

Kansas

GOVERNMENT JOURNAL

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DECEMBER 2010



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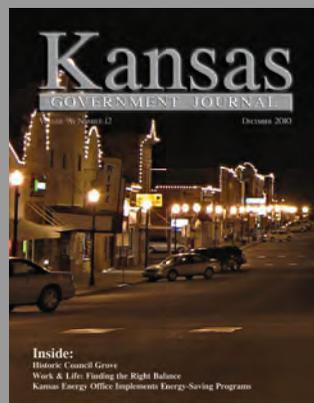
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About the Cover:
A festive downtown Council Grove during the holiday season. See page 391 for more on the historic City of Council Grove. *Photo by Harold Gaston/Kanscape Photography.*

Inside:
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Kansas

GOVERNMENT JOURNAL

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The mission of the League shall be to unify, strengthen, and advocate for the interests of Kansas municipalities to advance the general welfare and promote the quality of life of the people who live within our cities.



Calendar of Events

January

7, 22 -MLA : Finance, Planning & Policy Concepts (WaKeeney, Lansing)
LKM will be offering two MLA elective classes on *Finance, Planning & Policy Concepts*. This course will offer participants an increased understanding of municipal finance issues in Kansas. The first class will be held January 7 in WaKeeney and the second, January 22 in Lansing.

February

2 - City Hall Day, Topeka

City officials from across the state will gather for an exciting and informative day. In the morning, visit with your legislators about issues that are important to your community. In the afternoon, enjoy presentations, including briefings by legislative leaders and League staff. We will also present the "If I Were Mayor" regional essay contest winners.

3-LKM Governing Body Meeting, Topeka

10,17 -KMIT Supervisor Training (Goodland, Marysville)

11-KMIT Board of Trustees Meeting, Goodland

11, 25, 26 - MLA: Ethics (Shawnee, Dodge City, El Dorado)

LKM will be offering three MLA core classes on *Ethics*. This class will provide an overview of the law as it relates to local government ethics and will offer strategies that your city can follow to encourage ethical behavior. The first class will be held February 11 in Shawnee, the second on February 25 in Dodge City, and the third on February 26 in El Dorado.

March

4, 5, 12 -MLA : Municipal Finance (Haysville, Garnett, Ulysses)

LKM will be offering three MLA core classes on *Municipal Finance*. This course will offer participants an overview of financial management. The first class will be held March 4 in Haysville, the second on March 5 in Garnett, and the third class March 12 in Ulysses.

3, 10-KMIT Supervisor Training (Clearwater, Larned)

Correction

On pg. 369 in the November 2010 edition of the *Kansas Government Journal*, Liberal Mayor Joe Denoyer and Unified Govt. of Wyandotte County/KCK Mayor Joe Reardon were inadvertently left off of the list of city officials who are part of the 2010-2011 LKM Governing Body. We regret the error and apologize for any confusion this may have created.

Obituaries

Rep. Don Rezac, 69, died November 26, 2010. He was a former Kansas State Representative from the City of Emmett, serving in the House from 1983 to 1994. Later in his career, he was a lobbyist. Rezac had been battling leukemia for the past couple years.

Joe E. Strong, 79, died November 22, 2010. He has been the City of Nashville Mayor since 1986 and a lifetime resident of the community. Strong was also the owner of Strong's Insurance Agency and he was a U.S. Air Force veteran.



WELCOME TO
COLBY

THE OASIS ON THE PLAINS



Remembering State Representative Jim Morrison | 1942-2010 |

State Representative Jim Morrison died Wednesday, November 24, 2010 at a Denver hospital where he had been undergoing treatments for several weeks for a years-long heart condition.

Morrison represented District 121 of the Kansas Legislature since 1992. This year he won the Republican primary and was re-elected to a 10th term.

Morrison had many accomplishments during his term. He was the only freshman in the Kansas Legislature to hold a vice-chairmanship of a joint committee and went on to hold several other chair positions. Morrison was instrumental in passing SB 5 in 1997, which created oversight for all state agency information technology purchases, saving the state millions of dollars.

During the last legislative session, Morrison served on several house committees, including Health and Human Services, Government Efficiency and Fiscal Oversight, and the Joint Committee on Information Technology.

“Jim was an energetic and kind man who was very much appreciated by his colleagues and his constituents. Our hearts go out to his family on his passing,” said Governor Mark Parkinson in a statement directing all flags to be lowered to half-staff in his honor.

A Kansas native, Morrison grew up in the City of Colby. He graduated high school in 1960 and went on to attend the

University of Kansas from 1960 to 1964, majoring in comparative biochemistry and physiology. In 1963, he married his grade school friend and high school sweetheart, Karen Jean Carr. They have 4 children and 11 grandchildren.

Upon graduating from KU, Morrison went on to Southern College of Optometry in Memphis, Tennessee where he received his Doctor of Optometry degree in 1967. Soon after, Morrison moved back to Kansas and entered an optometric partnership in Garden City. In 1969, he moved back to Colby, where he started his own practice. When Morrison entered the Kansas Legislature, he continued his practice on the weekends, often seeing as many patients as he had previously done during the weekdays.

Morrison was very involved in his professional career and community. He supported many organizations for children with learning disabilities and even founded the Northwest Kansas Educational Diagnostic and Referral Center for Children, Inc. and the Kansas Association for Children with Learning Disabilities. Among his long list of accomplishments, Representative Morrison served as a chairman for the Kansas Optometric Association Legislative Committee and was a recipient of the 1998 Optometric Association Legislator of the Year Award. In 1999, he was also the recipient of the Kansas Optometrist of the Year Award.

The Do's and Dont's of Changing a City's Form of Government

Recently several cities have changed the form of their city government, and some are currently contemplating a change. Regardless of where the discussions originate, from within city government or from citizens, there are some practical guidelines for getting the city where it wants to go. First, when the beginning rumblings of a potential change start reaching city hall, do look at the charter ordinances and other ordinances that have a bearing on the form of government. It could be that the city has created its own unique type of governance and election structure, or it might be that the city follows a strict form of government found in the statutes relating to cities. How the form of government may be changed depends on how it was created in the first instance.

If the discussion of changing the form of government is being initiated from citizens in the community, do not assume they will be content to do nothing if the current governing body does not want to change. There are methods whereby citizens may compel a change in the form of government, such as K.S.A. 14-1807 (abandonment of the form of government). Those statutes require the election upon receiving a valid petition to determine whether to "abandon" the current form of government. If answered in the affirmative, the result is going from a small commission governing body to a ward system with one to two elected councilmembers per each of four wards and an independently elected mayor. Thus, it is possible to go from a commission of three to a council of eight with a mayor. Chapter 12 also contains statutes dealing with changing the form of government, depending on the existing type of government. There are certainly other possibilities that are not so drastic, but the important point to remember is that citizens may initiate a change in government on which they may not be well informed and which may or may not be in the best interest of the community.

One of the most important affirmative steps that cities should take when contemplating a change in the form of government is to appoint a "blue-ribbon" committee of citizens, including business leaders and other leaders in the community, to study the needs and wishes of the community. This allows the city to explore its options and create its form of government within the norms of the community and with the buy-in, so to speak, of the citizens. But deciding to take this step presumes some responsibility on the part of the governing body to implement the change. Questions on the table for the committee would be whether the new governing body should be a commission or a council? Should there be a city administrator or a manager? How large should the governing body be and what should be the length of the terms of the elected officials? Should officials be elected by wards or at-large? With the answer to those questions in hand, the committee would then make a recommendation to the governing body.

How the governing body proceeds at this point is extremely important. The worst thing a city could do is to not act on the

recommendation of the committee, essentially deciding that it would rather not change anything related to the governmental structure. A committee of citizens who have donated their time to help their community is not likely to be very receptive to a decision not to proceed on its recommendation. What LKM advises is that the governing body move forward and have a charter ordinance drafted reflecting the changes recommended by the blue ribbon committee and put it to a direct vote of the electorate. This will determine whether or not the citizens want a change. What the city should not do is wait to see if it gets a valid protest petition and then put the charter ordinance to a vote. If possible, the adoption of the charter ordinance should be timed so that it can go on the ballot at an already scheduled national, state or local election, which will save the city money over having to hold a special election. The less controversy surrounding a change in government and the more transparency in the process, the better the change will be received in the community.

There are several important points to remember during the process to change the form of government. First, none of the current office holders will automatically remain in office if the charter ordinance is approved. They will have to file and run for the newly created offices. Second, this is not a process that can be done quickly. It may take a year or more to get everything accomplished and the first April election held. In addition, the charter ordinance proposing the change should also create the stagger for electing governing body members, so the first round of elected officials is not all up for election in two or four years. Third, if the city is changing between commission and council forms of government, there will likely be charter ordinances that are rendered ineffective because the statutes subject to the charter ordinance are not for the new form of government. Therefore, the city needs to determine what additional charter ordinances will be needed when the new government becomes effective. Those should at least be ready to go when the new governing body is elected, because charter ordinances do not become effective until the 61st day following the second publication, and if a protest petition is received, not until passed by the voters in an election held for that purpose. Finally, changing the form of government is not automatically going to cure other internal challenges faced by the city. While changing the form of government is not an easy task, it can often result in positive changes for the city if done properly. LKM regularly advises cities facing the possibility of such a change and would be happy to assist any city currently in this situation.

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HISTORIC COUNCIL GROVE

PRIDE Committee Completes National Register District Nomination for Downtown Council Grove

by Brenda Spencer and Christy Davis

Located in the scenic Flint Hills of northeast Kansas, Council Grove is a community with a rich history that pre-dates Kansas statehood. The community has always had strong ties to its past and leads many towns of its size in the number of recognized historic sites. Council Grove boasts a National Historic Landmark District with multiple sites affiliated with the Santa Fe Trail and 14 individually listed commercial and public buildings, and historic residences. Even with a strong local preservation ethic, there had not been a comprehensive survey of the historic resources in Council Grove's commercial areas.

The Council Grove PRIDE Committee received Historic Preservation Fund grants from the Kansas State Historical Society in 2008 to assist with the completion of an inventory of the community's historic resources and in 2009 to complete a National Register nomination for a downtown historic district. The result was a survey of more than 100 historic properties in Council Grove and development of a local history, the first since 1921. The completed survey forms are available for public viewing at <http://khri.kansasgis.org> (search project name by entering Council Grove Downtown Survey). The Council Grove Downtown Historic District was listed in the Kansas Register of Historic Places at the May meeting of the Historic Sites Board of Review Meeting recommended for listing in the National Register. The new district encompasses four-and-a-half blocks in downtown Council Grove, including 71 buildings.

The buildings in the district represent a diverse range of construction dates and architectural styles. The vast majority of district buildings are located in traditional commercial blocks. Twenty buildings retain their Late Victorian architecture. These include 14 Italianate buildings, mostly dating from the 1880s real estate boom; 5 Richardsonian Romanesque buildings mostly from the turn of the century; and 1 Queen

Anne building. The district's most prolific style is the Progressive-era Commercial Style, which can be found in 27 buildings. Examples of early 20th Century styles including Spanish Colonial Revival and Neoclassical can also be found in the downtown.

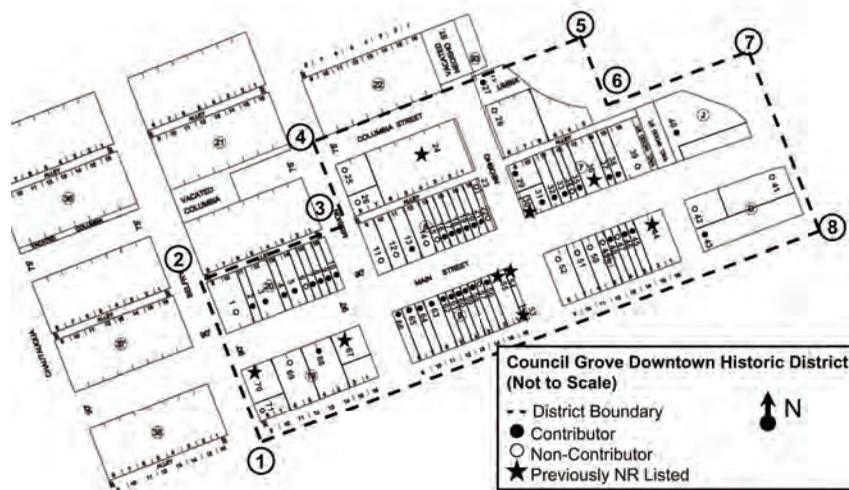
Nine properties within the district were previously listed in the National Register. An additional 38 properties contribute to the significance of the district.

-FEATURED PROPERTIES-

Ledrick and Robbins Mercantile. Like many of the earliest buildings, the existing facades reflect subsequent remodelings. The building at 119 W. Main was the site of a pioneer outfitter/mercantile business built by Kitty Hays' brother in 1863. The existing building was in place on the first Sanborn Map (1885) and occupied by a dry goods store. The existing facade was constructed by Payton Jones in 1884, combining the facades at 117 and 119 W. Main. Early uses include J.M. Henson's Dry Goods, a millinery, and a jewelry store. By 1939 the ground floor was divided into two retail establishments with the Rendezvous Restaurant located in the east half into the 1980s. The west half was occupied by Scholes and later Gheres Jewelry.

Scott and Anderson Buildings. These twin brick buildings at 208-210 W. Main, were built by local builders Scott and Anderson in 1873 and are distinguished by the corbelled brick parapet and arched window hoods. The west side was home to Frank Prittle's Jewelry Store and later the Mutual Telephone Company. The *Council Grove Republican* occupied the east side of the building by 1922 and continues in that location today.

Council Grove National Bank. An 1886 fire destroyed the former building on this site. Morris County State Bank was built in 1887 and later became the Council Grove National Bank (1901), which was in operation as a bank in this location until a 1978 fire damaged the building. At that time, the bank sold the building to the McClintocks for their law firm and built the existing bank one block south of Main Street (it became Emprise Bank in 1989).



Council Grove district from Belfry Street to the river.



Ledrick and Robbins Mercantile



Council Grove National Bank



Auto Sales/Garage Building

Auto Sales/Garage Building. The building at 318 W. Main was constructed as an auto garage in 1919 by Whitaker and Featherston. It later housed a number of car dealerships including Featherston Brothers Chevrolet, Mayo Chevrolet, and McConnell Motors. McConnell Motors closed in 1958. Since that time uses have included a donut shop, auto parts, and a restaurant.

I.O.O.F. The International Order of Odd Fellows was founded in Council Grove in 1869 and its original temple was constructed on this site in 1901. The building was gutted by fire in 1923 and the existing building/facade dates to the reconstruction following the fire. Frank Gurtler's store occupied the ground floor at the time of the fire. Following reconstruction, the building continued to house the I.O.O.F Hall on the 2nd floor. The post office occupied this building from 1937-1939 while the existing post office was being built and People's Food Market opened in this location in 1940.

Flint Hills REA. The building at 10 S. Wood Street was built by White and Young in 1939 for the Flint Hills Rural Electrification Association. The REA remained in this location until it moved to a new building west of town in 1960. The building, distinguished by its gabled roof, tile scuppers, and stucco facade, has apartments on the upper floor and maintains a retail storefront on the ground floor.

Colby's Toggery and Alspaw Jewelry. The building at 227 W. Main is one of the few post-war commercial buildings in downtown Council Grove. It was constructed in 1950 with twin storefronts to house Colby's Toggery—a men's clothing store—and Alspaw's Jewelry

Store. When Alspaw's closed in 1961, Colby's Toggery expanded into the entire building. The building was converted to the senior center after the closure of Colby's Toggery.

-COUNCIL GROVE HISTORY-

Council Grove is a community that takes pride in its history. Local events, like Wah-Shun-Gah Days, celebrate the culture of the Kansa Indians, who called this area home for centuries. Well-known historic sites, like the Hays House, Post Office Oak, and Madonna of the Trail statue pay homage to the town's illustrious early days as a Santa Fe Trail outpost. But downtown Council Grove tells its own story of the growth and development of a community over a period stretching from the 1850s to the 1950s. The story is reflected in the plate-glass windows of the Farmers and Drivers Bank, designed with elaborate architecture dating to the 1880s boom. However, its construction was delayed by the subsequent economic crash. The story is also told by a series of modest one-story buildings constructed to replace buildings lost in a devastating 1903 flood. The history continued with auto-related buildings, lodging houses, and camps that provided for the throngs of tourists that came to Council Grove beginning in the 1910s and 1920s.

Council Grove's Santa Fe Trail past continues to attract tourists. But once they arrive, it is the architectural diversity of downtown that many find enchanting. The recent National Register nomination for downtown uncovered the broader history of downtown Council Grove and offered the first comprehensive history of the town since 1921.

"Oasis in the Wilderness." The traditional home of the Kansa, Osage, and Wichita Indians, the Neosho Valley faced a period of rapid

change during the 19th Century when the area was opened to Euro-American traders, emigrants, and settlers.

During the 1820s and 1830s, Council Grove was simply a place with ample natural resources—mature trees, plentiful water, fertile grasses, and safe crossings where freighters could meet, rest, and leave messages. As the Santa Fe Trail evolved into an overland highway for American merchants, Council Grove gained prominence as a principal outpost.

The permanent settlement of Council Grove began to take shape in the years between the 1846 Kansa Treaty and the 1854 Kansas-Nebraska Act when missionaries like Thomas Huffaker and traders like Seth Hays came to fulfill government contracts. The town's early settlers formed the Council Grove Town Company in 1857.

Unlike many fledgling Kansas communities, Council Grove fared well during the Civil War when the town's first brick building, Beach and Kilby Dry Goods (1863), was built. The Southern roots of the town's merchants, some speculated, protected it from guerilla raids.

Trails to Rails. Despite the best efforts of town boosters and predictions of early state leaders, the early railroads bypassed Council Grove. In 1869 the town was finally successful in attracting its first railroad, what came to be the Missouri, Kansas, and Topeka Railway also known as the Katy Railroad.

The railroad brought elements of both flux and permanence to the growing town. Like many rail heads in the years following the Civil War, Council Grove marketed itself as a shipping point to drovers herding cattle north from Texas. But the transient population was soon supplanted by permanent residents, including a large group of colonists from Ohio.

Despite a devastating prairie fire, financial panic, and destructive grasshopper plague, the city witnessed a period of rapid growth during the 1870s and 1880s. Many downtown buildings were constructed in the years following the 1881 passage of bonds to lure the Topeka, Salina, and Southwestern Railroad, later part of the Missouri Pacific (MOPAC) line. Despite a devastating fire in 1886, continuous blocks of commercial buildings stretched east along Main Street from Second Street to the Neosho River by the late 1880s. Twenty are still extant.

Although construction halted during the late 19th Century economic downturn, more downtown buildings were constructed in those two decades than in any other two decades in the city's history.

Just as the city began to build again, a month-long rain wreaked its havoc. The 1903 flood left in its wake unfinished buildings and bankrupted businesses. Eight remaining downtown buildings were constructed during the first decade of the 20th Century, many of them to replace buildings lost in the flood and a flood-related fire. The flood had not only taken the lives of three citizens, but had forever changed the face of Council Grove.

All Roads Lead to Council Grove. Change also came in manmade form. Like most towns, Council Grove was remade to accommodate the automobile. The city's first car arrived in July 1901. By 1913, as autos evolved from frivolous novelties to legitimate modes of transportation, there were 228 cars in the county. Liveries were remodeled to garages; and new auto-related businesses, from service stations to auto repair shops, were built.

By 1921, there were "forty-seven miles of permanent hard surfaced roads authorized to be built in Morris County." Among the highways boosters sought to attract was the New Santa Fe Trail, later U.S. 50. Despite Council Grove's legitimate ties to its namesake, the Santa Fe Trail bypassed the town in favor of the Progressive Era strongholds of Ottawa, Emporia, Newton, Hutchinson, and Dodge City. Eventually, the town attracted the northern branch of the road, now U.S. 56.

It was during the early auto age, when Kansas first had the transportation and leisure time to access the sites that interpreted the state's early history, that Council Grove first began to capitalize on its past. Interest peaked in 1921 when the nation celebrated the centennial of the Santa Fe Trail. To the new brand of auto tourists, Council Grove marketed a long list of attractions: the "Mystic" Padilla Monument, the Custer Elm, the Post Office Oak, and (while still in private hands) the Kaw Mission. A new site, the Monument to the Unknown Indian, was unveiled during the Santa Fe Trail Centennial.

Thousands of tourists and citizens alike attended Council Grove's week-long centennial celebration replete with concerts, pageants, and four nights of dances. Advertisements encouraged visitors to "Leave your car with us and go about enjoying the celebration with a feeling of security for your automobile." The event marked Council Grove's "coming out" as a full-fledged tourist town.

Other attractions and events followed. In the early 20th Century, a Missouri contingent of the Daughters of the American Revolution (DAR) commenced efforts to mark the route of the Santa Fe Trail. By the late 1920s, plans included the construction of a Madonna of the Trail monument in each of the 12 states along the National Old Trails Road, an early ocean-to-ocean highway that covered the route of the Santa Fe Trail from Missouri to Santa Fe. The DAR chose Council Grove as the location for the Kansas monument, which was dedicated in 1928. In 1931 the Knights of Columbus dedicated a memorial to Father Fray Juan de Padilla, who according to local lore was killed nearby in 1542. The monument was "built from the original stones," which is believed to mark the grave of America's first Christian martyr.

Auto tourists could choose from a number of lodging options. Some stayed at the Arway Hotel, built in 1857 as the Hays House. Others stayed at the Cottage House Hotel, which was expanded in the early 1910s. For the more adventurous and thrifty visitors, Council Grove offered the Maple Grove campground, adjacent to the historic Terwilliger House, which had been converted to a service station.

From L to R: The 1939 Flint Hills REA building now houses apartments and a retail storefront. The building that used to house Colby's Toggery and Alspaw Jewelry in 1950, now houses the Council Grove Senior Center.



Hard Times. By the time Council Grove hit its stride as an early tourist town, the nation was falling into economic calamity. Hard times reached Kansas in the early 1920s, when the inflated war-time crop prices plummeted, leaving farmers saddled with the debt that had been necessary to increase production. Morris County suffered a series of devastating blows—both economic and environmental. A flood in May 1929 washed out the Missouri Pacific tracks and left homeowners and merchants scrambling. When the water rose to knee-deep on Main Street, merchants began using boats to “salvage merchandise from stores and save personal property.”

The 1929 flood prompted a series of efforts related to flood control. When federal funds became available through the New Deal, flood control advocates initiated their appeals. In 1934 Kansas groups petitioned the federal government for \$40 million to fund a flood water storage facility at Council Grove at the head of the Neosho River. In January 1940 construction began on Canning Creek Lake, now known as Council Grove City Lake. The project was completed, with help from the Works Progress Administration (WPA), in 1942.

Council Grove received federal funds for other public projects. The City built a new water plant in 1933. In 1936 the County received WPA funding to replace the 1890s brick jail with a new concrete building. The federal government constructed the city’s first free-standing post office building, still in use today, in 1939. A new building was constructed at 10 S. Wood Street in 1939 to house the Flint Hills Rural Electrification Administration (REA), a New-Deal program that brought electricity to rural areas.

These federal projects brought some hope and relief to the distressed community. Before the worst was over, many of the area’s banks, including Council Grove’s Citizens Bank, the Parkersville Bank, Delavan Bank, Latimer Bank, and Wilsey Bank, closed their doors. In 1934 the Cottage House Hotel, Council Grove’s most exclusive hotel since the late 19th Century, was sold at sheriff’s sale.

Both the national and local economies shifted during World War II. The U. S. Army opened the Delavan Air Base, also called Herington Air Base, on 9,000 acres in west Morris County for processing its B-29 airplanes. Between 1942 and 1944, the number of personnel stationed at the base increased exponentially from 200 to more than 3,000. The Cottage House Hotel, rescued at sheriff’s sale at the height of the Great Depression, was enlisted into service to provide housing for base employees.

Post-War Years. The years following World War II were a time of significant public investment and interest in Council Grove. Since the 1929 flood, Kansans had lobbied for federal funds to control the flood-prone Neosho River. In 1934 supporters had approached the federal government for \$40 million in funds for “flood water storage at Council Grove.” But major efforts toward flood control were not made until the post-war years. The Flood Control Act of 1950 included provisions for flood control of the Neosho River Basin in Kansas and Oklahoma.

After a decade of delays and planning, construction on the \$11.5 million Corps of Engineers project at Council Grove Reservoir, just northwest of town, was finally completed in 1964.

Unfortunately, the flood control project did not begin soon enough. In 1951, the rushing floodwaters spilled over the banks of the Kansas, Neosho, Marais Des Cygnes, and Verdigris Rivers after record rains in June and July. On July 11, 1951, the Neosho River at Council Grove, the head of the river, was flowing at 121,000 cu. ft. per second. The Great Flood of 1951 left \$935 million in damage and 28 fatalities in its wake, mostly downriver at Iola and Parsons.

Among the Council Grove properties damaged by the Great Flood was the Kaw Mission. During the 1950-1951 legislative session, Council Grove Senator W. H. White and White City Representative L. J. Blythe introduced legislation authorizing \$23,500 for the purchase of the property as a state historic site. When the rains came, the site caretaker had “just moved in.” The first floor, the installations in the basement, and the grounds were badly damaged. Repairs could not begin until the state emergency fund board appropriated funds in March 1952. The museum opened in September.

Kaw Mission State Historic Site gave Council Grove’s tourist economy a boost. In 1954, the new site welcomed 5,716 visitors from “thirty-seven states and nine foreign countries.” In 1969 the new Council Grove Reservoir hosted 840,000 people. The reservoir also drew visitors to the area’s other historic sites. Annual visitation to the Kaw Mission had topped 9,000 during the 1960s. One indication of the community’s pride in the site was a feature in the local newspaper. The *Museum Scorecard* published weekly visitation numbers.

Through the efforts of its dedicated citizens, Council Grove became one of the state’s first heritage-tourism destinations. In 1963, three years before the National Historic Preservation Act, preservation advocates successfully nominated one of the state’s first National Historic Landmarks, a district that included six Santa-Fe-Trail-related sites: trail ruts, Council Oak, Post Office Oak, Hays Tavern, Seth Hays House, and Last Chance Store.

Council Grove’s trail history helped create one of the state’s first heritage tourism centers. Today Council Grove’s citizens are working to preserve the downtown buildings that tell the rest of the story.

DISASTER SURVIVAL

Because fires and floods are generally followed by periods of new construction and developments in zoning, public infrastructure, and social services, most downtowns reflect not only economic cycles, but also tell the story of the disasters that shaped them. Fires and floods throughout its history have formed downtown Council Grove.

1886 Fire. A devastating downtown fire September 19, 1886, destroyed all the buildings on Main Street between Hays House (then the Arway Hotel) and Neosho Street. Although its gabled roof was lost, the Hays House was saved. Fortunately, the fire occurred during the

From L to R: Construction of the Carnegie Library was delayed by the 1903 flood; showing the impact of the 1929 flood and 1951 flood in downtown Council Grove.



statewide real estate boom when businessmen had the confidence to rebuild. Two major buildings, the Munsell and McGeorge Building at 126 W. Main and the Council Grove National Bank at 130 W. Main, were constructed to replace buildings lost in the fire. In an effort to better protect downtown buildings from fire, the City constructed a new waterworks, completed February 1888.

1903 Flood/Fire. After a month of rain in spring 1903, the Neosho River rose “several feet above all recorded high water marks.” The floodwaters stretched west along Main Street as far as Belfry Street, destroying the Main Street bridge, damaging downtown buildings and taking the lives of three people. A flood-related fire, which destroyed “part of the block west of the Farmers and Drovers Bank,” exacerbated the situation. The floods damaged both buildings and the businesses that occupied them. Among the casualties was the Indicator Mercantile Company, adjacent to the Farmers and Drovers Bank, which failed to reopen after the flood. The existing buildings at 207 and 209 West Main were both built to replace buildings lost in the flood. The flood delayed the construction of the Carnegie Library.

1929 Flood. A flood in May 1929 washed out the Missouri Pacific tracks and left homeowners and merchants scrambling. When the water rose to knee-deep on Main Street, merchants began using boats to “salvage merchandise from stores and save personal property.” The flood prompted a series of flood-control efforts that ultimately led to the construction of lakes and reservoirs.

1978 Fire. A 1978 fire damaged commercial buildings and further strengthened the community’s resolve to preserve its historic downtown.



Putting out the fire at 126 W. Main in 1978.

☀️ *Brenda Spencer and Christy Davis each operate preservation consulting businesses. Brenda operates in Wamego and can be reached at spencer@wamego.net. Davis operates Davis Preservation in Topeka and can be reached at christykdavis@yahoo.com. This article was reprinted with permission from the summer issue of Kansas Preservation. All photos were provided by Kansas Preservation.*



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State Scene

KDOT Selects Cities for Program

The Kansas Department of Transportation (KDOT) selected 18 projects for inclusion in its Transportation Enhancement program for federal fiscal years 2011 and 2012.

KDOT received 55 applications from local units of government for funding consideration totaling over \$42 million. The applications for federal fiscal year 2011 and 2012 projects were accepted during an application period of August 2009 through December 2009.

Transportation Enhancement projects under this federal program include facilities for pedestrians and bicycles; pedestrian and bicycle safety and education activities; acquisition of scenic or historic easements and sites; scenic or historical highway programs; landscaping and scenic beautification; historic preservation;

rehabilitation and operation of historic transportation buildings, structures or facilities; conversion of abandoned railway corridors to trails; control or removal of outdoor advertising; archaeological planning and research; and establishment of transportation museums.

Total cost for the 18 selected projects is \$14.8 million. A minimum 20% of the project cost must come from the applicant. Various municipalities of all sizes from across the state will benefit from being selected for the Transportation Enhancement program.

For a complete list of the selected projects, visit http://www.ksdot.org/PDF_Files/Transportation-Enhancement-projects-selected-by-KDOT.pdf

Governor-Elect Announces Cabinet Members

Governor-Elect Sam Brownback has announced some of his cabinet members for his administration.

For his public safety team, Representative Lee Tafanelli will serve as Kansas Adjutant General, Director of Homeland Security, and Director of Emergency Management. Retired Marine and former Sergeant at arms of the U.S. Senate, Ernest Garcia will serve as Superintendent of the Kansas Highway Patrol.

Heading Brownback's administration team is former cabinet secretary Dennis Taylor who will serve as secretary of administration.

Cabinet members to serve on his economic growth team include Senator Karin Brownlee as Kansas Secretary of Labor, Representative Pat George as Kansas Secretary of Commerce,

former Senator Nick Jordan as Kansas Secretary of Revenue, Secretary Deb Miller as Kansas Secretary of Transportation, Dale Rodman as Kansas Secretary of Agriculture, and Steve Anderson as the Governor's Budget Director.

"Our economic growth team is heavy on experience and offers fresh perspectives on the challenges that we face," Governor-Elect Brownback said. "They bring to state government a blend of private and public sector experience that will produce results. You will recognize a few of the faces, but a couple may be new to you. This team brings together eastern and western Kansas; private and public sector backgrounds; and all ranges of the political spectrum."

Four Cities Receive Award

The Kansas Department of Health and Environment (KDHE) will award four public water supply systems with the Fourth Annual Capacity Development Awards. The awards program encourages public water systems to exceed the standards set forth in the Safe Drinking Water Act (SDWA).

The 2010 Capacity Development Achievement Award recipients are: City of Lawrence, Sedgwick County RWD #3, City of Towanda, and Douglas County RWD #5.

"We commend these four entities for going above and beyond the Safe Water Drinking Act to ensure that their consumers and the environment are protected," said John Mitchell, KDHE Acting Secretary.

The awards are made possible using EPA funds that are allocated to states, and are just one of the many activities that

KDHE performs for the purpose of ensuring compliance with the SDWA. The majority of SDWA compliance activities performed by KDHE include monitoring public water supplies for health and safety, administering low interest loans to communities that enable them to upgrade and maintain their public water supply treatment systems, and providing training and technical assistance to public water supply operators.

The Kansas Capacity Development Program mission is to provide training, technical assistance, and financial planning assistance to help public water supply systems achieve and maintain the technical, financial, and managerial capabilities needed to protect the health of the citizens they serve.

For more information about the Kansas Capacity Development Program, visit <http://www.kdheks.gov/pws/capdev.html>.

Greeley County Veterans Memorial

by Christy Hopkins

Rays of sunlight filtered through the trees overhead as WWII and Korean War Veterans removed the tarp to unveil the monument at Greeley County's Veterans Memorial, dedicated May 1, 2010. A collective "ahh..." was heard throughout the crowd as those present shared their pleasure at the black marble stone engraved with colorful emblems of the five branches of our country's military service.

An inscription on the monument reads: "To those who died, honor and eternal rest; to those still in bondage, remembrance and hope; and to those who returned, gratitude and peace. This memorial is dedicated in honor of the valiant men and women of Greeley County, Kansas, who rendered unyielding service to the cause of liberty in declared and undeclared wars to keep the United States of America a free and great nation."

Five hundred bricks line the edge of the plaza on which the monument rests, honoring veterans and military families from the Civil War to present day conflicts, from the U.S. Marine Corp, the Army, the Navy, the Coast Guard, the Air Force, as well as the National Guard. More than 350 bear the names of those beloved sons and daughters, mothers and fathers, grandfathers and grandmothers, and friends and neighbors who served their country. The remaining bricks will be engraved as additional memorials are requested. Engraved benches will be added to the site in the coming months.

The Greeley County Veterans Memorial Project, which began as one veteran's dream shared over a cup of coffee more than a year ago, became a reality and now stands as a lasting tribute to those Americans who have willingly given their service to the cause of American freedom.

Original plans included a site for the Veterans Memorial at the junction of Hwy 96 and Hwy 27. After a community conversation to discuss various potential locations for the memorial, community members formally weighed in and opted to designate an area for the monument in what is now known as Memorial Park, directly south of the softball field at the north end of Tribune. The location, shaded by trees planted years ago by Greeley County Pride, offers a restful honorarium with easy accessibility and high visibility.

Members of the Veterans Memorial Committee, with generous assistance from Unified Greeley County, VFW Post 7521 and the Ladies Auxiliary, Price & Sons Funeral Home, Greeley County Pride, Dixon Drug, the City of Horace, and various private donors, worked devotedly to ensure that the project remained on its scheduled timeline. As planned, the memorial's dedication ceremony corresponded with the 2010 Loyalty Day Celebration.

Representatives from both the local and state level VFW and Ladies Auxiliary and the Greeley County Community shared their sentiments at the memorial's dedication while a Color Guard stood at attention. The Greeley County Men's Choral Group sang the National Anthem and God Bless America as the local Boy Scouts raised the American Flag over the monument for the first time.

For more information on the Greeley County Veterans Memorial Project, please contact Greeley County Community Development at (620) 376-2548 or any Veterans Memorial committee member: Nadella Koehn, Christy Hopkins, Joyce Huddleston, Gerald or Doreen Mangold, Karen Piper, Mark Rine, Evelyn Schneider, or Alan Wineinger.

☀️ *Christy Hopkins is a Community Editor for The Legend Magazine. This article was reprinted with permission from the Summer 2010 issue of The Legend Magazine.*



World War II and Korean War veterans helped unveil the monument at the Veteran's Memorial Dedication Ceremony. Back row, L to R: Lee Holman, Everett Howell's, Gerald Mangold, and Norman Hetzel. Front row: Bill Gentry, John Lawson, Bob Gentry, John Grubb, Don Farmer, and Bob Troutman. Photo by Christy Hopkins.



Members of the Greeley County Men's Choral Group sang the National Anthem and other patriotic songs at the Memorial's dedication. From left to right: Dr. Randy Fahrenholtz, Cliff Dyas, Jonathan Liu, Robert John, Brian Rueber, Mike Mishler, and Mike Hampel. Not pictured, A.J. Crotinger, Wade Dixon, and Howard Gibson. Photo by Christy Hopkins.

2010 City Public Improvement Awards

by Amy Dubach



In the above 50,000 pop. category from L to R: Sid Arpin, ACEC of KS President; Steve Hauck, PEC Chief Marketing Officer; Robert Layton, Wichita City Manager; and Randy Root, Burns & McDonnell Associate Project Manager. Photo provided by ACEC of Kansas.



In the 20,000-49,000 pop. category from L to R: Sid Arpin, ACEC of KS President; Randy Gorton, BHC Rhodes; and Joe Finley, Dodge City Director of Engineering Services. Photo provided by ACEC of Kansas.

Congratulations to the 2010 winners of the ACEC of Kansas, City and County Public Improvement Awards! The American Council of Engineering Companies of Kansas (ACEC of Kansas) is a professional association of private-practice consulting and engineering firms in the State of Kansas. Sponsored by ACEC of Kansas, the Public Improvement Awards competition is unique in that it recognizes engineering projects for their benefit to the citizens of a community and not for engineering design. This is the 49th year ACEC of Kansas has presented the City and County Public Improvement Awards.

City Public Improvement award winners are selected from four different population categories (Under 5,000; 5,000-19,999; 20,000-49,999; and Above 50,000). City representatives as well as engineering firm representatives were presented with awards at the November 11 luncheon of the Kansas Association of City/County Managers Fall Conference in Garden City.

The winning city projects

In the Under 5,000 population category, the City of Onaga won for its Water System Improvements Project. The engineering firm for the project was BG Consultants, Inc., and the general contractor was J&K Contracting, L.C.

Before its completion, Onaga's waterlines and elevated water storage tank were 96 years-old, and the distribution mains were undersized. The Water System Improvements Project addressed a basic community need both now and in the future.

In the 5,000-19,999 population category, the City of Newton won for the Sand Creek Bank Restoration Project. The engineering firm for this project was Professional Engineering Consultants, P.A., and the general contractor was UCI.

After more than 10 years of planning, design, and 15 months of construction, the City of Newton's Sand Creek Bank Restoration project turned erosion control and drainage design into public green space and a recreational destination.

Once a source of flooding in downtown Newton, Sand Creek now has stabilized stream banks, a stream-side walking and biking

path, and offers non-motorized boating. It is more than a drainage system. It is a destination for citizens and community visitors.

In the 20,000-49,000 population category, the City of Dodge City won for its 14th Avenue Improvements Project. The engineering firm for the project was BHC Rhodes, and the general contractor was Pavers, Inc.

14th Avenue between Comanche and U.S. 50 Hwy is a major commercial corridor linking the local community college and residential areas. While existing traffic congestion warranted adding a new center turn lane, the City recognized nearby residents, pedestrians, and bicyclists would also benefit from improvements within the corridor.

This project enhanced safety and reduced congestion for motorists while also creating dedicated facilities for pedestrians and bicyclists.

In the Above 50,000 population category, the City of Wichita won for the Cadillac Lake Drainage Improvements Project. The engineering firms for the project were: Poe & Associates, Inc., Professional Engineering Consultants, P.A., and Burns & McDonnell Engineers. The general contractors were: Bob Bergkamp Construction, Inc. and Wildcat Construction, Inc.

Cadillac Lake is a low-lying playa lake located near 29th Street North and Maize and is home to a variety of aquatic wildlife. During the 1980s and 1990s, rapid suburban growth in northwest Wichita put this area directly in the path of development.

This project has provided several benefits to the local citizens. It transferred wetlands that were located on private property and placed it into public property where it could be maintained and managed for future generations to enjoy. It took an undervalued piece of real estate and converted a portion of it into valuable commercial real estate. And most importantly, it created additional flood storage within the basin that provides increased flood protection at a reduced cost to the public to over \$15 million in residential real estate.

The winning county projects

County Public Improvement award winners are selected from two different population categories (Under 10,000, and Over 10,000). County representatives as well as engineering firm representatives were presented with awards at the November 15 Kansas Association of Counties Annual Luncheon in Overland Park.

In the Under 10,000 population category, Kiowa County won for the Kiowa County Courthouse Reconstruction Project. The engineering firm for the project was Professional Engineering Consultants, P.A., and the general contractor was Coonrod & Associates Construction Co., Inc.

The 18,800 sq. ft. Kiowa County Courthouse was originally built in 1914. When Greensburg was hit by the devastating EF-5 tornado in May of 2007, the courthouse was one of the few structures that survived the tornado's brunt force, which included 205 mph winds that left a path of destruction 1.7 miles wide. The building, however, did not go unscathed.

The renovations and improvements to the Kiowa County Courthouse are vital to the redevelopment of Kiowa County and the City of Greensburg. Additionally, the renovated tri-level Kiowa County Courthouse is projected to save approximately \$23,800 annually on energy costs.

This building stood strong through the devastating storm and continues to be a landmark of strength and perseverance for the people of the Greensburg community and Kiowa County. Not only is it a symbol of the stability of the County, it will operate more efficiently providing operating savings well into the future.

In the Over 10,000 population category, Johnson County won for the Wolcott Water Treatment Plant Project. The engineering firm for the project was Black & Veatch Corporation and the general contractor was Grimm Construction.

Due to population growth in its service area, Water District No. 1 (WaterOne) of Johnson County needed a reliable, long-term water supply. When WaterOne's Master Plan was reviewed in 2002, a need for an additional 150 million gallons per day of capacity over the next 40 years was identified.

The Wolcott Plant features the use of next-generation, proven, and innovative technologies. For example, the new facilities use microfiltration membrane technology rather than conventional media filters to provide a physical barrier for contaminants in the source water. Additionally, through the use of a state-of-the-art control system, the Wolcott facility can be operated remotely in order to control and reduce costs.

Additionally, this project has benefited the citizens of Johnson County by providing additional capacity of 30 million gallons per day to meet increasing demand; providing additional reliability by being separately located with an independent water source from the other facilities; and by reducing operating costs as much as possible to prevent costs from being passed to the customers.

 Amy Dubach is the Membership Services Manager for ACEC of Kansas. She can be reached at amy@acecks.org or (785) 357-1824.

Mayor Brewer Elected to NLC Board



Wichita Mayor Carl Brewer was elected to a second term on the National League of Cities (NLC) Board of Directors during the annual NLC 2010 Congress of Cities & Exposition in Denver, CO.

"It is an honor to be selected by my fellow locally-elected officials to help guide the National League of Cities during this critical point in our nation's history," Mayor Brewer said. "Local governments are the

foundation of our country's democratic tradition. Our example of effective and efficient leadership can help restore the public's trust in government and rejuvenation of our struggling economy."

Wichita also won another leadership post with the election of Council Member Lavonta Williams as assistant secretary of the National Black Caucus of Local Elected Officials (NBC-LEO), one of several constituent groups within the NLC's governance structure.

Council Member Williams was also honored with the NLC Bronze Certificate in recognition of her extensive leadership training.

The National League of Cities is the nation's oldest and largest organization devoted to strengthening and promoting cities as centers of opportunity, leadership, and governance. NLC is a resource and advocate for 19,000 cities, towns, and villages, representing more than 218 million Americans.

Kansas shares a strong history with the National League of Cities. John G. Stutz, who served as League of Kansas Municipalities Director for 35 years, helped to found and became the first Executive Secretary of the American Municipal Association (AMA). The AMA, originally established in Lawrence, Kansas in 1924, was later renamed the National League of Cities in 1964.



...Enjoying the Fall in Kansas

Driving on a fine fall day in Kansas never gets old to me. Have you ever taken the time to notice how picturesque the scenery is between Pratt and Kingman, on U.S. 54/400? Between late October and late November, I found myself headed back home to Derby along that stretch of highway on three occasions, each with the sun setting farther to the south, and to my back in the late afternoon—a perfect way to appreciate the beauty of the landscape.

This particular section of roadway cuts through sandy hills and wetlands areas, with an abundance of ponds, which also features the meandering South Fork of the classic prairie river, the Ninnescah, as it criss-crosses the highway in a number of places. The wild prairie grasses, punctuated with plum thickets, with tall Cottonwoods and cedars along the waterways and draws, are home to an abundance of many species of wild creatures, as are the several massive east/west shelterbelts (a rapidly-disappearing vestige of the “Dirty Thirties,” most are a product of FDR’s “Great Plains Shelterbelt” WPA project, launched in 1934) along the roadside. There is very little tilled ground along this path (just a few small patches of green winter wheat)... most of this soil has never seen a plow. And, the low-angled light of the late hours of afternoon brought out sublime subtle shades of purple and sage across the rolling sand hills. Magnificent.

It makes a lot of sense that several significant nature facilities are located on or just off the highway along the 35 miles between Pratt and Kingman. In fact, the Kansas Department of Wildlife and Parks Operations Office, the Pratt Education Center, and the Wildlife Museum are just two miles east and one mile south of Pratt, where you will also find the Pratt Fishing Hatchery, which was started on that site way back in 1905.

Further east, between Cunningham and Kingman, is the Byron Walker Wildlife Area (www.kdwp.state.ks.us/news/KDWP-Info/Locations/Wildlife-Areas/Region-4/Byron-Walker), which is a wildlife game preserve and public hunting (deer, turkey, upland game, and waterfowl and other migratory birds) and fishing area covering over 4,600 acres of woodlands, grasslands and wetlands, and ponds and streams, with other amenities including nature trails, picnic areas, and an archery range. Plus, it is one of the best places for bird watching in the state and a fabulous place to be outdoors.

On to the east just a bit, four miles or so west of Kingman, the Ninnescah bumps up against the west side of Kingman State Lake and then crosses U.S. 54/400 one last time (before heading on toward and then through the south edge of Kingman, on its southeasterly path to where it empties into the Arkansas River, just above Oxford, in eastern-most Sumner County, 80 or so miles away). Kingman State Lake is one of 26 sites (now including the State Fairgrounds, in Hutchinson) across the state where full-service cabins have

recently been erected. These WONDERFUL cabins are all-electric (heat and air), with all the usual household appliances (including microwaves and coffemakers), have LOTS of bedspace, are fully handicapped-accessible, and are VERY cool. Sue, Maddi, and I spent the weekend in one of the two cabins at Kingman State Lake in late September. We had two of our most enjoyable, stress-free and nature-oriented days in years. No, the experience is not a “roughing it” one...been there, done that...but, there was NO TV, either. For more information, and to make cabin reservations, go to <http://kdwp.state.ks.us/State-Parks/Locations-With-Cabins>.

This beautiful area of Kansas is a naturalist’s dream. Slow down and enjoy, or even stop and look around, next time you are flying down the highway. Kansas has SO much scenery to offer, but many just don’t seem to take the time to notice.

My book pick this month is another one that I have mentioned before. *Hallowed Hardwood*, by Brian Stucky, is a marvelous collection of pictures of, and stories about, some of the precious vintage basketball gyms (and the people who love them) still in existence in Kansas. The multi-talented Stucky is an art and photography teacher in Goessel now, and was a standout basketball player in high school and college—he was on the first championship team at Moundridge (there have been MANY there since) in 1971, and then went on to a stellar college playing career at Bethel College, in North Newton. This book is self-published (Emma Creek Publishing in Goessel), so, when the supply of books from the first two printings (2003 and 2004) were exhausted, there were no more books to be had. And I, for one, wanted a few more copies to give out...we had bought several in 2004...back then, after contacting many bookstores in Kansas, I called Brian, and he told me that it was just not going to happen. But, then, several months ago, I saw a story about Brian and the book and then got notice of a book signing scheduled for Watermark, in Wichita. I went online and discovered that the big Internet booksellers did, indeed, have copies available... direct from the hoarders...for something over \$300 per book. We went to the book signing on the last Sunday in November, bought some books (for \$25 each), got them signed by Brian, and heard the rest of the story. It turns out that Brian was to receive a very special award by the Kansas Basketball Association, for doing the book and he and his wife decided it was time to print more. Lucky us! Read Brian’s story and order your (\$25) copy of this fabulous photo/story collection at www.hallowedhardwood.com.

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Work & Life: Finding the Balance

by Josh Jones

There has traditionally been a stigma that work-life balance policies create problems for employers, but modern examples demonstrate that these policies can be of great benefit to the employee and employer, political acceptance can be achieved, and such policies are technically feasible and even desirable.

Work-life balance is an important issue to most employees and it should be important to employers, whether they are privately or publicly owned. Many people have personal stakes in having a healthy work-life balance as parents of families needing attention or even as single employees without families who value the time that they have to pursue their own interests. Several sources cite similar beliefs and value systems across the globe.

Interestingly, Australians apparently have the longest work week of all industrial countries—a very regular 50 hours each week.¹ With consistent hours like these, it is easy to see why there is such a wave of interest in balancing the demands of work and life. Forty-seven percent of Australian workers rate work-life balance as very important, while another 32% rate it as important.² These figures equate to a whopping 79% of the working population who value work-life balance.

What is it that makes a work-life balance so crucial to so many people? Dr. Lindsay McMillan of Converge International, a global work-life balance consulting firm, says that “an imbalance between work and life can result in declining quality of life, loss of community, [and] erosion of relationships and resentment.”³ Employees today simply are not interested in sacrificing their well-being for “the good of the company.”⁴ This may be attributable to generational differences—people no longer feel the need to have a long-term attachment to an employer, nor do they value loyalty toward any single entity. Rather, maintaining family and personal values in an increasingly fast-paced world appears to be the priority. Dr. McMillan adds that “directors need to recognize that the nature of work has morphed into life. We no longer have the distinct eight hours of work and then play.”⁵

Consider the alternative. Dr. Helen Lingard, a professor of project management at Royal Melbourne Institute of Technology University,

found that patterns of work-life collision “contribute to employee burnout, a chronic syndrome of emotional exhaustion, cynicism about work, and a sense of diminished personal efficacy. This is also linked to poor physical health and substance/alcohol abuse.”⁶ Clearly, employees ought to strive for an appropriate work-life balance for the sake of their own lives, and when considering the health conscious age that we live in; it is no surprise that the numbers add up: nearly 80% of modern-day workers, in Australia at least, value a work-life balance. But what’s in it for the employer?

Creating work-life balance policies and programs would cut into the productivity and efficiency of an organization’s operations, right? Actually, the research says that this is not so. In fact, the quality of work and efficiency of employees decreases when there is an unbalanced work-life approach. Richard Polak President of IBIS Advisors Co., a human resources consulting company, boldly asserts that “if you are working more than 60 hours a week, you are working for nothing. Project managers use their minds. They’re risking their judgment skills if they’re working 60 hours a week.”⁷ In most settings, employees can attest to a lack of focus and drifting interest as the last hour approaches at the end of a work day. On a broader scale, the infamous “Casual Friday” attests to the fact that overload equates to casualness, and organizations will not profit from casual effectiveness.

London author Nick Woodeson, a former program director at Unisys and IT director at Britannia Data Management, witnessed firsthand the toll that stress can take. “I’ve seen one or two project managers in their 50s get heart attacks and need to take time off work as a result, or suffer from a complete burnout, where they need to take six months off and change careers,” he said.⁸ Stories like these were once dramatic, but now they are not so uncommon. Organizations obviously do not benefit from losing long-term employees and high-level managers to burnout and career dissatisfaction.

Furthermore, there are very positive case studies and examples of successful work-life balance policy implementations. Dr. Lingard, for example, worked on an initiative to improve work-life balance for a crew working on a \$1.39 billion project to upgrade the West

Gate Freeway in Australia. The project finished ahead of schedule and to ensure that workers did not get burned out, “upper management offered access to health assessments, smoking-cessation programs, paid gym memberships, and self-development courses that included financial planning, time management, and stress management.”⁹ Finishing projects ahead of schedule is always a major, tangible benefit for organizations and in these cases “there is a reduction in casual absence, better staff retention, easier recruitment and improvements



in the morale, commitment, and productivity of the employees.”¹⁰ The policies and benefits worked to the advantage of the employing agency.

One way that municipalities may be able to introduce a work-life balance policy is to allow telecommuting. Employees are able to enjoy the comforts of home while the employer still benefits from tasks being accomplished on telecommuting days and from increased productivity and work-interest on non-telecommuting days. Though an August 2009 report from the U.S. Office of Personnel Management (OPM) cited managers as resisting telecommuting, there is great reason to believe that the trend will continue to catch on: “Among the factors that drive this phenomenon are the price of gas, tightness of office space, a desire to reduce auto emissions, time spent commuting, traffic congestion, and a desire for the flexibility to attain an optimal work-life balance.”¹¹ The OPM has an informative and helpful website with complete and in-depth information on flexibility, family, and health. The Center for Work-Life Policy also offers an impressive array of research publications and reports on initiatives taken to advance work-life balance policies.¹² The priorities of employees, government agencies, non-profit organizations, and progressive corporations all point to an appropriate work-life balance.

Like the OPM, the Canadian government also offers guides and resources to aid organizations that are implementing work-life balance initiatives. Municipalities may include such a policy as part of an already existing health and safety program or in the general employment manual. After appropriate assessment, development, and staff training, the new work-life balance initiative will have a greater chance of succeeding when employees and employers work together to honestly evaluate, and if necessary, modify the program to meet the needs and interests of both parties.¹³

While work-life balance is a relatively new and “coming of age” concept (32% of workers surveyed in Singapore stated that their companies do not have work-life balance policies and the rest of the

respondents were unaware of any such programs in their companies),¹⁴ it should be apparent from the cited research that the concept is an important one that is beneficial to employees and employers. In our current stressful economic environment, it is particularly important that work-life balance be made a priority and that requires the attention of committed officials and managers.

Dr. McMillan reminds executive level decision makers that in order to overcome the stigma that work-life balance policies “interrupt the day-to-day running of a business and that employees who take advantage of work-life balance strategies are lacking in commitment,”¹⁵ leaders within the organization need to lead by example and champion the cause, showing an appropriate balance of commitment to work and life. Only then will employees, and employers themselves, believe that they can whole-heartedly embrace work-life balance initiatives without risking their career progression.¹⁶ There must be organizational “buy-in.”

One final example provides evidence that work-life balance policies will be a crucial key to retaining employees, particularly when the recession subsides. The Deloitte consulting firm found that business leaders are focusing their attention evermore on staff turnover. “Two-thirds are fearful of losing outstanding employees after the recession. Work-life balance has become a deciding factor in employee job selection.”¹⁷ And a survey administered by HR agency Robert Half and ACCA revealed that over half of the respondents “said they would take a job that paid less but had better work-life balance.”¹⁸ Finally, Singapore Manpower Minister Gan Kim Yong told a conference of workers that “work-life balance policies can help prevent talent outflow from a company when the recession is over.”¹⁹

The evidence speaks for itself. Work-life balance is a priority for the majority of modern-day workers and an appropriate balance benefits employees, of course, but also the employer. Both the empirical and matter-of-fact data in prose speak to the truth of the matter. Employees seek employment with organizations that share their appreciation for work-life balance with the same value systems and intensity as they do. While young, up and coming graduates will be eager to obtain work and contribute to local government’s success, it will be important to them that they are able to find success in their own personal lives as well.

 *Josh Jones is a Management Intern for the League of Kansas Municipalities. He can be reached at jjones@lkm.org or (785) 354-9565.*

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⁴Lawyers Weekly. “Work life balance the key to staffing.” October 24, 2008.

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¹⁹The Business Times Singapore. “Want good staff to stay? Balance work, life better.”



Mainstreet News

City of Abilene Employee Honored

The City of Abilene and the Abilene Kiwanis Club were partners in erecting a shelter that was dedicated to long-time city employee and Kiwanis member, Gerald “Swede” Bowers, who passed away about 11 months ago.

Materials for the structure were donated by the City’s parks and recreation department and the labor was provided by the Kiwanis

Club. In attendance at the ceremony were Abilene Mayor Diane Miller and Commissioner Brenda Finn Bowers. Speaking of Swede, Mayor Miller said, “He was so generous with his time. He was awesome as a neighbor.” There is a granite plaque at the shelter to commemorate Bowers’ years of service to the city and the Kiwanis club.

Olathe Uses New Technology

The Olathe City Council recently adopted a new recycled pavement technology with both environmental and cost benefits. Fractionated Recycled Asphalt Pavement (FRAP), is a green technology that recycles aged and worn asphalt pavement on existing asphalt streets, roads and highways, and incorporates the material back into the new asphalt.

The process of combining old and new asphalt, known as Recycled Asphalt Pavement (RAP) has been around for years. However, RAP was generally limited to a mix of 10% recycled to 90% new asphalt. Additionally, RAP produced a larger, courser unfinished gradation. The process of turning the RAP into FRAP is

a relatively newer process that breaks down the RAP by crushing and screening into two gradations. This gradation allows the recycled asphalt mix to be utilized in precise volumes specified in the mix design.

According to Jeff Beal, Olathe project coordinator for street preservation, the new process is making a difference to the already stressed street rehabilitation program. “The price per ton reduction by using a FRAP mix can be up to 30% less than a virgin asphalt mix design,” he said. In 2010, the City of Olathe will utilize FRAP mix designs for resurfacing projects on arterial, collector, and local streets.

Lawrence Street Named in Top Ten

The American Planning Association (APA) announced the designation of Massachusetts Street in Lawrence, Kansas as one of 10 Great Streets for 2010 under the organization’s Great Places in America program. APA Great Places exemplify exceptional character and highlight the role planners and planning play in creating communities of lasting value.

APA singled out Massachusetts Street for its forward thinking and commitment to comprehensive planning since the 1970s. Comprehensive plans positioned businesses along the street as central to the area’s economy, thereby focusing further retail growth away from proposals that would have hurt the vitality of downtown.

Municipal leadership and two comprehensive plans guided the Massachusetts Street’s growth for the past four decades. In 1974,

the City secured a \$300,000 grant to transform Massachusetts Street into a picturesque, pedestrian-friendly corridor. The 1977 Plan, Plan ‘95, and 1982 Comprehensive Downtown Plan underscored Massachusetts Street as the community’s primary business district. Tremendous foresight saved the street during the “Mall Wars” of the 1980s. Plan ‘95 and the Comprehensive Downtown Plan formed the basis of a federal district court’s ruling to deny a developer’s request to build mega retail malls in close proximity to Massachusetts Street.

“Massachusetts Street is a shining example of a classic downtown that remains both viable and vibrant. Not only is Massachusetts a hub of retail activity in Lawrence, it is also the center of social and entertainment activities,” said Mayor Mike Amyx.

City Honored for Redevelopment Plan

At the 2010 annual meeting of the Kansas Chapter of the American Planning Association, the City of Leavenworth received the 2010 Pioneer Award (Urban) for its Downtown/North Leavenworth Redevelopment Master Plan.

The award, which recognizes creativity and innovation in meeting a community need or solving a public problem in either an urban or rural area, was presented to the City in October.

The Downtown/North Leavenworth Redevelopment Area Master Plan was developed through an interactive effort among community leaders, City staff, area stakeholders, and a community Advisory Committee that provided input and guidance.

The plan is intended to provide a general vision and guidance for the physical design and development associated with future investments by both the private and public sectors. The master plan establishes the basic framework for improvements to enhance the appearance of the area, the pursuit of quality redevelopment projects

and strengthen access to, through, and within Leavenworth’s core area.

“These improvements are designed to foster a strong sense of pride within the community and to provide the foundation for future cooperative efforts towards community building among the leadership of Leavenworth, the residents, and potential investors,” said Andrea Adkins, Director of Economic Development and point person for this master plan. “That is the real reward. To have it recognized by the state’s best professional urban planners is just icing on the cake.”

The catalyst projects from this plan have generated significant interest, and two Tax Increment Financing Districts are in the process of being set up to assist with redevelopment efforts.

For more information about the Downtown/North Leavenworth Redevelopment Master Plan visit <https://www.lvks.org/egov/docs/790191268863117.pdf>.



Kansas Energy Office Implements Energy-Saving Programs

by Liz Brosius

Energy efficiency and renewable energy projects are underway in cities and counties around the state, thanks to several programs and initiatives recently developed by the Kansas Energy Office (KEO). Established using \$47.7 million in funding from the U.S. Department of Energy (DOE), authorized by the American Recovery and Reinvestment Act of 2009 (ARRA), these programs support the KEO's core mission and enable it to extend its reach into more Kansas communities.

Grant Programs

Cities and counties were the primary recipients of three of the KEO's ARRA-funded programs—the Energy Managers Grants, Public Projects Grants, and Renewable Energy Incentives Grants. The KEO approved 77 recipients of these grant programs. Of these, all but nine have received final approval from the DOE, and many projects are currently underway around the state.

The first of these programs, the Energy Managers Grants, provides coalitions of local units of government with in-house energy expertise. The grant provides each coalition with an \$85,000 annual stipend for up to 2 years to cover the energy manager's annual salary and benefits and additional expenditures related to energy efficiency projects.

The KEO approved 11 coalitions for this grant, for a total of \$1.87 million. These coalitions represent 40 local units of government. To prepare the new energy managers for their responsibilities, the KEO hosted Certified Energy Manager training for the energy managers in Topeka, which prepared the energy managers for their responsibilities. Energy managers will catalogue energy use in coalition members' facilities and present a plan to reduce energy costs within the first six months of their employment.

"We're excited to have this opportunity to create a statewide network of energy managers to assist local jurisdictions in implementing energy-saving measures," said Ryan Freed, manager of the KEO's energy efficiency programs. In addition to developing short and long-term plans to reduce energy usage, energy managers will work with communities to raise awareness about energy conservation and efficiency.

The next program, the Public Projects Grants, was instituted to assist small cities and counties in making energy-efficiency

improvements in their facilities. The grants fund up to \$150,000 of energy-efficiency upgrades to public facilities for projects that are either too small for the State's Facility Conservation Improvement Program (FCIP) or exceed the statutory 30-year payback period for energy savings.

The KEO approved 42 projects for this grant, for a total of \$4 million, to assist small cities and counties in making energy-efficiency improvements in their facilities. This grant intentionally targeted smaller jurisdictions, specifically those with less than 100,000 total sq. ft. of building space and less than \$100,000 in annual utility bills. Several projects have begun construction and should be completed by the end of the year. The KEO expects the bulk of construction to begin after the next heating season.

The KEO set aside \$2.5 million for the final grant program, the Renewable Energy Incentives Grant. This program funds 25% (up to \$250,000) for mid to large scale renewable energy projects in eligible cities, counties, school districts, community colleges, technical schools, universities, and state agencies. A total of 13 projects have received approval from the KEO, 6 have executed contracts, and the remaining 7 are awaiting approval from the DOE. These projects include three wind turbine projects, three solar photovoltaic installations, and seven ground-source heat pumps.

In addition to the obvious direct benefits of the grant programs, Freed notes that they will provide valuable, in-field information about a variety of technologies across a wide geographical area. "As these projects move forward, we will be able to put together some great lessons learned and real-world experiences, from cradle to grave, to share with everyone."

Efficiency Kansas

Like many of the KEO's grant programs, Efficiency Kansas targets cost-effective, energy-efficiency improvements. However, this low-cost loan program was designed for the long-term, to create a sustainable funding source for cost-effective energy-efficiency upgrades and to expand opportunities for businesses in the emerging energy efficiency market.

With \$37 million in ARRA funds, the KEO created Efficiency Kansas, a revolving loan fund to provide low-cost financing for energy-

efficiency improvements to homes and small businesses. The program helps Kansans identify and finance cost-effective energy-efficiency improvements in their homes and small businesses. The program takes a “whole house” approach to energy efficiency to ensure that the improvements work together and generate the greatest energy savings for each dollar spent.

Efficiency Kansas relies on a comprehensive energy audit to provide homeowners with a customized plan for their energy-efficiency improvements, along with the estimated savings for each improvement. Before the program’s start, the KEO could identify fewer than 10 energy auditors advertising their services in Kansas. Today, there are over 70 energy auditors listed as participants in the Efficiency Kansas program. Some of these are entrepreneurs who saw an opportunity for a new business; others are HVAC and remodeling contractors who have enhanced their businesses with the addition of energy auditing.

Financing for Efficiency Kansas projects is provided by a growing list of partner utilities and partner lenders. The maximum loan for approved home-improvement projects is \$20,000 and \$30,000 for approved small-business upgrades. However, most approved projects are smaller, averaging \$6,500. All loans have a maximum term of 15 years.

Today, more than 100 lender branches offer Efficiency Kansas loans. Kansans are also able to access financing through 1 of 16 partner utilities. Through these partners, the KEO has made more than \$500,000 in energy-efficiency improvements in Kansas homes and small businesses. These Efficiency Kansas improvements are collectively saving more than \$40,000 a year.

Recently, the KEO launched two new promotional programs, making an already good deal even better. The first, the \$100 Energy Audit Program, allows homeowners to receive an Efficiency Kansas qualified energy audit, valued at \$500 to \$600, for just \$100. You have to schedule an energy audit with a participating auditor and pay \$100 at the time of the audit.

The second program, the \$500 Thermal Envelope Rebate, is available to homeowners that finance an approved project through an Efficiency Kansas partner utility or lender. The \$500 rebate applies to “envelope” improvements, such as sealing around windows or adding insulation to walls and attics. Both programs are available to the first 1,500 participants.

To date, most Efficiency Kansas retrofits have involved existing homes, but the program also targets small business retrofits.

Efficiency Kansas is having a positive economic impact around the state. Many auditors and other contractors report that the program has increased business as well as market awareness.

Take Charge Challenge

In addition to the above programs, the KEO has also devoted \$940,000 of the ARRA funding to an outreach effort called the Take Charge Challenge. The Challenge was developed by the non-profit Climate and Energy Project (CEP) and introduced in six cities last year, with great results. The KEO is currently partnering with CEP to offer an expanded version of the Challenge, a friendly competition among 16 cities in 4 regions to save the most energy.

“We’re excited to be harnessing this outreach strategy to promote awareness and participation in the State’s energy efficiency programs and to spur durable behavior changes,” said KEO Director Ray Hammarlund. CEP will manage the Challenge, on behalf of the KEO, and is moving ahead to recruit the remaining cities, establish leadership teams in each of the 16 cities, and hire 5 regional coordinators to work directly with the cities in their region.

The cities of Manhattan, Lawrence, Goodland, Colby, Oakley, Hoxie, Wakeeney, Paola, Gardner, Fort Scott, Parsons, and Chanute have all agreed to participate and are in the process of establishing city leadership teams and issuing city council resolutions. CEP is still waiting for confirmation from Baldwin City, Ottawa, Iola, and Pittsburg; if these cities choose not to participate, other cities will be invited.

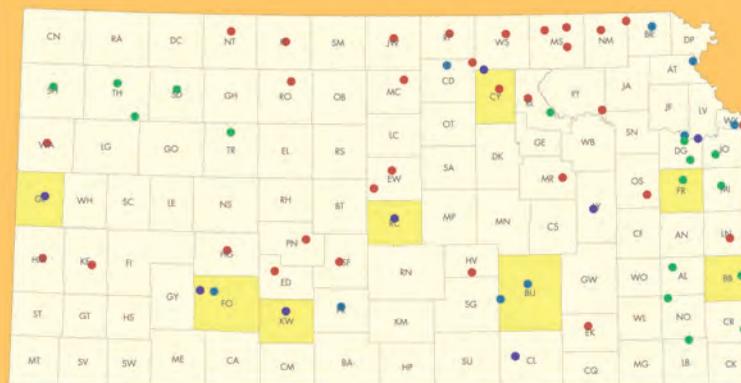
Each of the 16 Take Charge Challenge cities will launch 3 initiatives over the coming year. The winning community in each region will receive an energy efficiency or renewable energy project (\$100,000 value) as an award. CEP expects to have all 16 cities on board and ready to kick off the first initiative by January 2011.

Facility Conservation Improvement Program (FCIP)

The FCIP is a longstanding program in the State of Kansas. Its goal is to help make cost-effective facility improvements in public buildings and address deferred maintenance needs. Originally operated by the Department of the Administration, but now one of KEO’s programs, the FCIP helps make much-needed improvements in publicly funded facilities by harnessing energy savings to pay for the improvements over a 30-year timeframe.

Ten private-sector Energy Service Companies (ESCOs) are currently approved by the KEO to work with the program. These companies audit the facilities’ energy use and identify opportunities for energy savings. The ESCOs then present an energy improvement plan to the facility. By statute (KSA 75-37,125), the FCIP requires a payback of no more than 30 years on all improvements. ESCOs are also required to guarantee energy savings on the project.

Recovery Act Block Grant Programs and Projects (As of December 6, 2010)



Map Key

- **Renewable Energy Grants.** Helping public facilities lower utility costs through clean, renewable energy resources.
- **Public Project Grants.** Encouraging cost-effective improvements to public facilities across Kansas.
- **Energy Manager Grants (city).** Providing coalitions of local government with the expertise to save energy and taxpayer dollars.
- **Energy Manager Grants (county)**
- **Take Charge Challenge.** Will provide program funds and final awards to cities participating in a friendly competition among 16 Kansas communities to save energy.

The FCIP is a fee-funded program, paid for by customers. FCIP staff work with customers to help them clearly understand the scope of the project, the contractual obligations of the ESCO, and the extent and limitations of the ESCO's guarantee of energy savings.



Identified as a best practice by several nationwide organizations, the FCIP allows public entities to take advantage of these services without using traditional procurement practices. Because KEO has pre-selected ESCOs, customers can focus on the project rather than the process. FCIP staff work with customers from the initial concept of a program, through the construction phases and the guarantee period to ensure customer satisfaction, and to mediate any conflicts between the ESCO and the customer.

To date, nearly \$160 million in improvements have been made in public facilities, which collectively are saving Kansans more than \$11.5 million annually. At this time, the KEO has \$80 million in projects underway, which will result in an additional \$6 million in annual savings.

Energy Efficiency Building Codes Initiative

The KEO is also taking the lead on a statewide initiative to encourage the voluntary adoption of energy efficiency codes in local jurisdictions. Like all states that received ARRA funds from the Department of Energy, the State of Kansas was required to provide assurances that it would make progress on several initiatives, including the adoption of energy codes for residential and commercial buildings, as specified in HR 1, Section 410.

To assist the State in meeting the federal requirement, the Kansas Corporation Commission (KCC) established the Energy Efficiency Building Codes Working Group in May 2009. The Working Group includes codes officials and representatives from the building community, realtors, architects, the League of Kansas Municipalities, the Kansas Association of Counties, as well as other interested stakeholders. The KEO was assigned responsibility for the energy codes initiative.

Early in the process, the Working Group endorsed an approach based on (1) respect for constitutional Home Rule; (2) encouragement of free market transformation; and, (3) development of sensible, understandable, and effective standards based on sound building science principles.

The federal requirements were restated in the following goals:

- By 2017, 90% of new and renovated residential structures meet the 2009 International Energy Conservation Codes (IECC).
- By 2017, 90% of new and renovated commercial structures meet the ANSI/ASHRAE/IESNA Standard 90.1-2007.

To achieve the above goals, the KEO has begun working with local jurisdictions to encourage voluntary adoption of the target codes, or their equivalent. Building permit data from 2008 suggests that the State can achieve the 90% goal by the 2017 target, if codes were adopted by larger jurisdictions in relatively few counties.

Recently, the KEO has been contacting codes officials in jurisdictions around the state to verify the currently adopted codes and find out about any plans for future updates. Although the survey is not finalized, several jurisdictions have indicated plans to adopt codes in the next year that either meet or exceed the target codes. The KEO understands that this is a long-term process and has begun to meet with community leaders, codes officials, and builders to learn about the issues facing different jurisdictions, and identify opportunities to work together.

As part of its long-term strategy, the Working Group has worked on amendments to two statutes that currently deal with building codes and energy efficiency disclosure in Kansas: K.S.A. 66-1227 and 66-1228. K.S.A. 66-1228 established the 2006 version of the IECC as the "applicable state standards" for

new commercial and industrial structures; proposed amendments would establish the target codes, IECC 2009 and the 2007 ASHRAE standard, as the "applicable state standards" for new and renovated residential and commercial construction. Amendments to K.S.A. 66-1228 were also proposed, in which the Kansas Energy Efficiency Disclosure Form is updated with IECC 2009 standards. However, the State does not intend to introduce amendments to these statutes at this time. Instead, both the Working Group and the KCC have directed the KEO to develop a systematic outreach plan to raise awareness about the State's energy codes goal and encourage voluntary adoption by local government. As part of this effort, the KEO will also encourage the use of the Kansas Energy Efficiency Disclosure form in areas where it is not currently being used.

With these programs and initiatives, the KEO is better able to assist communities around the State in implementing cost-effective energy efficiency improvements in private and public buildings. KEO staff is eager to find additional ways to join forces with city officials and community leaders to further our shared objectives.

 Liz Brosius is the Outreach & Education Manager for the Kansas Energy Office. She can be reached at l.brosius@kcc.ks.gov or (785) 271-3264.



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2011 LKM BUDGET

2011 LKM Operating Budget

As approved by the League Governing Body in Manhattan on September 10, 2010.

| REVENUES | 2010 | 2011 |
|---|------------------|------------------|
| General Operations | Budget | Budget |
| Dues and Research | 800,000 | 800,000 |
| Rent Receipts | 154,000 | 154,000 |
| E-911 Administration Fee | 58,000 | 56,000 |
| Kansas Government Journal | 117,000 | 117,000 |
| Publications and Advertising | 145,000 | 145,000 |
| Conference and Service Awards | 345,000 | 330,000 |
| Transfer In-from GORF | 234,000 | 150,000 |
| Interest Earned and Other | 60,000 | 30,000 |
| Sub Total - General Operations | 1,913,000 | 1,782,000 |
| Special Programs | | |
| Ordinance Codification | 35,000 | 30,000 |
| Personnel Programs | 27,000 | 27,000 |
| KMIT | 225,000 | 230,000 |
| Workshops and Seminars | 77,000 | 77,000 |
| Affiliate Services and Other Programs | 40,000 | 40,000 |
| Sub Total - Special Programs | 404,000 | 404,000 |
| TOTAL REVENUES | 2,317,000 | 2,186,000 |
| EXPENSES | | |
| Personnel Services | | |
| Staff Salaries | 890,000 | 890,000 |
| Staff Benefits | 240,000 | 275,000 |
| Professional Memberships | 20,475 | 20,000 |
| Training and Travel | 55,000 | 55,000 |
| Sub Total - Personnel Services | 1,205,475 | 1,240,000 |
| Contractual Services | | |
| Building Maintenance | 54,350 | 54,000 |
| Equipment Related | 58,500 | 61,000 |
| Publications and Printing | 68,250 | 77,000 |
| Kansas Government Journal | 83,850 | 80,000 |
| General Overhead | 25,350 | 30,000 |
| Conference and Service Awards | 329,000 | 330,000 |
| Meeting Expense | 35,100 | 40,000 |
| Sub Total - Contractual Services | 654,400 | 672,000 |
| Commodities | | |
| Office Supplies and Paper | 40,000 | 40,000 |
| Books, Software and Subscriptions | 26,000 | 26,000 |
| Utilities, Telephone and Postage | 45,000 | 46,000 |
| Sub Total - Commodities | 111,000 | 112,000 |
| Capital Outlay | | |
| Equipment Purchases | 20,000 | 31,000 |
| Building Improvements | 14,625 | -0- |
| Sub Total - Capital Outlay | 34,625 | 31,000 |
| Special Programs/Projects | | |
| Personnel Programs | 8,775 | 6,000 |
| KMIT | 22,425 | 20,000 |
| Workshops and Seminars | 48,750 | 35,000 |
| Affiliate Services and Other Programs | 17,550 | 30,000 |
| E-911 (Non-Salary) | 40,000 | 40,000 |
| LKM 100th Anniversary Celebration | 174,000 | -0- |
| Sub Total - Special Programs/Projects | 311,500 | 131,000 |
| Transfer Out-to General Operating Reserve Fund | - | - |
| TOTAL EXPENSES | 2,317,000 | 2,186,000 |



Carrots & Sticks: Incentives in Healthcare

When I moved to Chicago after college, one of my first tasks was to find a local bank. Since the debit card I was carrying at the time had a cartoon depiction of my rural community, I was looking for something a little more urban and a little more convenient. I found both in the bank that was on the same block as my apartment.

Convenience and solid rates were the only characteristics I needed in my financial institution, but the bank had grander plans to secure my business. After I completed the paperwork, the clerk handed me a Ricky Rudd model car emblazoned with a bright Tide endorsement. It turned out that I had opened my account in the midst of the bank's NASCAR promotion—just missing out on a genuine George Forman grill. And though it did not take a model car to get my business, there are many people that use incentives when making their decisions. From free pizza to bump meeting attendance to reducing trash via streamlined recycling, incentives affect decisions and behavior. It is this concept that the City of Manhattan is putting to use in hopes of encouraging healthier employees.

Manhattan has developed a new approach to health initiatives by incorporating incentives into its insurance program. With the incredible rise of health issues in America, particularly obesity and heart disease, the City of Manhattan is responding by instituting an incentive program to encourage participation in healthy activities. In a letter to its employees, the city quoted former Director General of the World Health Organization, Dr. Lee Jong-Wook, who noted that, "The lives of far too many people in the world are being blighted and cut short by chronic disease such as heart disease, stroke, cancer, chronic respiratory diseases and diabetes." The City of Manhattan has taken this into account and established a program that is specifically geared to its employees to promote good health.

The program has a set of requirements that employees must complete to avoid paying a \$25.00 per-premium-period fee for failing to participate in four mandatory wellness initiatives. The City has established a health fair, a health-risk assessment, health coaching for high-risk persons, and a non-smoking agreement. Failure to attend the fair, appraise his or her health risk, participate in health coaching, or stop smoking will add to the employee's health care premiums. While the fees may be expensive, Manhattan sees the expense as less significant than the inevitable costs that accompany poor health decisions.

The three-day health fair in City Hall provides an opportunity to learn more about healthy lifestyles. The event includes opportunities for health-risk assessments, which includes the lifestyle and behavioral factors that lead to at-risk-health status. The fair also offers blood and cancer screening at low costs. The

health screening requirement includes lab work and biometric analysis—blood pressure, cholesterol, glucose, weight, and height—to determine general health.

The health coaching provides opportunities to encourage and support individual goals to achieve higher levels of wellness. And finally, the non-smoking agreement works to help individuals avoid the blight of lung cancer, cardiovascular disease, and more.

Human Resources Director Cathy Harmes noted that initially, the city started the program on a limited scale. This led the City to impose penalties on 43 program participants for smoking or tobacco use. The City also penalized 31 employees for non-compliance with the other requirements under the plan. Once the city extended the penalty system to all employees, Manhattan experienced significant improvement in participation.

Since the incentive change, overall participation in the wellness program has grown from 89 participants to 421. In addition to mere participation, the program has also yielded meaningful results for the participants. The number of employees in the high-risk category for blood pressure decreased 8% in the last year, and over 50% of those who participated in coaching lowered their blood pressure. The employees' cholesterol and fasting-glucose levels also improved.

Also of significance is the smoking rate. Of the individuals who wanted to quit smoking, the City had a high success rate for individuals who participated in the coaching. The City found that their smoking rates compared favorably to the national levels by over 10%. Manhattan's wellness program also produced improvement in reduced consumption of high-fat foods, improvements in physical activity, and better stress management—all signs of a successful wellness program.

Just as importantly, the City has discovered high levels of satisfaction by the employees when evaluating the wellness program. It is easy to expect people to balk when faced with potential penalties for failing to complete healthy activities, but nearly three-fourths of surveyed Manhattan employees viewed the program favorably, while over 80% of those employees were able to take steps to reduce health risks. It follows that Manhattan's approach at incentivizing health is having a positive effect.

Whether the incentive is as insignificant as a Ricky Rudd NASCAR model or good old-fashioned cash, incentives motivate. And when those incentives motivate employees to improve their health, both the employees and the employer reap the rewards.

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Barton County is accepting applications for a Communications (911) Director until 5:00 p.m., January 5, 2011. Directs County-wide emergency communications (911) system, 13-person staff manning 911 system on 24-hour basis. Prefer two years college education or equivalent experience and five years supervisory experience with Communications/911 Center. Thorough knowledge of law enforcement, fire and other emergency services as well as computer systems, budgeting, and personnel supervision needed. Salary \$35,000-\$55,000. Residency, valid Kansas driver's license, passing drug screen, and physical capacity testing required. Application and job description - Barton County Administrator's Office, 1400 Main, Room 107, Great Bend, Kansas, 67530. Applications available at <http://www.bartoncounty.org/admin/employment.htm>. (620) 793-1800 or toll free 1-877-419-7171. EOE.

Deputy Director of Housing & Neighborhood Development-City of Topeka

This position plans and implements redevelopment and revitalization projects and is responsible for all aspects of the administration of HND departmental programs, procedures, and objectives. Includes management of CDBG, HOME, ESG, Shelter + Care, HOPE 3, and the CIP programs along with all real estate related functions and special grants to ensure compliance with federal regulations, City Codes, and requirements. Minimum qualifications include a Bachelor's degree in Public Administration, Business Administration or a related field and five years of related experience with demonstrated progressive increase in responsibilities. A Real Estate Broker's license or a sales license with a minimum of five years of experience in real estate sales, in a title company, or active experience in the real estate field is preferred, but not required. Full details, including employment application, available online at http://www.topeka.org/city/comm_list.php?type=jobs.

Director of Finance

The City of Lancaster, Texas, is seeking a Director of Finance. The city of Lancaster is a southern suburb of Dallas, located approximately 12 miles south of downtown,

with a population of approximately 36,225. Lancaster's location provides residents easy access to the amenities of downtown Dallas, including cultural, sports, entertainment and shopping on par with any city in America, but coupled with a slower pace of life in a community with strong historical and rural roots. Additional information can be accessed at the City of Lancaster website at <http://www.lancaster-tx.com>.

The Director of Finance provides administrative direction and coordination to multiple departments including utility billing, purchasing and finance; totaling eleven employees, which includes an Assistant Finance Director. Debt issuance and related activities, manage city's investment portfolio, coordinate the annual audit process, prepare and publish the CAFR.

Master's degree or equivalent; or 4 to 10 years related experience and/or training; or equivalent combination of education and experience as Director of Finance or Chief financial officer of a governmental entity. CPA required. Certified Government Financial Officer preferred but not required.

Starting salary of \$90K plus car allowance, depending on the experience and qualifications of the selected candidate. Employee only paid health and dental insurance, TMRS member city, 10 holidays per year, tuition reimbursement, sick and vacation time, and longevity pay.

For more information or to view complete position profile, contact Ron Holifield, Ron@GovernmentResource.com, www.SGRJobs.com.

Director of Utilities & Transportation

The City of Topeka is seeking qualified candidates for the position of Director of Utilities & Transportation. This position directs and manages the Utilities and Transportation Division of the Department of Public Works including the Water Services, Water Pollution Control Operations, and Street Maintenance and Traffic Operations sections, and the respective division directors. Ensures the efficient and effective coordination and delivery of services, the establishment and implementation of divisional goals, objectives, and performance measures and prepares and monitors annual operating and capital improvement budgets. Minimum

qualifications include graduation from an accredited four year college or university with a degree in civil engineering or closely related field and five years of experience with utilities (water, storm water, sewer, street maintenance) with demonstrated progressive increase in responsibilities. Full details, including employment application, available online at http://www.topeka.org/city/comm_list.php?type=jobs.

Law Department

Chief Deputy City Attorney

The City of Wichita is seeking a Chief Deputy City Attorney. Wichita is the largest city in Kansas with a population of 358,000 and one of the largest employers in Wichita. The Chief Deputy is a supervisory position working directly under the City Attorney as the principal assistant in the administration of the City's legal affairs. The Chief Deputy will retain a working portfolio of assignments as well as providing supervision of staff attorneys and their assignments, which will include supervision and assessment of the department's litigation activities. The Chief Deputy will aid the law office in providing procedural oversight to ensure consistency in legal practices for the City of Wichita. Professional demeanor and strong organization skills, along with pertinent legal knowledge and abilities are required. Graduation from an accredited school of law plus five years experience in the preparation and trial of complex litigation matters, and admission to practice before the Supreme Court of the State of Kansas is required. Supervisory experience and experience in managing and directing an equivalent size municipal law department or law firm preferred. If you would like more information or are interested in applying for this position, please [visit www.wichita.gov](http://www.wichita.gov). Salary \$74,086 - \$138,743. EOE

Part-time Police Officers

The Valley Falls Police Department has openings for part-time Police Officers to work approximately 20 hrs per week. KLETC certification preferred, but not required. Salary DOQ. Applications can be picked up at City Hall located at 421 B Mary, Valley Falls, Ks 66088 or by calling Chief Gross at (785) 640-3249.



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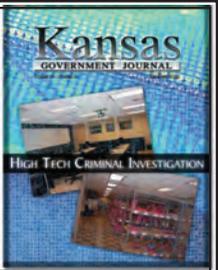
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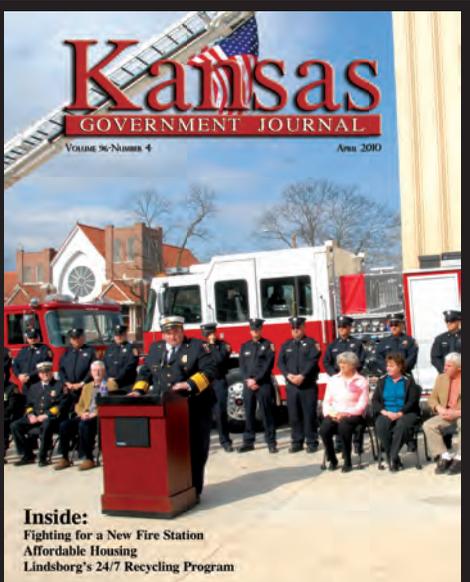


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Winds of Change



It is a cold and windy day in Topeka, Kansas, and that got me thinking about the change that is coming to state government in Kansas as we enter our 150th year of statehood. As I discussed in last month's column, the League staff just got off the road from the annual regional suppers. Usually, the regional suppers are focused almost exclusively on legislative issues that are coming before Kansas Legislature in the upcoming legislative session. While that remained an aspect of the suppers this year, I found that I was spending an increasing amount of time discussing change generally, as well as the specific changes that had been foretold by the November elections.

I would gather that most anyone reading this column is either involved in government, or has an interest therein, so I do not have to tell you how the elections turned out in November, and the many offices that changed hands this past electoral cycle. What has been interesting, however, and what I have been discussing at length over the past month or so, is not just the enormous change in the makeup of the Kansas House of Representatives (which is so voluminous that I couldn't possibly begin to describe it in this column), but also the startling turnover that has occurred, and continues to occur, in the Kansas Senate.

In fact, no fewer than six State Senate seats are turning over in this non-electoral year for the Senate. An amazing 15% of the Kansas senators are turning over despite the fact that not a single Kansas Senate seat was contested as part of the November elections this year. There are various reasons for the six Senate seats that are turning over.

In reviewing the six senate seats that have, or will be turning over this year, the first would be as the result of the resignation of Senator Jim Barnett who left the Senate in late summer to move his medical practice from Emporia to Topeka. The second seat would be that of Senator Tim Huelskamp whose seat will be vacated as the result of his election to the U.S. Congress from the First Congressional District of Kansas. The third Senate seat turning over is that of Senate Majority Leader Derek Schmidt as he was elected in November to serve as the Attorney General for the State of Kansas. The fourth Senate seat to turn over is that of Senator Jeff Colyer who ran with incoming Governor Sam Brownback, and is the Lieutenant Governor-elect of the State of Kansas. The fifth seat turning over is that of Senator Karin Brownlee. She is leaving the Kansas Senate as a result of her being selected by the incoming

governor to be his appointment as the new Kansas Secretary of Labor. The sixth Senate seat to turn over is that of Senator Janis Lee who was appointed by outgoing Governor Mark Parkinson to the State Court of Tax Appeals.

It is interesting to note that not all of these seats have yet been filled, and it may well be mid-January until we know exactly how they are going to unfold. It is also interesting that there remain a number of appointments yet to be announced, so the possibility remains that there could be further shuffling in both the Kansas House and the Kansas Senate as individual legislators are designated to take various spots in the incoming administration.

This is all very fascinating from a political stand point, but what it means in a real world sense is that while the game is the same, many of the players will have significantly changed in the course of one year. As I have preached for many years, we must always remember as city officials that we are an integral part of the intergovernmental system in this state. While policies can be made at the federal and state levels which we must enforce and which will impact our governments, services, and citizens, our interaction with those at the state level is crucially important to our ability to successfully carry out the jobs entrusted to city officials across this great state.

The change that we are seeing right now in the State of Kansas necessitates that city officials become more involved in the intergovernmental process, and that we all make an effort to know and communicate with our legislators, and new individuals within the administrative departments. While change can sometimes be alarming, it is also true that change offers new options, alternatives, and opportunities. We must work to communicate the needs of our citizenry to the state level, and to continue to work with the state in anyway that we can in order to provide the best and most complete level of services possible to the citizens of Kansas.

If memory serves, over 82% of Kansans now live within one of the 627 incorporated cities in Kansas. This means that cities represent four out of every five Kansas citizens, and that our citizens are the same ones who supported and elected the state legislators as well as those elected to statewide office. We have a common constituency which at the end of the day is not particularly interested in what level of government provides the services, but that the services that are needed and required are provided, and it is done in an efficient and productive manner. We must work everyday to strengthen our governmental system and to help move Kansas forward. The winds of change are blowing, and we must be able to change with them.



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