEMENT

We are honored to support the vibrant cities and communities across Arkansas.

For more than 90 years, the Arkansas Municipal League has been a steadfast advocate for the cities and towns that make Arkansas an exceptional place to live and work. From the very beginning, Stephens has proudly partnered in this mission, offering expert financial solutions and strategic guidance to empower our municipalities to grow and prosper.

Wavetronix
Friends of the League Sponsor
www.wavetronix.com
405.482.5442

WSB
Friends of the League Sponsor
www.ws beng.com
918.392.5620, ext. 215

Wyndham Hotel/Benihana
www.wyndhamhotels.com
877.999.3223

Viking Industrial Painting
Friends of the League Sponsor
www.vikingindustrialpainting.com
833.VIP.TANK

EXHIBITOR GUIDE

AdComp Systems Group
www.adcompsystems.com
972.436.3900

American Fidelity
americanfidelity.com
800.662.1113

Apptegy
www.apptegy.com
317.219.8686

Arkansas 811
www.arkansas811.com
501.472.1005

Arkansas APEX Accelerator
www.uaex.uada.edu/business.communities/Arkansas.
APEX.Accelerator
501.671.2361

Arkansas Auditor of State
www.auditor.ar.gov www.claimitar.gov
501.371.2135

Arkansas City Clerks, Records & Treasurers Association (ACCRTA)
www.accrta.org
870.285.3732

Arkansas Department of Agriculture Forestry Division
agriculture.arkansas.gov/forestry
479.228.7929

Arkansas Department of Agriculture Natural Resources Division
www.agriculture.arkansas.gov/natural.resources
501.682.0547

Arkansas Department of Energy and Environment
ee.arkansas.gov
501.682.0713

Arkansas Department of Environmental Quality (ADEQ)
www.adeq.state.ar.us/hazwaste/programs/brownfield
501.682.0616

Arkansas Department of Finance and Administration
www.dfa.arkansas.gov
501.682.1928

Arkansas Department of Health Engineering Section
healthy.arkansas.gov/eng
501.661.2623

Arkansas Department of Transformation and Shared Services (TSS)
transform.ar.gov
501.683.5006

Arkansas Department of Transportation (ARDOT)
ardot.gov
501.410.2204

Arkansas Division of Emergency Management ADEM/ Federal Surplus Property
www.dps.arkansas.gov/emergency.management/adem/
federal.surplus.property
501.835.3111

Arkansas Economic Development Commission (AEDC)
www.arkansasedc.com
501.516.9350

Arkansas Economic Development Institute
youreaedi.com
501.916.5945

Arkansas Environmental Training Academy
www.sautech.edu/aeta
870.574.4550

Arkansas GIS Office
transform.ar.gov/gis.office/, gis.arkansas.gov
501.682.4432

Arkansas Insurance Department
insurance.arkansas.gov
501.371.2641

Arkansas Opioid Recovery Partnership (ARORP)
www.arorp.org
501.615.8564

Arkansas Prostate Cancer Foundation
www.arprostatecancer.org
501.379.8027

Empowering Communities with 100% Fiber Internet

From streaming services to telehealth, online learning to virtual courtrooms, your constituents depend on seamless connectivity to thrive.

By choosing a strong connectivity partner, you're investing in:

Economic Growth – Attract businesses and boost job opportunities with world-class internet infrastructure.

Future Readiness – Ensure your county stays ahead of the curve with a network built to handle tomorrow's technology.

Community Well-Being – Create more equitable access to online resources and opportunities for all.



RitterBusiness.com



RightFiber.com

Arkansas Public Employees' Retirement System (APERS) www.apers.org 501.682.7821	Edmunds GovTech EdmundsGovTech.com 609.645.7333
Arkansas Secretary of State sos.arkansas.gov 501 683 5453	Fire Hydrant Services & Repair flowhydrantservices.com 870.648.2422
Arkansas State Animal Control Association www.aranimalcontrolassociation.com 501.743.1438	Forge Institute www.forge.institute 650.430.4995
Arkansas Workforce Connections, Office of Employment and Training dws.arkansas.gov 501.320.5621	Halff Associates, Inc. www.halff.com 501.801.2690
Atwill Media www.atwillmedia.com 870.215.6270	Ideal Pump & Service, LLC www.theidealpump.com 870.673.3000
AV Water Technologies Inc. www.avwatertech.com 936.661.8465	J and R Equipment www.jandrequipment.com 479.445.8896
Azora Software www.azorasoftware.com 956.748.9193	JTS Financial www.jtsfs.com 501.227.0194
Bank OZK ozk.com 501-320-4005	Jubilee Decor jubileedecor.com 205.305.8100
Business Communications, Inc. www.bcianswers.com 601.427.4185	McClelland Consulting Engineers www.mce.us.com 870.717.0074
Carty, Harding & Hearn cartyco.com 501.307.1729	Nabholz Entegrity www.nabholz.com www.entegritypartners.com 479.616.8110
CISCO www.cisco.com 800.553.6387	National League of Cities www.nlc.org 202.626.3000
City of Little Rock www.littlerock.gov 501.371.6838	Natural Hearing Centers www.naturalhearingcenters.com 870.833.2332
CorWorth/Restroom Facilities Ltd. www.corworth.com 512.222.5454	Neel.Schaffer www.neel.schaffer.com 501.626.3735
CrowderGulf www.crowdergulf.com 225.456.1752	Nelson Intelligence Solutions LLC www.nelsonintelligencesolutions.com 501.399.4076
Cybersecurity and Infrastructure Security Agency (CISA) www.cisa.gov 501.487.8086	Network Services Group www.nsgdv.com 501.492.4102
DebrisTech, LLC www.debristech.com 601.658.9598	Next Step Innovation www.nextstepinnovation.com 601.708.4500
Delta Dental of Arkansas www.deltadentalar.com 501.425.9246	Olsson www.olsson.com 479.443.3404

HAPPY YOU WERE CALLED TO SERVE

Delta Dental of Arkansas is honored to be
the dental benefits provider for the
Arkansas Municipal League.

Thank you for serving our communities.
We're here to help keep your smiles healthy
and bright!



www.DeltaDentalAR.com

Performance Services www.performanceservices.com 317.663.6335
Pinkley Sales Company www.pscokc.com 405.755.0858
Precision Concrete Cutting www.kysidewalks.com 844.668.7477 ext. 5
Raymond James www.raymondjames.com/corporations.and.institutions/public.finance/locations/arkansas 501.671.1339
Resound Networks resoundnetworks.com 806.662.8427
Ritter Communications www.rittercommunications.com 870.919.0814
RoofConnect www.roofconnect.com 870.941.8711
Schulte Supply www.SchulteSupply.com 618.656.8383
Sealtite Green Asphalt Maintenance www.sealtitegam.com 479.997.2449
Sensus USA www.sensus.com 919.428.4649
Southern Paramedic Service www.southernparamedic.com 870.734.3366
Southern Tire Mart LLC www.stmtires.com 877.786.4681

Stephens Inc. www.stephens.com 479.718.7444
SWEAP Connections www.sweapconnections.com 501.663.1797
TeleComp telecomp.com 918.900.2421
The Interlocal Purchasing System (TIPS) www.tips.usa.com 866.839.8477
UCA Center for Community & Economic Development www.uca.edu/cced www.uca.edu/cdi 501.852.2930
University of Arkansas System Division of Agriculture uada.edu 501.671.2150
USS Arkansas Commissioning Committee 904.304.6343
Viking Industrial Painting www.viptanks.com 620.437.7335
Waste Connections of Arkansas www.wasteconnections.com 501.206.5536
Wavetronix www.wavetronix.com 405.482.5442
Winthrop Rockefeller Institute rockefellerinstitute.org 501.727.6220
WSB www.wsbeng.com 918.392.5620, ext. 215

COME CELEBRATE WITH US!



BENIHANA



BENIHANA®

2 Riverfront Place, N Little Rock, AR 72114

501.374.8081

LUNCH HOURS

Mon-Th, 11am-2pm

Fri, 11am-2pm

Sat, Closed for Lunch

Sun, 11:30am-2:30pm

DINNER HOURS

Mon-Th, 5pm-9:30pm

Fri, 5pm-10pm

Sat, 5pm-10pm

Sun, 5pm-9pm



WYNDHAM
RIVERFRONT
LITTLE ROCK



CONGRESSIONAL CITY CONFERENCE [★]2025

March
10-12

EXECUTIVE EDUCATION AND PRE-CONFERENCE ACTIVITIES: MARCH 8-9 WASHINGTON, DC

Building Connections.

NLC's Congressional City Conference is where local leaders build connections with peers, federal officials and Congress to uplift their community and local priorities.



DON'T MISS OUT! USE YOUR EXCLUSIVE SML MEMBER DISCOUNT &
REGISTER TODAY at ccc.nlc.org/sml

CONVENTION 91: June 18-20, 2025

ARKANSAS MUNICIPAL LEAGUE'S 91ST ANNUAL CONVENTION
STATEHOUSE CONVENTION CENTER, LITTLE ROCK

IMPORTANT DATES

March 3-31: \$300 Early Bird Online
Member Registration

\$150 Spouses & Significant Others

March 14th: Hotel Room Blocks Open

April 1- May 30: \$350 Happy Bird
Online Member Registration
No refunds after May 30

June 1-19: \$400 Late Bird Online
Member Registration



Juneteenth Celebration
Five General Sessions
New Officers Luncheon
Twelve Breakout Sessions
Annual Business Meetings
Block, Street & Building Awards
City, County, Local Affairs Committee
City Clerks, Records & Treasurers
State Aid Street Committee
Resolutions Committee
ACAA City Attorney CLE

Stay tuned for more...

SPONSORS & EXHIBITORS JOIN US
EMAIL EVENTS@ARML.ORG FOR DETAILS



Registration required: Register.arml.org



For more information: events@arml.org



☒ **Software:**
Cloud or Installed

☒ **Forms:**
Printed or Electronic

☒ **Reports:**
Stock or Customized

☒ **Pay:**
Checks or Direct Deposit

You are in Control.

CenterPoint® Fund Accounting and Payroll

To get your FREE guide visit:

www.csasoftwaresolutions.com/fundaccounting

Distributed By

CSAsoftwaresolutions
Accounting & Billing Specialists

www.csasoftwaresolutions.com • 800.264.4465

Refuse | Sweeping | Sewer



122 Magnet Drive
Sherwood, AR 72120

800.365.6183 Toll Free

RIVER CITY HYDRAULICS

RCH

SINCE 1982

www.RiverCityHyd.com



PHOTO: JIM VON TUNGELN

A sleepy city greets another day.

The city as a miracle

BY JIM VON TUNGELN

Have we ever elevated the modern city to its proper place as a miracle of invention, execution and administration? Maybe it is time. With a recorded history of nearly 10,000 years, survival of the city as a human endeavor does seem to exhibit some miraculous traits. Let us look and see.

First, we need a definition of miracle. A secular source puts it this way: “A highly improbable or extraordinary event, development or accomplishment that brings very welcome consequences.” That fits the city as it now functions for us.

Next, we need to realize that a city is not one miracle, but a collection of numerous feats that create its wonder. What sort of things actually happen there?

Imagine that we are watching, from an elevated viewpoint, a functioning city (say, of any size). Further, imagine that we can observe the actions within one home, a warm one on a winter day, as the sun rises.

What happens first? Someone flips a switch or, in an ultra-modern household, barks a command, and the room

is suddenly illuminated by a source our ancestors would have considered pure magic. It involves a phenomenon known as electricity. Electric lights, according to the National Park Service, originated in 1882 and became widespread in American homes by the mid-1920s. They are now in almost every home.

To make this happen, a distant source creates electricity by different means, including fossil or nuclear combustion, hydroelectric and solar. A system of towers, poles and underground lines brings it to individual homes.

A network of rules governs its transmission and installation. Public administration sees to its fair and safe use. Used wisely, it is affordable and dependable.

Users seldom have a clue as to the countless complexities that make this possible. Such are the wonders of good governance.

What next? In many households, our subject would head to the kitchen. Taking a pot from a coffeemaker, they would pour the outdated contents into a sink. That waste would enter a complex system of small and medium

pipes eventually leading to a large one called the “main.” The main transports the waste, by gravity or by force, to some distant treatment facility. There, countless years of science, experimentation and ingenuity will enable the transformation of that waste into a harmless effluent that can be discharged back to our planet.

Users seldom have a clue as to the countless complexities that made this possible. Such are the wonders of good governance.

What next? Fresh coffee will require clean water. A simple turn of a faucet provides that. This convenience counts as a miracle to the few of us who can still remember the toil of drawing water from a well and bringing it into our home in a bucket.

For water to appear in a home, harvesting it must occur from underground or from a reservoir. Such sources may exist many miles from the home desiring fresh coffee in the morning. From the original source, complex systems transport it to a treatment facility. There, modern science tests and, to the extent necessary, renders it safe for human consumption.

Large mains transport the potable water to a storage tank situated for maximum gravitational pressure to allow distribution. This distribution system consists of another matrix of smaller mains and pipes, all underground. At the end of a long-pressurized journey, water arrives at the home desiring that “fresh cup of joe.”

Users seldom have a clue as to the countless complexities that made this possible. Such are the wonders of good governance.

These city-dweller activities and those that follow take place in a structure made safer after centuries of improvements in structural integrity. Fires such as the one that devastated so much of Chicago have all but disappeared. Structures are more resistant to storms and earthquakes. Inhabitants sleep well without fear of structural collapse.

Should danger occur, emergency service is minutes, perhaps even seconds, away. Each home or structure within the city lies within a designated zone of protection. When a crisis appears, a call from a phone—another modern miracle—brings help.

A functioning police department limits the potential for crime, which always exists. This protection cannot be tolled if the protection is to be uniform and equal. It exists best, therefore, as a public service.

These protective services exist because of a transportation system that is itself a modern miracle. It connects not only homes and businesses, but also one city to another via a regional system of streets, roads, highways and interstate facilities. It is a system requiring much maintenance and potential expansion. The administration of maintenance and expansion requires precision and diligence. (Inhabitants of a city deplore

interference with their schedules.)

A severe and unpredictable threat to human habitation is damage from floodwaters. Attention to this danger cannot rely on the treatment of individual properties. Instead, it requires attention to miles of meandering waterways and their tributaries. Each foot of passage involves any number of inputs which contribute to the danger from flooding.

Dependent on weather now changing in its global patterns, this danger grows greater each year. Science and administration strive to keep pace.

The analysis could go on and on but let us just stop and contemplate the mysteries of a functioning city. Does it function flawlessly? Never. Bad decisions have effects. Uncontrollable socioeconomic changes steer fortune toward one city and away from another. The impacts of people living and working in different cities create additional challenges. Above all, nature reserves the right to interfere with stability.

Other aspects bear mentioning. Like a genetic DNA trigger, a miracle that performs a certain task must not only perform that task but also do so in harmony with other miracles performing other tasks. Systems that provide potable water for drinking must also provide for safety from fire. Streets that provide families access to their homes must also support the economy. Local actions must occur simultaneously with those of state and federal entities. Routine maintenance and neighborhood stability can work at cross-purposes.

Planning and maintaining a modern metropolis isn't easy. But, in our city, clean water still flows in, and the wastewater still flows out. Our ancestors would have considered these miracles of the highest order.

Do users have a clue as to the countless complexities that make the miracle of a city possible? No, we don't have a good track record of educating our citizens about what work must go on to make urban life bearable or who does that work.

The complexities involved in the function of a city won't allow credit to one individual or even one group of individuals. Countless personal actions contribute to the status of a city. Its administration can never be simple. It requires, among other things, critical thinking, education, experience, compromise, patience and an understanding of the complexities of politics.

We may never stop counting the minor miracles that have allowed our cities to become great.

And, as the slogan of the Arkansas Municipal League notes, great cities make a great state. It is but a short jump to add that great states make a great nation. Let us all be thankful in the coming year that this occurs, in part, because the turn of a faucet produces clean water. Imagine the look on a long-departed ancestor's face.



Representatives from the Arkansas Department of Tourism, Arkansas Economic Development Commission, University of Central Arkansas, State Rep. Justin Gonzales, Glenwood Revitalization Group, Glenwood Chamber of Commerce, Murfreesboro Chamber of Commerce, Visit Hot Springs, Hot Springs Regional Chamber of Commerce and Pike County Judge Eddie Howard at Swaha Lodge and Marina.

Building stronger communities through regionalism

How collaboration and shared resources are shaping the future of local development.

BY TRACIE SPIVEY

In today's interconnected world, success often requires looking beyond city limits. This is especially true in rural areas. Regionalism transcends these municipal boundaries, offering a strategic path to rural development. By fostering collaboration among governments, businesses and residents across a geographic area, this approach leverages collective strengths to tackle shared challenges. By pooling resources, exchanging ideas and creating opportunities, communities can maximize their efficiency and impact while sparking innovative solutions through expanding economic and social prospects. The end goal is to create cohesive, resilient communities by focusing on shared benefits and sustainable progress.

EXPERT INSIGHT: WHY REGIONALISM MATTERS

According to Arkansas Economic Development Commission Community Development Director Matt Twyford,

“Regionalism is crucial, particularly for rural areas. By working together, communities can share knowledge and resources to overcome challenges more effectively. This collective approach leads to stronger localities and a stronger state overall.”

A shining example is the Northeast Arkansas Intermodal Authority, where four counties pooled resources to attract economic opportunities. Their collaborative efforts led to significant successes, including G&H Decoys relocating to Corning, technology-centered Provalus expanding in Walnut Ridge, and Tate Industries selecting Pochontas for a manufacturing site.

These projects are part of a broader economic development initiative that has delivered substantial results. In 2024 alone, three state-backed projects—Tate, Provalus and G&H Decoys—created 425 new jobs with an average hourly wage of \$23.04, driven by more than \$30 million in outside investment and \$6.6 million in grant funding for

job creation, infrastructure and workforce development.

Over the past five years (2020-2024), the region has seen four major state-backed projects, including Emerson, bringing a combined 1,042 net new jobs, over \$70 million in outside investment, and \$43 million in grant funding support. This momentum was further bolstered by the I-57 designation and interstate groundbreaking, marking a transformative milestone for future growth and connectivity.

PIKE COUNTY: REGIONALISM IN ACTION

Pike County offers a compelling example of regional collaboration in Arkansas. Leaders from Murfreesboro and Glenwood recently joined forces to organize a countywide tour showcasing the area's tourism potential. They invited a diverse group of statewide leaders and experts, including representatives from the Arkansas Department of Tourism, Arkansas Economic Development Commission, University of Central Arkansas, State Representative Justin Gonzales, Glenwood Revitalization Group, Glenwood Chamber of Commerce, Murfreesboro Chamber of Commerce, Visit Hot Springs, Hot Springs Regional Chamber of Commerce and Pike County Judge Eddie Howard.

This initiative provided an opportunity for participants to experience firsthand how regional cooperation is driving transformation in Pike County, paving the way for economic growth and community revitalization.

TOURISM AS A DRIVER

The tour focused on how Pike County communities are working together to position tourism as a shared growth avenue, using examples such as:

- **Crater of Diamonds State Park**—This one-of-a-kind destination draws visitors from around the globe, offering them the chance to dig for diamonds and keep what they find.
- **Swaha Lodge and Marina**—Nestled on Lake Greeson, this retreat combines stunning views with opportunities for fishing, boating and relaxation.
- **Downtown Glenwood Revitalization**—Funded by Community Development Block Grants (CDBG),

efforts to enhance historic architecture and reduce blight are reinvigorating this charming town.

- **Tranquil Lane**—This scenic stretch by the Caddo River features properties blending residential and rental potential, adding to the region's allure.
- **Glenwood Iron Mountain Railroad Depot**—The depot, relocated from its original site, was nominated to the National Register along with other railroad-related structures statewide. It now houses the Glenwood Chamber of Commerce, representing typical small-town depots in western Arkansas.

Leaders in Murfreesboro and Glenwood are actively pursuing initiatives to boost year-round tourism, enhance accommodations and introduce expanded amenities like alcohol sales. These efforts aim to strengthen Pike County's appeal as a destination while fostering a sense of unity.

Ki Hartsfield, executive vice president of Southern Bancorp and founding member of Glenwood Revitalization Group, reflected on the experience. "We had the opportunity to showcase the many great things that Pike County has going for it. The VIP tour gave us a chance to shed a light on the treasure that our county is," he said. "From the diamond mine to Lake Greeson to the Caddo River, tourism is a bright spot in our local economy. We have a lot to offer our tourists and locals alike and we believe this tour gave us an occasion to show why we believe Pike County is a great place to visit and live."

LOOKING AHEAD

Regionalism isn't just about shared challenges; it's about shared opportunities. By embracing this approach, communities like those in Pike County are creating a foundation for sustainable growth, cultural preservation and economic resilience. As Twyford aptly put it, "Together, we're stronger."

For cities and towns across Arkansas and beyond, regionalism offers a blueprint for thriving in an increasingly interconnected world—proof that collaboration isn't just a strategy, it's a necessity.

For new pickleball players, injury prevention is key

BY PAUL INCLAN, M.D.

Pickleball is the fastest-growing sport in the United States, and it's easy to see why. Simple to learn and inexpensive to play, the game attracts new players of all ages, but it has become particularly popular among older adults who are looking for ways to stay active and social.

Although the sport offers many benefits for mental and physical health, it also carries a risk of injury, particularly for athletes experiencing a sudden change in their activity level. In recent years, hospitals and clinics have seen a sharp increase in injuries from pickleball, including acute injuries such as broken bones or muscle strains and chronic injuries from overuse.

Whether you're a beginner or you're thinking about picking up a paddle for the first time, consider the following suggestions to protect against injuries. Some of these ideas might improve your performance on the court, too.

EASING IN

Pickleball is an excellent option if you're looking for a way to improve your physical fitness, but there's no need to rush into the game. Take some time to learn the proper mechanics so you can perform better and avoid injury. You should also make sure you have the right equipment, including tennis shoes and athletic attire.

If you're taking up the sport after a period of inactivity, then consider consulting with your doctor to determine whether you have any medical conditions that require extra precautions. For older adults, this can include screening for osteoporosis (which I advocate strongly—regardless of your affinity for paddle sports).

When you do hit the court, ramp up your activity gradually so you don't experience excessive soreness or fatigue. If you feel any lingering soreness, then take a break to ensure that a nagging problem doesn't turn into a more severe injury. It's easy to get caught up in the competition, but it's more important that you listen to your body.

STRENGTH TRAINING

Many people believe pickleball—which incorporates elements of tennis but is played with a plastic ball and wooden paddles—is a low-impact sport. However, the

act of chasing or lunging after the ball requires the type of explosive movement that can cause new injuries or exacerbate old ones. Frequent players may face additional issues, as repetitive movements can lead to overuse injuries in the wrists, elbows and lumbar spine.

With any increase in physical activity, it's important to prepare your body for the additional strain. That's why I recommend strength training for anyone who plans to be a regular on the pickleball court. Body weight exercises such as squats and lunges build your key muscle groups without putting unnecessary pressure on your joints.

For those newer to resistance training, exercise machines, rather than free weights, may provide a simpler, more controlled introduction to training. Try to avoid the leg extension machine, as this may exacerbate early arthritis behind the kneecap and commonly causes pain in the front of the knee.

MOBILITY AND COORDINATION

Falls account for a significant number of pickleball injuries, especially among older players. These falls occur most often from movement errors when attempting to react to an unexpected shot or bounce. Think of this as backing into the mailbox while you're talking on the phone. Even in high-level athletes, injuries commonly occur when our minds are preoccupied by reacting to an opponent, rather than focusing on running or landing.

Practicing landing and cutting movements in a controlled environment can improve coordination and performance. Warm up with dynamic processes—side shuffles, air squats and controlled landing—before you play.

Mobility exercises target the range of motion in your joints, providing stability and support for the whole body. Yoga and Pilates are two workout regimens that improve mobility and balance, though there are many other options that might work for you. Maintaining joint stability requires your muscles to work together in concert.

As you take these steps to avoid injuries, I hope that your pickleball experience is all fun and games.



SOLUTIONS FOR LAND AND LIFE.

S. ARKANSAS
STREET

RAILYARD PARK

LiDAR SURVEY

MOBILITY HUB

DOWNTOWN ROGERS
WATER & SEWER
MASTER PLAN

CENTENNIAL
PEDESTRIAN PLAZA

DOWNTOWN ROGERS
FARMER'S MARKET

CEI became a leader in civil engineering, land surveying and landscape architecture by approaching each project with the same objectives: help clients streamline their processes, create efficiencies, avoid costly mistakes, and drive revenue to their bottom line.

With a dedicated team of over 170 working in our offices and remotely from coast to coast, CEI is a diverse and inclusive firm ready to meet every challenge.



CEI Engineering Associates, Inc.
www.CEleng.com | 800.433.4173

ROGERS, AR

Oversight of retail water providers: Act 605 of 2021

Why are my water and sewer utility bills getting so expensive!?

BY ZANE LEWIS, PE; OSCAR MORTON, EI; AND SPENCER BRIGGS, EI

Many people across the U.S. turn on their faucets and flush their toilets without a single thought about how the water got there or where the sewage is going. When it comes to their increased water and sewer bills, however, they have many thoughts. Unfortunately, water and sewer providers are not immune to the ubiquitous nature of inflation—utility providers' costs for operations and maintenance continue to rise. The main way utilities deal with this is through raising user rates. Act 605, passed by the Arkansas Legislature in 2021, addresses some of the issues around the rising costs of repairs and upgrades necessary to maintain compliance with federal and state law, and operate water and sewer utilities in a safe and effective manner that complies with the Clean Water Act.

Lower utility rates may be an indicator that a utility has not charged enough for their commodity or their service and lacks crucial operating funds. Many utilities have needs that cannot be met on current annual budgets. Rising material costs, increased regulatory requirements, cost of living for staff and systems that have reached the end of their projected useful life can culminate with the potential to bankrupt smaller systems that are already operating on the edge of solvency.

Act 605 requires most water systems in Arkansas to provide additional information about the rates they charge customers for their services and how user rates are developed. The schedule for compliance began July 1, 2024, for systems with 500 or fewer customers and allows systems with more than 1,000 customers until July 1, 2026, to complete the requirements. Thereafter each system shall update their information every five years. The rule was updated with Act 545 of 2023, which removed the requirement for a project-specific rate study under certain conditions.

WHAT ARE THE REQUIREMENTS OF ACT 605?

It is common for municipal utilities that operate a water and sewer system to perform the study on both systems to ensure financial health. If a municipality operates their sewer system jointly with their water service, both systems are subject to the requirements of Act 605. Since this is the first time that utilities have had to provide this reporting to the state, there has

been a learning curve about the American Water Works Association (AWWA) Manual M1, Cost of Service Rate Making process. The information required includes a comprehensive financial analysis from a pre-qualified firm, an asset inventory, management plan, capital improvements plan, recommendations on operational adjustments and a proposed rate design to meet a minimum debt service. Rate studies must be provided by a pre-qualified firm.

Act 605 also requires some reporting about asset locations relative to the system boundary, some workforce recruitment and retention information, and a requirement for the utility system leaders to participate in Act 605 compliance training. Failure to comply with the rule will result in the utility being put under the designation of fiscal distress. When a utility is under fiscal distress, they will no longer receive state financial assistance outside of emergency situations.

HOW ARE A SYSTEM'S OPERATIONS AND MAINTENANCE COSTS EVALUATED?

Past data from the system is used as a starting point to perform a rate analysis and determine if revenues have previously been adequate to perform required maintenance. If the system does not have enough money in the bank to perform the requirements of day-to-day operations and anticipated routine maintenance and equipment replacement, then the system is likely not charging enough for the service.

Determining the amount of money that the city is required to collect and save to support debt service is an integral part of the financial analysis. The asset inventory is a record of all physical pieces of the utility system and anything else that costs money to maintain or replace. This record is required to identify a system's value and maintenance costs and provide a plan for replacement of essential assets. This process will quickly identify if a system has been generating adequate revenues to support the ongoing operations and maintenance of the system. If the system is not generating enough revenue, Act 605 requires rate adjustments that will allow the system to generate positive revenue to meet its operations and maintenance needs.

Water							
Asset Name	Year Installed	Useful Life	Replacement Date	Quantity (LF)	Unit Cost	Multiplier	Replacement Cost
Water Booster Stations							
Black Bass (West) Pump Station	1982						\$ 2,125,000.00
Pumps	1982	20	2002	2	\$ 150,000.00	2.5	\$ 750,000.00
Controls	1982	20	2002	1	\$ 50,000.00	2.5	\$ 125,000.00
Structure	1982	50	2032	1	\$ 500,000.00	2.5	\$ 1,250,000.00
HWY 23 South (East) Pump Station	1982	20	2002				\$ 2,125,000.00
Pumps	1982	20	2002	2	\$ 150,000.00	2.5	\$ 750,000.00
Controls	1982	20	2002	1	\$ 50,000.00	2.5	\$ 125,000.00
Structure	1982	50	2032	1	\$ 500,000.00	2.5	\$ 1,250,000.00

Figure 1, Example Asset Inventory

HOW ARE NEW RATES DEVELOPED?

With data provided from the asset management inventory and plan, a financial rate study is performed to evaluate the costs incurred by the utility to provide drinking water and sewer service to customers. All costs integral to the system's ability to provide reliable service to the customer are included. The results of the study will show if the annual cost of providing the service is more or less than the annual revenues generated/collected by the utility. As noted above in Figure 1, there is a requirement to maintain a certain debt coverage ratio to cover repair and replacement costs.

The collected data allows a recommendation to be made about if and how much to increase user rates. Unfortunately, it is most often the case that a recommendation is made to increase rates. However, this is no surprise when considering all the individual cost increases for the parts of the system and that these costs must be covered by user charges. Typical recommendations include rate increases over one to five years, with individual annual increase amounts planned based on need. For systems that are required to raise their rates more than 50%, additional time is allowed. Example: Year One 30%, Year Two 10%, Year Three 3%, etc.

Additionally, the AWAA Manual M1 recommends other specifics for consideration by the system leaders. One example of this is the recommendation to not include any water in the minimum monthly service charge for each customer. While this is not the norm in Arkansas, it is one specific detail of the nationally recognized way of creating equitable rates. The AWWA has been a reliable authority for guiding water professionals in how to establish fair and equitable rates since the first M1 Manual in 1954.

WHY IS ACT 605 SIGNIFICANT?

Act 605 has come too late for some utilities that have been consolidated with an adjacent financially healthy utility. Small systems are more financially vulnerable due

to their historical reliance on state and federal loans or grants. The users of the system have never borne the full costs, since the upfront construction costs were low- or no-interest financed loans or grants. Without funds to cover repairs and replacement coming from the state or federal government, systems are being faced with a greater financial independence and must adapt by generating enough revenue to keep their systems operating efficiently and effectively.

Ultimately, Act 605 is targeted at helping individual water systems become financially healthy. Other programs can also become more important if the new user rates are a burden to low-income users. Operations and maintenance of water and wastewater works, including repair and replacement of infrastructure, is at the heart of why Arkansas legislators decided to act and pass the new law in 2021. Act 605 may be the most important legislation ever passed by Arkansas for long-term maintenance of our drinking water systems.

ADDITIONAL RESOURCES

For more information about Act 605 of 2021 and Act 545 of 2023, follow the links below.

- **ACT 605:** armuni.org/4hCNbHv
- **ACT 545:** armuni.org/4hEDpou

Approved Rate Study Providers

The Arkansas Department of Agriculture Natural Resources Division maintains a list of entities approved to conduct rate studies for water service providers. View and download the list at armuni.org/40WBjIQ.

2024/2025 State Turnback Funds

Actual Totals Per Capita

	STREET		SEVERANCE TAX		GENERAL	
MONTH	2024	2025	2024	2025	2024	2025
January	\$6.71	\$7.15	\$0.12	\$0.10	\$2.02	\$2.02
February	\$7.18		\$0.15		\$1.024	
March	\$6.064		\$0.121		\$1.024	
April	\$6.567		\$0.117		\$1.024	
May	\$7.139		\$0.087		\$1.019	
June	\$7.037		\$0.028		\$1.023	
July	\$7.047		\$0.022		\$2.797	
August	\$7.017		\$0.00		\$0.826	
September	\$7.107		\$1.024		\$1.019	
October	\$5.745		\$1.023		\$1.019	
November	\$6.626		\$1.020		\$1.02	
December	\$6.43		\$1.020		\$1.02	
Total Year	\$80.67	\$7.15	\$15.185	\$0.10	\$14.83	\$2.02

Actual Totals Per Month


	STREET		SEVERANCE TAX		GENERAL	
MONTH	2024	2025	2024	2025	2024	2025
January	\$13,454,740.53	\$14,344,529.55	\$240,989.05	\$195,553.15	*\$4,053,953.86	*\$4,043,691.60
February	\$14,401,299.45		\$291,821.41		\$2,053,698.28	
March	\$12,165,510.80		\$243,039.99		\$2,053,791.22	
April	\$13,174,735.35		\$235,152.80		\$2,053,791.22	
May	\$14,323,397.61		\$173,692.76		\$2,045,124.02	
June	\$14,117,409.82		\$56,190.94		\$2,051,666.16	
July	\$14,138,631.04		\$43,727.20		** \$5,612,132.59	
August	\$14,079,298.02		\$0.00		\$1,657,294.23	
September	\$14,258,812.79		\$130,337.65		\$2,044,036.89	
October	\$11,526,560.92		\$194,177.09		\$2,043,691.60	
November	\$13,294,518.33		\$93,515.72		\$2,043,524.94	
December	\$12,903,890.83		\$102,506.36		\$2,043,691.60	
Total Year	\$161,838,805.49	\$14,344,529.55	\$1,805,150.97	\$195,553.15	\$29,756,396.61	\$4,043,691.60

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

**Includes \$3,514,392.30 supplemental for July 2024

Local Option Sales and Use Tax in Arkansas



KEY:  Counties not collecting sales tax

Source: Rachel Garrett, Office of State Treasurer

See also: www.dfa.arkansas.gov

Sales and Use Tax Year-to-Date 2025 with 2024 Comparison (shaded gray)								
Month	Municipal Tax		County Tax		Total Tax		Interest	
January	\$87,231,351	\$86,862,371	\$73,841,246	\$74,528,796	\$161,072,597	\$161,391,167	\$552,364	\$617,233
February		\$95,415,332		\$80,279,972		\$175,695,304		\$636,728
March		\$78,770,386		\$67,473,517		\$146,243,903		\$670,892
April		\$79,987,030		\$69,344,938		\$149,331,968		\$693,345
May		\$90,224,300		\$76,716,593		\$166,940,893		\$636,336
June		\$84,560,060		\$72,394,282		\$156,954,342		\$603,810
July		\$86,879,194		\$73,819,576		\$160,698,770		\$720,986
August		\$89,183,357		\$76,027,968		\$165,211,326		\$671,600
September		\$87,897,466		\$75,130,969		\$163,028,435		\$664,721
October		\$88,062,355		\$75,108,082		\$163,170,437		\$707,196
November		\$87,283,881		\$74,005,294		\$161,289,175		\$602,341
December		\$88,658,933		\$75,900,169		\$164,559,102		\$589,602
Total	\$87,231,351	\$1,043,784,664	\$73,841,246	\$890,730,157	\$161,072,597	\$1,934,514,820	\$552,364	\$7,814,791
Averages	\$87,231,351	\$86,982,055	\$73,841,246	\$74,227,513	\$161,072,597	\$161,209,568	\$552,364	\$651,233

January 2025 Municipal Levy Receipts and January 2025 Municipal/County Levy Receipts with 2024 Comparison (shaded gray)

SALES AND USE		AMOUNT	LAST YEAR			2024	2023			2024	2023			2024	2023			2024	2023
Alexander	213,133.92	240,025.69		Fouke		38,852.91	12,743.77	Mineral Springs		6,725.53	7,162.69	Wheatley		10,151.54	7,272.18				
Alma	324,654.47	173,901.35		Fountain Hill		2,904.19	2,798.58	Monette		44,138.40	24,516.85	White Hall		115,996.98	112,452.11				
Almyra	2,867.95	2,959.93		Franklin		3,072.67	3,787.05	Monticello		271,787.82	274,161.94	Wickes		9,782.93	11,587.88				
Alpena	8,234.53	9,189.01		Garfield		24,208.08	23,490.22	Moorefield		7,088.50	32,187.65	Widener		3,355.51	4,168.39				
Altheimer	4,158.22	5,053.57		Garland		1,904.71	3,876.56	Moro		3,695.16	4,661.05	Wiederkehr Village		3,087.78	3,360.66				
Altus	8,134.20	7,599.52		Gassville		42,057.78	28,010.91	Morrilton		203,466.25	220,750.61	Wilmot		5,853.61	4,678.47				
Amity	17,864.80	19,862.37		Gentry		181,520.54	183,731.16	Morrison Bluff		4,601.67	4,552.88	Wilson		9,187.05	8,732.37				
Anthonyville	1,382.35	1,087.16		Gilbert		323.20	653.55	Mount Ida		26,453.93	26,101.74	Wilton		722.74	637.35				
Arkadelphia	529,339.48	510,725.72		Gillett		15,807.52	14,472.53	Mountain Home		1,227,871.26	1,227,037.82	Winslow		10,899.52	18,730.48				
Arkansas City	6,833.19	47,799.11		Gillham		11,037.36	8,745.84	Mountain View		259,973.32	262,251.00	Wynne		205,315.12	226,445.30				
Ash Flat	154,459.59	152,484.28		Gilmore		661.45	570.07	Mountainburg		36,574.96	18,757.15	Yellville		57,461.17	62,408.81				
Ashdown	186,548.11	187,371.04		Glenwood		107,041.54	104,776.58	Mulberry		41,923.32	42,031.89								
Atkins	85,531.91	87,797.16		Goshen		44,700.92	40,907.99	Murfreesboro		35,075.79	35,387.98								
Augusta	26,216.34	27,171.11		Gosnell		19,071.47	19,847.87	Nashville		141,653.69	144,574.09								
Austin	58,987.95	57,635.10		Gould		15,596.26	18,304.16	Newport		254,398.99	254,061.67								
Avoca	11,495.77	12,001.90		Grady		6,061.72	5,648.45	Norfolk		8,406.64	11,291.46								
Bald Knob	65,207.70	67,887.54		Grannis		5,773.16	NA	Norman		4,574.41	4,719.12								
Banks	763.55	848.00		Gravette		141,366.27	325,531.18	North Little Rock		3,881,183.34	4,093,339.63								
Barling	92,742.66	108,232.09		Green Forest		111,045.17	103,692.23	Oak Grove		1,509.40	1,421.69								
Batesville	870,503.95	964,682.15		Greenbrier		381,720.57	385,469.40	Oak Grove Heights		9,632.59	14,986.39								
Bauxite	32,699.56	28,598.74		Greenland		68,436.65	49,521.70	Ola		16,246.83	16,478.12								
Bay	22,143.26	12,717.67		Greenwood		332,253.23	337,136.71	Oppelo		5,348.82	4,951.97								
Bearden	9,752.81	11,786.32		Greers Ferry		28,451.74	29,590.77	Osceola		426,747.98	201,213.81								
Beebe	279,707.47	275,277.47		Guion		1,933.46	3,286.00	Oxford		4,036.97	4,471.77								
Beehiveville	153.84	175.41		Gum Springs		1,744.38	2,190.75	Ozark		227,489.87	215,927.61								
Bella Vista	739,512.95	719,781.66		Gurdon		42,660.93	30,434.38	Palestine		34,823.93	33,889.52								
Belleville	3,399.56	3,213.63		Guy		15,178.94	11,389.26	Pangburn		9,571.09	10,637.65								
Benton	2,274,585.42	2,434,251.31		Hackett		11,457.37	10,069.73	Paragould		890,053.70	454,772.54								
Bentonville	4,389,688.94	4,316,436.35		Hamburg		102,503.45	108,400.63	Paris		89,405.63	97,174.13								
Berryville	388,219.31	358,919.72		Hampton		12,276.51	9,477.04	Parkdale		512.24	687.98								
Big Flat	1,169.24	1,726.37		Hardy		29,738.04	30,373.34	Parkin		8,166.60	5,936.06								
Black Rock	6,926.51	8,836.07		Harrisburg		95,242.20	93,760.32	Patmos		2,403.65	114.44								
Black River	4,920.07	4,244.49		Harrison		935,966.31	931,861.55	Patterson		1,415.31	1,374.72								
Blue Mountain	317.58	301.16		Hartford		7,140.89	7,094.74	Pea Ridge		307,603.88	221,472.10								
Blytheville	485,185.12	495,881.14		Haskell		62,060.60	88,226.11	Perla		5,981.29	5,156.62								
Bonanza	3,339.26	2,427.00		Hatfield		6,490.77	8,047.50	Perryville		28,043.40	27,939.94								
Bono	26,465.78	46,480.53		Havana		4,808.53	4,025.83	Piggott		79,048.42	94,554.16								
Booneville	184,234.23	180,379.84		Hazen		95,513.63	110,917.02	Pine Bluff		1,177,847.09	1,658,986.07								
Bradford	20,589.36	19,327.48		Heber Springs		214,807.58	219,006.30	Pineville		2,755.33	2,545.72								
Bradley	5,413.24	5,460.70		Hector		7,656.40	11,644.99	Plainview		6,179.63	5,948.21								
Branch	2,481.65	2,873.55		Helena-West Helena		295,251.85	284,445.31	Pleasant Plains		22,476.59	20,697.13								
Briarcliff	2,045.22	2,476.47		Hermitage		18,333.69	18,269.38	Plumerville		13,731.99	13,394.09								
Brinkley	182,944.07	122,984.43		Higginson		2,776.75	3,260.83	Pocahontas		384,007.45	387,279.01								
Brookland	148,128.45	160,151.74		Highfill		171,104.98	163,358.91	Pollard		658.90	NA								
Bryant	1,600,530.38	1,593,536.36		Highland		38,009.99	40,160.47	Portia		5,658.23	5,714.85								
Bull Shoals	34,156.54	34,190.70		Holly Grove		10,416.25	9,225.73	Portland		6,500.26	8,281.05								
Cabot	1,254,863.15	1,297,577.72		Hope		235,349.62	239,346.24	Pottsville		44,374.64	52,988.97								
Caddo Valley	62,854.11	61,545.18		Horatio		10,324.53	8,699.52	Prairie Grove		276,551.03	265,628.86								
Calico Rock	62,388.79	52,389.18		Horseshoe Bend		34,029.87	36,159.10	Prescott		107,340.62	61,137.01								
Camden	403,701.64	403,483.78		Hot Springs		2,309,725.18	2,366,606.59	Pyatt		1,543.29	1,660.42								
Caraway	7,067.05	7,503.01		Hoxie		20,804.10	21,808.78	Quitman		34,723.03	38,041.09								
Carlisle	56,390.27	65,529.15		Hughes		7,296.03	7,096.03	Ravenden		4,955.60	5,337.86								
Carthage	1,408.08	NA		Hummoke		3,079.67	3,257.41	Rector		41,254.12	40,105.46								
Cash	3,326.73	3,231.79		Humphrey		3,409.35	2,637.44	Redfield		47,684.87	63,506.15								
Cave City	37,187.16	36,434.93		Huntington		7,646.05	7,352.50	Rison		21,094.45	22,551.46								
Diamond City	189,477.16	196,452.61		Huntsville		108,916.32	210,517.05	Rockport . . .											

Conway County	453,651.29	470,156.86	Howard County	465,763.89	496,599.77	Fouke	12,226.63	12,278.22	Saline County	770,353.67	947,658.63
Menifee	4,517.68	4,682.05	Dierks	19,581.41	20,877.80	Garland	12,226.63	12,278.22	Scott County	134,120.70	147,118.59
Morrilton	115,283.17	119,477.61	Mineral Springs	23,194.14	24,729.70	Texarkana	275,099.12	276,260.05	Mansfield	8,941.38	9,807.91
Oppelo	12,151.56	12,593.68	Nashville	88,779.02	94,656.64	Mississippi County	1,480,285.50	1,432,906.51	Waldron	35,765.52	39,231.62
Plumerville	12,102.09	12,542.41	Tollette	3,954.77	4,216.58	Bassett	2,592.68	2,592.68	Searcy County	101,435.72	100,946.69
Craighead County	410,478.92	450,575.83	Independence County	683,240.83	793,381.04	Birdsong	691.20	669.08	Gilbert	269.45	268.15
Bay	41,146.59	45,165.92	Batesville	200,638.91	232,982.43	Blytheville	289,570.60	280,302.41	Leslie	3,886.23	3,867.49
Black Oak	5,110.42	5,609.63	Cave City	3,263.00	3,789.01	Burdette	3,024.01	2,927.22	Marshall	13,772.79	13,706.39
Bono	52,836.96	57,998.25	Cushman	7,763.08	9,014.51	Dell	4,190.41	4,056.29	Pindall	984.51	979.76
Brookland	89,136.33	97,843.45	Magness	3,944.29	4,580.12	Dyess	7,322.43	7,088.06	St. Joe	1,336.86	1,330.42
Caraway	24,850.26	27,277.71	Moorefield	2,259.00	2,623.16	Etowah	5,486.42	5,310.82	Sebastian County	417,400.99	411,183.20
Cash	6,141.28	6,741.18	Newark	21,155.74	24,566.10	Gosnell	62,856.22	60,844.40	Barling	109,809.74	108,173.96
Egypt	2,478.45	2,720.55	Oil Trough	4,051.86	4,705.03	Joiner	10,756.84	10,412.55	Bonanza	13,479.36	13,278.57
Jonesboro	1,723,419.27	1,891,768.43	Pleasant Plains	6,310.87	7,328.19	Keiser	16,221.66	15,702.45	Central City	10,586.01	10,428.31
Lake City	51,016.51	55,999.97	Southside	76,716.46	89,083.35	Leachville	44,042.55	42,632.90	Fort Smith	2,046,980.23	2,016,487.42
Monette	33,031.32	36,257.92	Sulphur Rock	10,918.53	12,678.62	Luxora	20,347.27	19,696.02	Greenwood	218,517.24	215,262.10
Crawford County	611,438.14	227,627.89	Izard County	63,665.06	73,830.81	Manila	79,531.47	76,985.94	Hackett	18,003.10	17,734.92
Alma	87,773.99	NA	Jackson County	358,893.99	355,940.70	Marie	2,332.81	2,258.14	Hartford	11,458.61	11,287.91
Cedarville	21,457.54	NA	Amagon	987.91	979.78	Osceola	150,682.12	145,859.29	Huntington	11,251.94	11,084.32
Chester	2,169.86	NA	Beedeville	1,202.67	1,192.78	Victoria	432.00	418.17	Lavaca	56,259.69	55,421.62
Dyer	11,632.88	NA	Campbell Station	3,321.67	3,294.33	Wilson	16,545.64	16,016.08	Mansfield	15,706.79	15,472.81
Kibler	15,143.84	NA	Diaz	17,524.66	17,380.45	Monroe County	NA	NA	Midland	5,212.63	5,134.98
Mountainburg	7,956.17	NA	Grubbs	4,309.58	4,274.11	Montgomery County	228,493.88	217,809.24	Sevier County	582,102.84	576,489.68
Mulberry	23,250.69	NA	Jacksonport	2,147.63	2,129.96	Black Springs	921.08	878.00	Ben Lomond	1,959.90	1,941.00
Rudy	1,958.90	NA	Newport	114,611.84	113,668.72	Glenwood	594.86	567.04	De Queen	85,465.68	84,641.54
Van Buren	349,860.34	NA	Swifton	10,494.75	10,408.39	Mount Ida	9,556.16	9,109.30	Gillham	2,197.89	2,176.69
Crittenden County	1,006,666.57	1,050,511.05	Tuckerman	24,440.03	24,238.91	Norman	2,907.14	2,771.20	Horatio	12,879.35	12,755.15
Anthonyville	1,273.79	1,329.27	Tupelo	1,002.23	993.98	Oden	1,727.02	1,646.27	Lockesburg	8,315.58	8,235.39
Clarkedale	3,170.32	3,308.40	Weldon	816.10	809.39	Nevada County	125,013.65	131,047.01	Sharp County	328,153.86	332,551.26
Crawfordsville	4,359.19	4,549.05	Jefferson County	444,967.75	517,986.45	Bluff City	1,190.61	1,248.07	Ash Flat	15,911.06	16,124.29
Earle	17,276.36	18,028.82	Altheimer	8,952.61	10,421.72	Bodcaw	1,220.88	1,279.80	Cave City	27,036.36	27,398.70
Edmondson	2,292.82	2,392.68	Humphrey	2,752.67	3,204.38	Cale	736.56	772.11	Cherokee Village	61,329.04	62,150.95
Gilmore	1,494.58	1,559.67	Pine Bluff	530,634.93	617,711.54	Emmet	4,005.68	4,199.00	Evening Shade	6,526.02	6,613.48
Horseshoe Lake	2,490.97	2,599.46	Redfield	19,358.73	22,735.47	Prescott	31,288.73	32,798.77	Hardy	11,001.00	11,148.43
Jennette	1,002.05	1,045.69	Sherrill	681.74	793.61	Rosston	2,744.45	2,876.90	Highland	15,258.45	15,462.94
Jericho	924.68	964.95	Wabbaseka	2,315.33	2,695.27	Willisville	1,493.30	1,565.37	Horseshoe Bend	202.00	204.70
Marion	129,756.72	135,408.15	White Hall	71,788.07	83,568.42	Newton County	59,767.47	58,948.19	Sidney	2,983.32	3,023.30
Sunset	1,562.52	1,630.57	Johnson County	179,012.77	174,563.39	Jasper	5,169.64	5,098.78	Williford	1,227.52	1,243.97
Turrell	4,390.33	4,581.55	Clarksville	132,721.00	129,422.21	Western Grove	3,345.62	3,299.75	St. Francis County	469,696.17	475,721.77
West Memphis	231,357.96	241,434.55	Coal Hill	11,601.24	11,312.89	Ouachita County	616,230.33	463,359.37	Caldwell	11,726.80	11,726.80
Cross County	691,032.74	689,921.32	Hartman	7,300.29	7,118.84	Bearden	11,053.20	11,258.28	Colt	7,618.52	7,716.26
Cherry Valley	9,789.69	9,773.94	Knoxville	9,337.58	9,105.50	Camden	151,155.40	153,959.85	Corrister	338,413.18	342,754.58
Hickory Ridge	3,881.82	3,875.58	Lamar	24,320.15	23,715.67	Chidister	3,603.69	3,670.55	Hughes	27,457.88	27,810.12
Parkin	13,518.28	13,496.54	Lafayette County	109,200.78	98,042.21	East Camden	11,366.57	11,577.46	Madison	19,735.36	19,988.54
Wynne	141,550.36	141,322.71	Bradley	3,862.56	3,467.87	Louann	2,179.30	2,219.74	Palestine	13,156.90	13,325.68
Dallas County	219,025.90	190,178.07	Buckner	1,573.64	1,412.84	Stephens	10,967.74	11,171.21	Wheatley	7,254.50	7,347.56
Desha County	131,394.88	142,953.66	Lewisville	8,726.53	7,834.81	Perry County	192,697.92	197,030.93	Widener	5,512.38	5,583.12
Arkansas City	6,005.53	6,533.83	Stamps	11,997.77	10,771.80	Adona	1,144.03	1,169.75	Stone County	229,886.33	239,948.67
Dumas	63,904.57	69,526.24	Lawrence County	414,179.06	414,574.96	Bigelow	2,702.67	2,763.45	Fifty Six	2,342.83	2,445.38
McGehee	61,476.80	66,884.90	Alicia	1,325.36	1,326.63	Casa	921.37	942.08	Mountain View	42,660.24	44,527.52
Mitchellville	4,678.84	5,091.52	Black Rock	5,468.26	5,473.49	Fourche	429.97	439.64	Union County	653,846.59	769,179.60
Reed	2,076.38	2,259.04	Hoxie	24,078.89	24,101.90	Houston	1,097.96	1,122.65	Calion	18,058.96	21,244.40
Tillar	511.11	556.07	Imboden	5,931.67	5,937.34	Perry	2,011.65	2,056.88	El Dorado	800,608.55	941,829.10
Watson	2,954.84	3,214.78	Lynn	2,391.21	2,393.49	Perryville	10,541.96	10,779.02	Felsenthal	3,430.68	4,035.83
Drew County	586,888.99	586,877.93	Minturn	806.34	807.11	Phillips County	202,577.11	211,022.04	Huttig	23,387.17	27,512.47
Monticello	165,572.78	165,569.65	Portia	10,134.67	9,333.49	Elaine	10,134.67	10,557.16	Junction City	20,079.71	25,974.38
Tillar	2,745.82	2,745.77	Powhatan	963.90	964.82	Helena-West Helena	191,568.56	199,554.56	Norphlet	28,432.86	33,448.17
Wilmar	7,747.13	7,746.98	Ravenden	3,948.27	3,952.04	Lake View	6,696.33	6,975.48	Smackover	73,712.71	86,715.00
Winchester	2,686.97	2,686.93	Sedgwick	1,510.72	1,512.17	Lexa	4,262.79	4,440.49	Strong	19,302.19	22,706.93
Faulkner County	1,175,531.54	1,552,018.27	Smithville	806.34	807.11	Marvell	17,663.64	18,399.99	Van Buren County	290,036.77	289,726.42
Enola	3,087.09	4,075.79	Strawberry	2,483.89	2,486.26	Pike County	236,682.55	235,354.75	Clinton	38,821.14	38,779.60
Holland	5,688.79	7,510.74	Walnut Ridge	49,900.19	49,947.89	Antoine	1,635.59	1,626.41	Damascus	3,790.82	3,786.77
Mount Vernon	1,397.93	1,845.64	Lee County	38,278.24	41,724.58	Daisy	1,273.73	1,266.59	Fairfield Bay	30,125.45	30,093.22
Twin Groves	3,077.38	4,062.98	Aubrey	938.92	1,023.45	Delight	4,168.58	4,145.19	Shirley	3,837.24	3,833.14
Wooster	10,115.57	13,355.27	Haynes	1,060.63	1,156.12	Glenwood	29,035.30	28,872.41	Washington County	2,439,478.59	2,308,296.35
Franklin County	210,123.44	322,818.45	LaGrange	452.07	492.77	Murreesboro	21,638.97	21,517.57	Elkins	86,295.34	81,542.72
Altus	6,084.63	9,347.97	Marianna	31,079.88	33,878.13	Poinsett County	333,431.14	329,256.41	Elm Springs	45,423.65	42,921.99
Branch	2,708.35	4,160.90	Moro	1,538.78	1,677.32	Fisher	2,404.19	2,374.09	Farmington	181,694.58	171,687.96
Charleston	23,679.72	36,379.80	Rondo	1,417.07	1,544.66	Harrisburg	29,544.83	29,174.91	Fayetteville	2,250,794.37	2,126,834.35
Denning	2,643.28	4,060.94	Lincoln County	189,618.60	170,719.84	Lepanto	23,133.65	22,844.01	Goshen	50,358.92	47,585.45
Ozark	32,408.64	49,790.29	Gould	5,528.22	4,977.23	Marked Tree	30,533.22	30,150.93	Greenland	29,060.59	27,460.11
Wiederkehr Village	457.48	702.87	Grady	2,543.15	2,289.68	Trumann	98,825.58	97,588.23	Johnson	86,463.05	81,701.19
Fulton County	300,673.86	292,760.92	Star City	18,118.86	16,313.01	Tyrone	9,563.33	9,443.60	Lincoln	54,958.78	51,931.98
Ash Flat	848.04	825.73	Little River County	368,882.19	401,000.58	Waldenburg	707.90	699.04	Prairie Grove	168,781.43	159,485.98
Cherokee Village	6,251.52	6,086.99	Ashdown	54,571.42	59,322.93	Weiner	8,641.73	8,533.52	Springdale	1,802,164.00	1,699,742.45
Hardy	262.67	255.76	Foreman	12,512.62	13,602.09	Cove	10,223.66	10,223.66	Tontitown	103,041.72	97,366.81
Horseshoe Bend	82.55	80.38	Ogden	1,677.74	1,823.82	Gnannis	16,420.56	15,896.36	West Fork	55,845.21	52,769.60
Mammoth Spring	6,971.98	6,788.50	Wilton	3,675.66	3,995.70	Hatfield	11,421.56	11,056.94	Winslow	8,744.53	8,262.94
Salem	11,752.55	11,443.26	Winthrop	1,485.64	1,614.99	Mena	185,029.32	179,122.50	White County	1,678,228.24	1,386,178.09
Viola	2,686.73	2,616.01	Logan County	416,938.66	425,394.83	Vandervoort	3,807.18	3,685.64	Bald Knob	45,386.46	37,488.18
Garland County	2,505,931.03	2,569,437.52	Blue Mountain	1,098.39	1,120.67	Wickes	21,088.52	20,415.32	Beebe	151,834.08	125,411.48
Fountain Lake	16,144.20	16,553.33	Booneville	47,542.79	48,507.03	Pope County	503,054.13	540,379.66	Bradford	12,201.44	10,078.11
Hot Springs	859,437.90	881,218.18	Caulksville	1,922.18	1,961.17	Atkins	55,836.31	59,979.25	Garner	3,797.20	3,136.40
Lonsdale	3,500.74	3,589.46	Magazine	9,236.46	9,423.79	Dover	26,111.63	28,049.06	Georgetown	1,457.69	1,204.02
Mountain Pine	19,882.85	20,386.74	Morrison Bluff	973.57	993.32	Hector	8,026.84	8,622.41	Griffithville	2,789.41	2,303.99
Grant County	348,781.07	364,829.51	Paris	39,641.88	40,445.87	London	18,280.09	19,636.44	Higginson	12,687.33	10,479.45
Greene County	477,177.90	480,252.04</									

Municipal Mart

Does your city have a position that needs to be filled? Have municipal equipment for sale? Expand your reach through Municipal Mart! Beginning with the Spring 2025 issue, Municipal Mart will reside exclusively online at cityandtown.org/municipal-mart. Follow the link for more information on placing a free ad or contact us at citytown@arml.org.

CITY MANAGER The City of Parsons, Kansas, is seeking an experienced visionary, and approachable leader to serve as its next city manager. Parsons is located in southeast Kansas. With a population of approximately 10,000, Parsons boasts a welcoming atmosphere and a forward-thinking approach to economic development and community well-being. The city manager serves as the chief administrative officer, overseeing all city operations and leading a team dedicated to providing exceptional services to the residents of Parsons. Bachelor's degree in public administration, business administration or a related field, 4 to 7 years of progressively responsible experience in local government or a related field. Competitive benefits; salary \$115,000 - \$130,000, DOQ. Interested candidates should submit a cover letter, résumé, and three professional references to LEAPS-Parsons@lkm.org. Open until filled. First review of applications begins February 18. EOE. For more information: www.lkm.org/networking/apply_now.aspx?view=2&id=872361.

WASTEWATER DIRECTOR The City of Greenwood has an opening for a full-time wastewater director. Position available immediately. Qualifications must include a bachelor's degree or equivalent; or 6 years' related experience and/or training in wastewater treatment. This position oversees all aspects of the Wastewater Department by enforcing all rules and regulations prescribed by the Arkansas Department of Environmental Quality. Maintaining the Wastewater Department to improve the quality of service for the citizens of Greenwood. This is an on-call position for all emergencies. Position is also responsible for preparing and implementing the annual budget. A Class #3 Wastewater License is required with a willingness to pursue a Class #4 Wastewater License and a valid driver's license with a clear driving record is also required. The City of Greenwood offers competitive pay and an excellent benefit package. Applications are available online at www.greenwoodar.org or may be picked up at Greenwood City Hall, 30 Bell Road. Further questions please contact HR Director Danielle Smith at 479-357-1132 or dsmith@gwark.com. Open until filled. The City of Greenwood is an EOE.

WATER FIELD TECH Highfill Water Utilities is seeking a candidate for the position of water field tech distribution/collection to join our team. This position focuses on maintenance, repairs and oversight to the water distribution and sewer collection systems. Qualifications: equivalent to HS or GED; 2 years' related experience and/or training. The ideal candidate will already have State of Arkansas distribution certifications. If not must be able to obtain state license for water and/or wastewater as required by the state. Must be available to work regular schedule from 7 a.m. to 3:30 p.m. M-F. Must be available to work on-call (weeknights and weekends) as assigned. Must be able to represent Highfill Water Utilities in a professional manner. If no CDL, must have a current DL. Steady and Consistent Work History. This is a security/safety sensitive position. Benefits: medical, dental and vision insurance beginning first of month after completing 30 days; paid vacation and sick days; retirement (APERS); 12 paid holidays; on-call pay; allowance for boot purchases. Pay: From \$ 20.19 - \$24.00 per hour. For more information and to apply, contact Tiffany Ryan at 479-736-5711, ext. 0025, or email tryan@highfillar.com.

BUILDING INSPECTOR/CODE ENFORCEMENT OFFICER The City of Highfill is seeking a candidate for the position of building inspector and code enforcement officer. Reports to: chief building inspector. Performs building inspections as requested by the chief building inspector and investigates complaints and violations of zoning, building codes and other adopted ordinances as they pertain to property within the city limits of Highfill. Education: graduate from an accredited two-year college or university with a degree in building construction or an equivalent combination of experience and on the job training as a building official of a minimum of five years which provides the required knowledge, skills and abilities. Experience: Knowledge and understanding of construction principles, the building inspection process and general knowledge of building codes. Individual must demonstrate the ability to efficiently use computer programs and software (iWorQ). Licenses/certificates: possession of a valid Arkansas State DL and obtain state certifications of Storm Water, Electrical, Plumbing & HVAC inspectors license within 6 months of obtaining position. For more information and to apply, contact Tiffany Ryan, 479-736-5711, ext. 0025, or email tryan@highfillar.com.

DIRECTOR OF INTERNAL AUDIT The City of Fort Smith is seeking a dynamic, innovative and visionary leader to serve as its next director of internal audit. The ideal candidate is a highly collaborative and approachable team player, and a visible leader with proven communication, interpersonal and presentation skills. The successful candidate will have a deep understanding of internal audit functions, regulations, and industry standards and trends. They will also be highly organized, with exceptional attention to detail, and know how to keep their eye on the mission and celebrate successes with their staff. Proven problem-solving skills and long-range planning are essential to this position, as is the ability to inspire the best in others. Working closely with members of the board of directors and colleagues throughout the organization on behalf of Fort Smith citizens, relationship-building skills and a commitment to truth and transparency are also critical. This role requires a bachelor's degree in accounting, finance, business administration or a related field and 5 years of audit experience with a regional or national accounting firm or government-related organization. Relevant certifications, including Certified Public Accountant or Certified Internal Auditor are preferred, as is experience supervising and/or training audit staff. An equivalent combination of education and experience will be considered. Salary range: \$100,276 to \$125,340 (\$134,113 with a master's degree) for this position, DOQE. Apply online at www.governmentresource.com/recruitment-employer-resources/open-recruitments/fort-smith-ar-director-of-internal-audit. For more information on this position, please contact: Gary Holland, GaryHolland@GovernmentResource.com, 602-206-3536.

CITY ENGINEER The City of Mountain Home is now accepting applications for a full-time city engineer in our beautiful area in the north central mountains of Arkansas. The engineer is responsible for the professional planning and management of city projects, including but not limited to streets, drainage, water, sewer, parks and the building code office. This role operates under the guidance and direction of the director of planning and engineering. Interested parties may send their resume to the Human Resource office at sedwards@cityofmountainhome.com. Details can be found on the city website (www.cityofmountainhome.com) under the Careers tab.

DEPUTY CITY MANAGER The City of Mexico, Missouri, is seeking an experienced professional to serve as our new deputy city manager. In this leadership role, you will support the city manager and city council, overseeing staff, department operations and major projects. Responsibilities include enhancing interdepartmental communication, managing budgets and financial strategies, overseeing risk management, shaping policies, and leading labor and public relations efforts. Bachelor's degree in public administration, business, finance or a related field (a combination of education, experience and training will be considered). Minimum of three years of senior-level managerial experience. Competitive salary: \$88,905 - \$129,798 (DOE/DOQ). Applications are being accepted through February 21. Apply at www.mexicomissouri.net, in person 8-5 Mon-Fri at City Hall, or send resume with cover letter to: Human Resources, 300 N. Coal, Mexico, MO 65265. EOE/AA/E-Verify/Tobacco and Drug free workplace.

LOSS CONTROL LIAISON The Arkansas Municipal League is seeking a loss control liaison. Duties include analyzing risk data to develop loss control strategies for Municipal Workers' Compensation members; developing and updating safety policies; working with MWC members to promote a commitment to loss control and workplace safety; responding to significant loss events identified by the MWC director including assisting in the investigation, analysis and implementation of corrective measures; conducting field inspections and providing safety and loss control consultation; and workplace safety training for MWC members. A bachelor's degree from an accredited college or university and seven years of safety-related experience is required. Must be able to obtain Approved Professional Safety Source certification from the Arkansas Workers' Compensation Commission within one year of employment. Certified Safety Professional or Occupational Hygiene and Safety Technician certification preferred. An employee must live in a city or incorporated town limit to work for the League. Competitive salary BOE and excellent benefits. To obtain a complete job description or to apply, please contact Tracey L. Cline-Pew at tpew@arml.org.



Top 10 firm with deep local roots.

Raymond James is a proven partner for issuers across the U.S. – and those right here in Arkansas.

Our team has a long history of serving the Arkansas public sector we can trace back to 1931, when T.J. Raney & Sons opened its doors. A history that continued when we became Morgan Keegan and then joined forces with Raymond James. And through

all that time, our commitment to our clients and to the communities across our state has only grown, helping us become one of the top 10* underwriters in the country – and the only top 10 national firm in Arkansas.

Put our unique combination of local history and national strength to work for you.

ARKANSAS PUBLIC FINANCE

Cheryl Schluterman // Patricia Quinn // Sam Nagel
Chuck Ellingsworth // James E. Birdwell III // Chad Myers

RELATIONSHIPS | IDEAS | EXECUTION

RAYMOND JAMES

RJWorksForAR.com



Stephens

PUBLIC FINANCE • STEPHENS CAPITAL MANAGEMENT

We are honored to support the vibrant cities and communities across Arkansas.

For more than 90 years, the Arkansas Municipal League has been a steadfast advocate for the cities and towns that make Arkansas an exceptional place to live and work. From the very beginning, Stephens has proudly partnered in this mission, offering expert financial solutions and strategic guidance to empower our municipalities to grow and prosper.