

Kansas

GOVERNMENT JOURNAL

VOLUME 97 NUMBER 10

OCTOBER 2011

Scott City, KS



All-America City



2011

**SPECIAL AWARDS
EDITION**



2011 LKM Regional Suppers



Please join us for the 2011 Regional Suppers. These informative sessions will feature a discussion of the LKM 2012 Legislative priorities. We hope you will take this important opportunity to network and discuss the upcoming Legislative session.

October 26– Oakley
Colonial Steakhouse
464 US Highway 83
\$14.00 per person
RSVP by Oct. 19
Registration - 5:30 p.m.
Dinner - 6:00 p.m.

November 2 – Iola
Bowlus Fine Arts Center (Creitz Hall)
205 E. Madison
\$11.00 per person
RSVP by Oct. 26
Registration - 5:30 p.m.
Dinner - 6:00 p.m.

November 16 – Belleville
The Treasurer Tree
1826 M. Street
\$12.00 per person
RSVP by Nov. 9
Registration - 5:30 p.m.
Dinner - 6:00 p.m.

October 27 – Cimarron
Basement of the City Library
120 N. Main
\$13.00 per person
RSVP by Oct. 20
Registration - 5:30 p.m.
Dinner - 6:00 p.m.

November 3 – Canton
Community Center
100 W. McPherson
\$8.00 per person
RSVP by Oct. 27
Registration - 5:30 p.m.
Dinner - 6:00 p.m.

November 17 – Leawood
The Lodge at Ironwood
14701 Mission Rd.
\$10.00 per person
RSVP by Nov. 10
Registration - 5:30 p.m.
Dinner - 6:00 p.m.

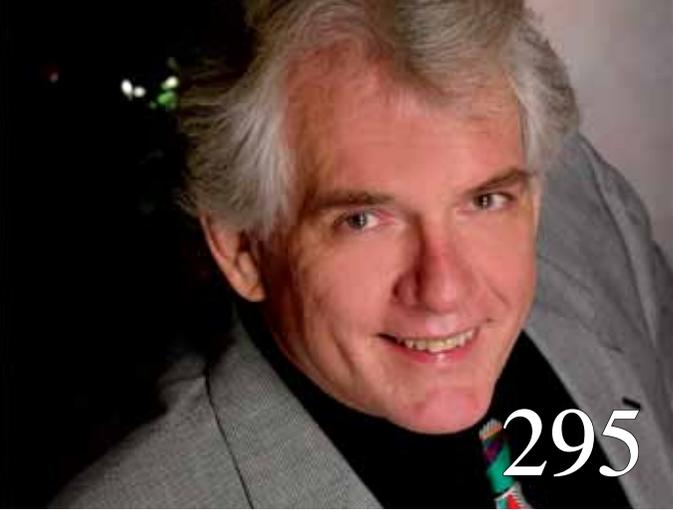
Registration is available online at www.lkm.org/regionalsuppers.

City of _____
Name _____ Title _____
Name _____ Title _____
Name _____ Title _____
Address _____
Phone _____ Fax _____ Email _____



Please Return to LKM by Mail/Fax to Anna DeBusk:
Attn: Anna DeBusk
adebusk@lkm.org
League of Kansas Municipalities
300 S.W. 8th Ave., Ste. 100
Topeka, KS 66603
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F: (785) 354-4186

Written cancellations need to be made 72 hours prior to the meeting date or participant will be responsible for payment.



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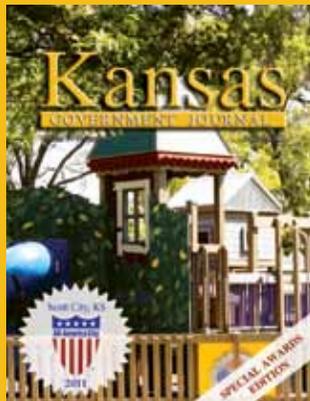
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About the Cover:
The City of Scott City was a recipient of a 2011 All America City Award. See related article beginning on page 306. *Photo by Cathy Graff.*

Kansas

GOVERNMENT JOURNAL

The *Kansas Government Journal* is published monthly by:

League of Kansas Municipalities
300 S.W. 8th Ave. • Topeka, Kansas 66603-3951
phone: (785) 354-9565 • fax: (785) 354-4186
www.lkm.org

General subscriptions are \$30 annually. Subscriptions for League member cities and research subscribers are \$15 annually. Individual issues cost \$5, with an additional \$5 charge for the Tax Rate Book edition.

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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.



November

- 2 - Regional Supper, Iola
- 4 - Regional Supper, Canton
- 4 - MLA: Sexual Harassment, Garden City
- 4 - MLA: Sexual Harassment, Prairie Village
- 9 - 12 NLC Congress of Cities and Exposition Conference, Phoenix, AZ
- 16 - Regional Supper, Belleville
- 17 - Regional Supper, Leawood
- 24 - Thanksgiving
- 30 - KACM Annual Fall Conference, Topeka

December

- 1 - 2 KACM Annual Fall Conference, Topeka
- 9 - LKM Governing Body Meeting, Topeka
- 16 - KMIT Board of Trustees Meeting, Wichita
- 25 - Christmas

January

- 1 - New Year's Day
- 9 - Legislature Reconvenes
- 16 - Martin Luther King, Jr. Birthday

Obituaries

Marion J. Logan, 85, died September 10, 2011, at the Life Care Center in Burlington. In 1967 Marion was employed as the Burlington City Clerk, a position he held for 23 1/2 years before retiring in 1991. Marion was a Past-President of the Kansas Municipal City Clerks Association. He had been a member of the Burlington Rotary Club who had honored him by naming him a Paul Harris Fellow; and he had served on the Board of Directors of the Coffey County Hospital.

Merrill Werts, 88, died September 22, 2011, at the Geary County Hospital. Werts served in the Kansas Senate from 1979-1988 and chaired the Senate Energy and Natural Resources Committee. Werts also served as President of the First National Bank in Junction City. In addition, he was a former civilian aide to the Secretary of the Army, served on numerous local government boards, and was heavily involved with the Junction City Little Theater.



Mainstreet News

Greensburg to Build New Museum

Four years after it was destroyed by a tornado, construction for a bigger and better Big Well Museum will begin in Greensburg.

A groundbreaking ceremony is scheduled for September 22, 2011. Greensburg officials hope to have the new museum open by May 2012.

Greensburg city officials set aside \$3 million for the project.

The new museum will include exhibits on Greensburg's history, including the digging of the Big Well, the May 4, 2007, tornado that destroyed the museum and most of Greensburg, and rebuilding the town.

Before the tornado, tourists often stopped in Greensburg to see a well that is among the world's largest hand-dug wells.

Athletes Get New Place to Compete

The City of Hays has completed a new sports complex for local athletes.

The 120-acre Bickle-Schmidt Sports Complex opened earlier this month in the northwestern Kansas city. The \$8 million facility features the soccer stadium where Fort Hays State University athletes will compete. There also are multiple fields for amateur athletes to play soccer, as well as softball, baseball, and football.

The University invested about \$2.6 million in the project, and Hays residents are supporting it with a 1/2¢ sales tax.

The projects also benefited from \$500,000 from the Bickle and Schmidt families, \$160,000 from Nex-Tech Wireless, \$25,000 from Nex-Tech, and \$11,000 worth of road paving help from a construction company.

Barbecue Headquarters Move to Overland Park

In an effort to nearly double its space and centralize corporate and technical operations closer to its four Kansas City-area restaurants, Fiorella's Jack Stack Barbecue is moving its corporate headquarters from Martin City, Missouri, to Overland Park, Kansas, in early November.

While the move to 95 Metcalf Square will afford Jack Stack additional room for expansion, company president Case Dorman said its previous 3,000-square-foot headquarters in Martin City had served the company well, and that the family is proud to continue its presence there with its restaurant as it has since 1974.

"We have had our offices in South Kansas City next to our original location since it opened in 1974," Dorman said. "Although

we will certainly remain committed to our restaurant and catering operation in Martin City, having our office in Overland Park will enable us to be more centrally located to all our businesses so that we can better serve the needs of the company as a whole."

Though the move to Overland Park will directly affect only 13 management and administrative employees, it helps put key employees in Jack Stack's corporate headquarters closer and more centralized to all the restaurants. Those include locations at the adjacent 95th and Metcalf area in Overland Park, in Kansas City's Freight House District, and on the Country Club Plaza, as well as the company's nationwide shipping division located in the Hunt Midwest Subtropolis near Worlds of Fun.

City Awarded Grant for Safe Route Program

The City of Leavenworth is the recipient of a joint application with the Leavenworth School District for a Phase II Safe Routes to Schools (SRTS) grant. The Kansas Department of Transportation (KDOT) awarded the maximum funding amount of \$250,000.

The project will include sidewalk improvements, crosswalk upgrades, educational information for children, new program funding, new bike racks, and other components. Over the next couple of months, the City will work with a design firm to create the specifications for the plan, as well as focusing on right-of-way acquisition and utility issues with a goal of beginning construction projects after school dismisses in 2012.

The purpose of the SRTS Program is to enable and encourage children, including those with disabilities, to walk and bicycle to school; to make walking and bicycling to school more safe and appealing; and to facilitate the planning, development, and implementation of projects that will improve safety and reduce traffic, fuel consumption, and air pollution in the vicinity of schools.

The Safe Routes to School (SRTS) Program is a federally funded program administered through KDOT. The program provides reimbursements to cities, counties, school districts, and other entities for infrastructural and non-infrastructural improvements that encourage children to walk or bicycle to school more safely.

The program is intended to be comprehensive by combining five components, often referred to as the five "E's." These components are engineering, education, enforcement, encouragement, and evaluation.

A Safe Routes to School Plan must address all five "E's." Therefore, the Leavenworth SRTS Plan identifies obstacles and provides recommendations for infrastructure improvements (including engineering estimates) and programs to enhance the safety of children walking and bicycling to school.

For more information please contact Sara Wright, Public Information Officer, at (913) 680-2610 or swright@firstcity.org.



Kansas to Lead Science Standards

Kansas has been selected as one of a group of states that will lead an important effort to improve science education for all students. In all, 20 states will lead the development of Next Generation Science Standards (NGSS), that will clearly define and integrate the content and practices students will need to learn from kindergarten through high school graduation. The NGSS process is being coordinated by the National Research Council, which is the staffing arm of the National Academy of Sciences, and the standards development process is being managed by Achieve, an education reform non-profit organization.

“This is great news for Kansas, and for Kansas students,” said Education Commissioner Dr. Diane DeBacker. “As a Lead State Partner, Kansas will have an increased opportunity to have its voice heard as these standards come together and will reap the benefits of collaboration with other states.”

In addition to Kansas, the Lead State Partners are Arizona, California, Georgia, Iowa, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, New Jersey, New York, Ohio, Rhode Island, South Dakota, Tennessee, Vermont, Washington, and West Virginia.

The development of the Next Generation Science Standards is a two-step process. The first step was the building of a framework that identified the core ideas and practices in natural sciences and engineering that all students should be familiar with by the time they graduate. In July, the National Research Council released *A Framework for K-12 Science Education*, developed by a committee representing expertise in science, teaching and learning, curriculum, assessment, and education policy.

The second step is the development of science standards based on the *Framework*. As a Lead State Partner, Kansas will guide the standard writing process, gather and deliver feedback from state-level committees, and come together to address common issues and challenges. The Lead State Partners also agree to commit staff time to the initiative and, upon completion, give serious consideration to adopting the Next Generation Science Standards. In order to be considered, states had to submit a letter with the signature of the Chief State School Officer and the chair of the State Board of Education.

Department of Commerce Announces New Projects

The Kansas Department of Commerce announced today that it will oversee \$20.5 million to be invested in two projects intended to increase energy efficiency and spur economic development in the state. The projects—one to increase biomethane production, and the other to improve the harvesting and delivery of biomass products—will use unspent American Recovery and Reinvestment Act (ARRA) funds appropriated to the Kansas Corporation Commission’s Energy Division.

“Our administration is very focused on ensuring that Kansas is a national leader in renewable energy, and these worthy projects represent areas that can advance the industry, provide for a cleaner environment, grow the Kansas economy, and create much needed jobs,” said Governor Sam Brownback. “I look forward to the success of these projects.”

Kansas Secretary of Commerce Pat George said the biomethane production project would position Kansas at the very cutting edge of advanced renewable bio-fuels production, while the biomass supply chain project would help solve a major logistical bottleneck for cellulosic renewable fuel production.

The U.S. Department of Energy (DOE) oversaw the approval of both projects with support from the U.S. Department of Agriculture. DOE originally approved a third project, which would have installed flex-pumps for alternative fuel blends at a retail gas station chain in Wichita, but the company decided not to pursue the project because of uncertain regulatory requirements not related to ARRA funding.

Five Kansas Schools Recognized

Five Kansas schools were among the 304 U.S. schools recently named 2011 National Blue Ribbon Schools by U.S. Secretary of Education Arne Duncan. The National Blue Ribbon Schools award, one of the most prestigious education awards in the nation, distinguishes and honors schools for helping students achieve at high levels and for making significant progress in closing the achievement gap.

In announcing the National Blue Ribbon Schools, Secretary Duncan said, “America’s long-term economic prosperity and civic engagement depends on our children receiving a world-class education. National Blue Ribbon Schools are committed to accelerating student achievement and preparing students for success in college and careers. Their success is an example for others to follow.”

The Kansas schools being recognized include Louisburg High School, USD 416 Louisburg; MacArthur Elementary School, USD 480 Liberal; Oswego High School, USD 504 Oswego; Sunflower Elementary School, USD 231 Gardner/Edgerton; and Union Valley Elementary School, USD 313 Buhler.

“These schools are to be commended for demonstrating the consistent focus, hard work and commitment necessary to achieve Blue Ribbon status,” said Kansas Commissioner of Education Dr. Diane DeBacker. “I’m delighted to offer them my congratulations on a job well done in achieving this distinction.”

The National Blue Ribbon Schools Program honors public and private elementary, middle, and high schools that are either academically superior or that demonstrate dramatic gains in student achievement to high levels.

Mayor of the Year

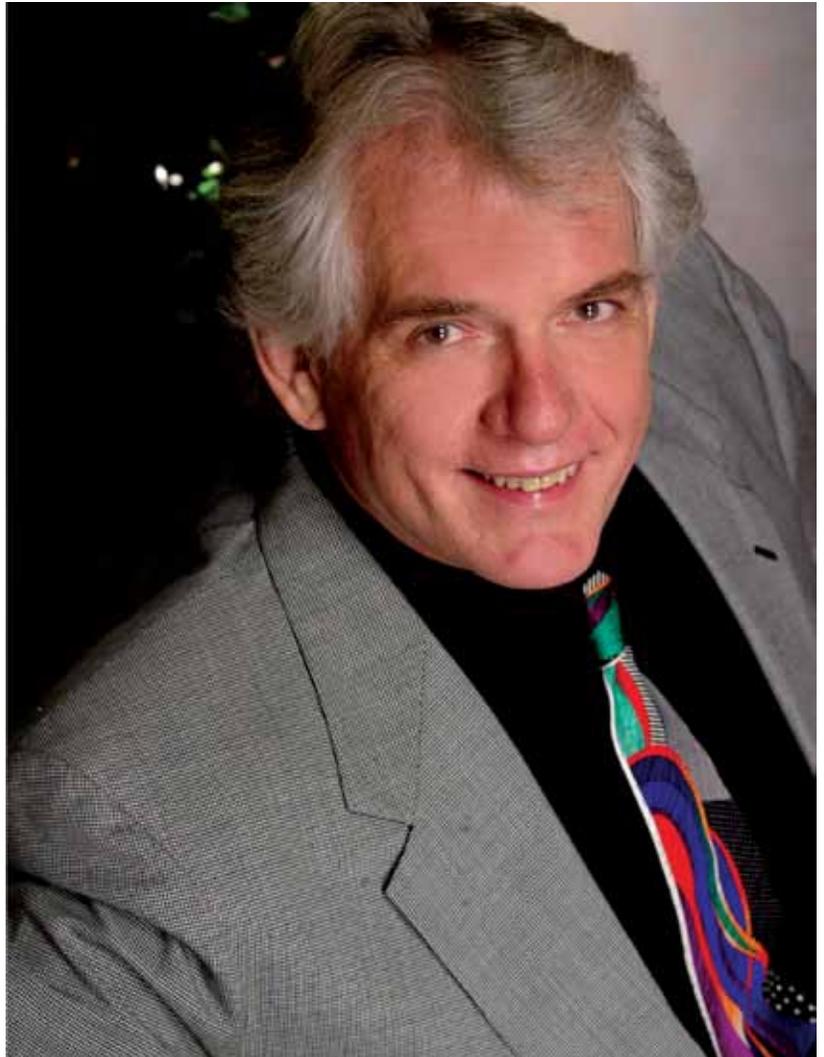
JOHN “TINY” McTAGGART ■ CITY OF EDWARDSVILLE

Earlier this spring, city officials from across Kansas gathered in Topeka for the 2011 Governing Body Institute and Mayors Conference. As part of the conference, the Kansas Mayors Association presented Edwardsville Mayor John “Tiny” McTaggart with the 2011 Mayor of the Year Award. The League of Kansas Municipalities (LKM) is pleased to recognize Mayor McTaggart at the 2011 LKM Annual Awards Luncheon on October 10, 2011.

Abraham Lincoln wisely stated that one should not “worry when you are not recognized, but strive to be worthy of recognition.” Mayor John McTaggart not only has offered a career of public service worth recognizing, but he has done so in a way that rightly earned recognition by his peers as the 2011 Mayor of the Year.

Mayor McTaggart is serving as Mayor of Edwardsville for the second time. He first began serving the City in 1991 after being elected to the council, and he became mayor in 1993. After his first tenure as mayor ended in 1997, he again ran for and won the mayoral election in 2009. In addition to his service on the Edwardsville City Council, Mayor McTaggart was elected as the District 7 Commissioner representing the Unified Government of Wyandotte County/Kansas City, Kansas in 1997. Mayor McTaggart has also served his community on the library board, park and recreation board, museum board, and the council of mayors. Mayor McTaggart is also serving his second stint as a member of the LKM Governing Body.

Public service in Edwardsville has been a natural fit for Mayor McTaggart. He noted that, “[a]s a local business owner, my interest in how city government worked and the knowledge that I might have something to offer [influenced my desire to run for office].” McTaggart also expressed that his highest goal in service is to act with integrity while serving the public interest and trust. He noted the importance of making “sound decisions based on the priorities and needs of the city.” It is those characteristics that reflect the purpose of the Mayor of the Year award, and it is those characteristics that serve as the reason Mayor McTaggart’s fellow mayors chose to honor him for his public service.



Mayor McTaggart summarized his thoughts on being recognized—and his thoughts on service—with the following: “As elected officials, we are called to be community trustees and servants of the public welfare. It is for this calling that we set aside our personal feelings to make sound decisions as to what is in the best interest for our communities and our citizens.”

LKM is proud to partner with the Kansas Mayors Association to recognize Mayor John McTaggart for going above the call of duty to provide exceptional community leadership.



Pay Attention and Gain Understanding

Electric Light & Power, a publication dedicated to the electric industry and electric-utility management, recently published an article entitled, *As Seasoned Utility Staff Retire, Will They Take Wisdom With Them?* by Bill Meehan (www.elp.com). The article led with a story about Stanley—a line worker who oversees electric crews in the northeast—as he prepares for a summer storm. The dilemma when a storm approaches at the end of the day is whether the city should pay workers overtime to stay at work to provide an immediate response to storm damage (an expensive proposition), or send the workers home and hope that the storm does not cause any damage to power lines. The story picks up as Stanley works through his pre-storm routine:

He checked the latest weather forecast to see where a storm would likely hit. He also knew which areas of the system were more vulnerable than others. He listened as crew chiefs told him where poles were leaning and wires were frayed. He knew where they hadn't trimmed trees in a while and where the fussy customers lived. Stanley then stood outside and smelled the air. After his routine, which took a few minutes, he would walk back into his office, call the union steward and tell him how many crews to keep on overtime.

The balancing act between keeping workers on versus sending them home is as much art as it is science. Stanley's story illustrates not only the value of experience but the value of institutional memory—a source of information that serves the organization as a whole.

The story concludes by noting Stanley's great propensity for accuracy when making decisions, which his crew struggled to replace after he retired. Stanley's story illustrates that within organizations, individuals may be indispensable, but no one is truly irreplaceable. Organizations will, however, find the replacement process to be much more tolerable if employers take the time to cross-train and share the wealth of information that experienced employees have gained over the course of their careers.

The *Electric Light & Power* article highlighted the fact that thousands of workers will leave the electric industry in the upcoming years, as the average United States utility worker is nearly 50 years old, and nearly 150,000 utility employees are between 55 and 64—a trend that is also prevalent in local government. The article recommended three key points to retain institutional memory.

The first suggestion is to capture information. Meehan's article juxtaposed the nuts-and-bolts tendency for utilities to capture and process GIS data against the need to capture the data stored in the minds of experienced workers. Employees from the top of the organizational chart to the bottom have expertise and insight that can be used to help organizations as they move forward, and it is vital to capture that information before individuals move on to other ventures.

Second, Meehan addressed the practical side of capturing the wisdom of the mind and turning it into an accessible database. The article focused on how utilities can best retain information, but the

themes are applicable to everyone in government. His recommendation is to begin by asking a subject-matter expert (SME) about the areas that the employee knows best. For utility workers, cities should begin by asking about "known problem areas, installation methods and materials used, landowner information, and more."

For other government workers, the same questions apply: 1) What are problem areas that you regularly encounter? 2) What are some of the effective solutions you have used in the past? 3) Are there particular people in town that are helpful or challenging? Cities can collect this information and add the name of the SME who contributed the information, the SME's job title, the date, and future contact information. As Meehan noted, this process can help entities retain valuable knowledge that might otherwise be lost.

Finally, the article stressed the importance of adding data retention to the to-do list. Many organizations recognize that employees have particular talents within the parameters of their jobs, but collecting that wisdom regularly receives a low priority. This is particularly true as governments face limited budgets and stretched-thin personnel, but the limited resources also provide a good reason to collect institutional memory so the city does not stumble when a key player is suddenly gone. Taking the steps to collect information now will help maintain efficiency and effectiveness when replacing an employee.

One Kansas organization that has identified the importance of retaining employee knowledge is Kansas Municipal Utilities (KMU), "the statewide association representing Kansas cities and other public or not-for-profit agencies involved in the ownership and operation of municipal utilities." (www.kmunet.org) KMU has worked hard to forge strategic alliances with other players in the energy industry to collect information from those currently in the industry, while giving them a forum to share their knowledge with others.

In addition to working with utilities and private companies, KMU is also working with the Department of Commerce, junior colleges, and technical schools to establish core competencies for those looking to enter the industry as sub-station technicians, power-plant operators, and linemen. As noted by Rick Aguilar, Job Training & Safety Specialist for KMU, "[o]ur organization is working to help member cities identify critical jobs and the core requirements of the positions—essentially identifying who has the knowledge and ensuring that the information is kept."

Aguilar remarked that utilities and cities in general need to understand that retaining information is critical, and we all need to be proactive to capture that information. By doing so, he continued, "we are achieving the purpose of the municipality—to serve the needs of everyone in the community by keeping the lights on, the water flowing, and people safe." By building upon the wealth of knowledge held by experienced employees, local government can continue making forward progress without losing the wisdom it has already achieved.

 Nathan Eberline is the Intergovernmental Relations Associate for the League of Kansas Municipalities. He can be reached at neberline@lkm.org or (785) 354-9565.

Intergovernmental Leadership Award

THOMAS J. SLOAN

The League of Kansas Municipalities (LKM) is pleased to present the 2011 Intergovernmental Leadership Award to Kansas House of Representative Thomas J. Sloan (R-45). Representative Sloan is an active legislator who is known for engaging interested parties in developing cooperative solutions to the challenges facing governments at all levels. During his years of service in the Kansas Legislature, he has worked closely with the League of Kansas Municipalities on a variety of issues and has always shown a willingness to work to develop policy in a collaborative manner.

Representative Sloan attended Syracuse University on scholarship and graduated in 1968 with a B.A. in Political Science. He earned a Masters Degree in Political Science from Michigan State University and served as a Teaching Assistant. Transferring to the University of North Carolina at Chapel Hill, he earned his PhD in Political Science and headed a faculty member's 30-person research team.

Representative Sloan served as Associate Director of the Kansas State Nurses Association and then moved to the Kansas State Senate as Chief-of-Staff for then Senate Majority Leader Bob Talkington. Leaving the Senate, he represented the Getty Refining and Marketing Company as a Government and Community Affairs Representative for three years before returning to the Kansas State Senate as Chief-of-Staff for the Senate President, Bob Talkington.

Following Senator Talkington's retirement, Representative Sloan served as Special Assistant to the Secretary of Corrections, and then Executive Director of KPL/Western Resources' Government Relations, Corporate Communications, and Economic Development Departments. He was elected to the 45th District's seat in the Kansas House of Representatives in 1994.

Representative Sloan has served as Chairman of the Special Joint Committee on Energy, Chairman of the Higher Education Committee, Vice Chairman of the Utilities Committee, and Vice Chairman of the Government Efficiency and Technology Committee.

He has served as Chairman of two Discussion Groups on Electric Transmission Issues at the Federal Energy Regulatory Commission (FERC); organized six regional Wind and Electric Transmission Summits (including telecommunications needs for "Smart Grid"); two Water Reservoir Sustainability Summits; two Health-care Research Summits; is the only state legislative member of the U.S. Department of Energy's 30-member Electricity Advisory Committee; and is a member of the National Wind Coordinating Collaborative's Steering Committee. He is President of the Lawrence Technology Association and Chairman of Rural Water District #1. He also serves as a member of the Kansas Energy Council; and is a member of the Insurance Commissioner's Telemedicine Task Force.

For outstanding leadership in working with local governments, the League of Kansas Municipalities is proud to honor Representative Tom Sloan with the 2011 Intergovernmental Leadership Award.



INTERGOVERNMENTAL LEADERSHIP AWARD PAST RECIPIENTS

1995 Representative Carl Dean Holmes Senator Audrey Langworthy	2002 Representative Doug Gatewood Representative Gerry Ray
1996 Senator Dick Bond Senator Bud Burke Senator Nancy Landon Kassebaum Senator Mark Parkinson	2003 Congressman Jerry Moran
1997 Governor Bill Graves Representative Bob Tomlinson	2004 Senator Babara Allen
1998 Representative Kent Glasscock	2005 Senator Pete Brungardt
1999 Senator Janice Hardenburger	2006 Representative Ward Loyd
2000 Senator Ben Vidricksen	2007 Governor Kathleen Sebelius
2001 Senator Jim Barone	2009 Representative Kevin Yoder
	2010 Senator Roger Reitz

Clerk of the Year

JERRY LOVETT-SPERLING ■ CITY OF LINDSBORG

Jerry Lovett-Sperling, MMC, City Clerk, Lindsborg, Kansas, has been selected as the recipient of the 2011 Mildred Vance City Clerk/Finance Officer of the Year for the State of Kansas. The award was announced at the 61st annual Kansas City Clerks and Municipal Finance Officers Association (CCMFOA) Conference in Wichita, Kansas on March 17th. Lovett-Sperling will be recognized for this achievement and presented with a plaque in recognition of her accomplishments at the League of Kansas Municipalities (LKM) Annual Conference on October 10, 2011.

Jerry Lovett-Sperling began her 17-year career with the City of Lindsborg in April, 1994. She was appointed City Clerk in 1995. In the years following, she has served as Secretary of the City Council, the Planning and Zoning Commission, the Board of Zoning Appeals, and also served 11 years as Municipal Court Clerk. She attained the status of Certified Municipal Clerk in 1999, and achieved the prestigious Master Municipal Clerk designation in 2007.

Jerry has served the City Clerk and Municipal Finance Officer's Association (CCMFOA) in the following capacities: Board of Directors, Chair of Education Committee, Scholarship Committee, Program Review and Certification Committee, Mentoring Committee, Education and Professional Development Committee, the Board of Directors Secretary, Vice-President, and President. Jerry has also been a member of the International Institute of Municipal Clerks (IIMC) since 1994 and has most recently served IIMC as the Region 11 Director the past two years representing the states of Kansas, Missouri, and Illinois. She has attended 11 IIMC leadership conferences.

In addition to her dedication to the CCMFOA and IIMC organizations, Jerry is also a member of the Human Resources Management Association of Kansas (HRMAK) and has hosted HRMAK meetings in the City of Lindsborg. In 2002-2003 Jerry was President of the Kansas Association of Court Management and has served on the Board of Trustees. In 2009, she was appointed by the Kansas Supreme Court to the Municipal Court



Clerks' Manual Committee (version 2010), which was charged with updates to the procedures to be followed by Municipal Court Clerks in the performance of their functions and responsibilities. She is currently working with the City of Lindsborg to host the 2011 IIMC Region VII Annual Conference.

Jerry has presented numerous instruction classes for the CCMFOA as well as IIMC. She has served on the board of Leadership Lindsborg, including two years as president. She has



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served many years as the treasurer of Heartland Share. Jerry has also assisted with local fundraisers, such as the Swedish Dancers, Bethany College, and others too numerous to mention. Jerry interacts daily with the downtown merchants and Lindsborg citizens and is well known for going the extra mile for the city's residents. City Administrator Gregory DuMars stated, "The service that she provides to Lindsborg and CCMFOA is a high standard for any one to strive for. Her high level of service to Lindsborg and CCMFOA coupled with her dedication to her profession make her deserving of this outstanding recognition." Jerry has been supported in all these endeavors by her husband, Les Sperling, and children Aaron and Aubrey.

This award is presented each year to a City Clerk or Finance Officer who has made significant contributions to the State association, the profession, and their city. The award was named in honor of Mildred Vance, former auditor and City Clerk/Municipal Finance Officer of Parsons, Kansas, who served her community from 1948 to 1988. Mildred was instrumental in developing and promoting professional education programs for city clerks and finance officers at the state and national levels and was one of the first 100 clerks to receive the Certified Municipal

Clerk (CMC) designation in 1972. Mildred was later accepted into the Academy for Advanced Education (AAE) and served as a director of IIMC. She strongly believed that city clerks and finance officers should contribute to their communities and she unselfishly gave of her time and talents in church, community, and civic activities.

To be eligible for the award, nominees must: 1) be a current Kansas city clerk or finance officer who has held the position for at least 3 years; 2) be a member of CCMFOA for at least 3 years; and 3) have attained the status of Certified Municipal Clerk (CMC); or have received the GFOA Certificate of Achievement in Financial Reporting. Nominations may be submitted by fellow city clerks, mayors, council members, city managers/administrators, or fellow employees.

A 5-member panel of judges reviews all nominations and rates candidates on a point system. The Selection Committee consists of two prior year recipients of the award, the Missouri Clerk/Finance Officers Association President, the Illinois Clerk Association President, and a League of Kansas Municipalities representative as assigned by the Executive Director of the League.



Nine communities were recognized through the Kansas PRIDE Program for their investment in community improvement this year. The award categories, new to PRIDE in 2011, were created to distinguish efforts in a variety of community improvement arenas. The awards were crafted around community development research that has identified a number of aspects that contribute to the well-being and sustainability of a community. The Community Capitals Framework highlights investment in seven areas which are important to the overall success and longevity of communities. These capital areas include: Human, Social, Cultural, Political, Economic, Natural, and Built aspects of community. A community asset becomes a capital when it is created or shared with the public. The Kansas PRIDE Program sought nominations in each of these capital areas to recognize unique projects that furthered that aspect of community development. Award recipients are highlighted on the next few pages.

KANSAS PRIDE

BY DAN KAHL

Top Photos: Installing house numbers on homes in the City of Alton; One of the historical exhibits on display in the City of Glasco.

Bottom Photos: City of Alton welcome sign; The City of Glasco water tower.



CITY OF ALTON

Alton PRIDE set its sights on improving the safety of everyone in the community by providing and installing street signs and house numbers throughout the city limits. The investment in the built infrastructure of the community won Alton PRIDE the Excellence in PRIDE Built Capital award. When the cost of the 66 street signs came in under budget, Alton PRIDE voted to install 5" numbers on all the houses in the community that did not already have a house number. By purchasing the house numbers from a local hardware store, PRIDE also supported a small, independent local business. Partners in this project included Sarver Trust, McFadden Charitable Trust, the Osborne County Road Supervisor, the Osborn City Superintendent, and the Kansas Correctional Industries. A significant organization and mobilization effort, the project was completed in October of 2010. Not only did this investment change the physical appearances of the built community, Alton is now much better prepared in the case of health or safety emergencies.

CITY OF GLASCO

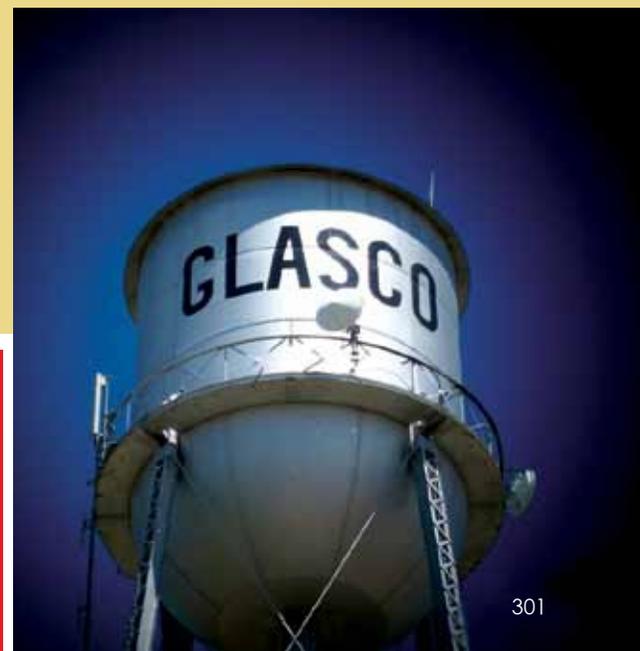
Glasco PRIDE was honored with an Excellence in PRIDE award for their investment in Cultural Capital. Recognizing the value of highlighting community assets, Glasco volunteers researched historical information about their community. With funding support from the Kansas Humanities Council, donations,

and in-kind research service, they set out to re-tell the story of Glasco through a variety of approaches. Exhibits were created for public events. Four articles were published in the Solomon Valley Anthology. Tours and visitations were solicited through the Kansas Visitors Guide. Festivals were coordinated by community volunteer committees, student projects, local businesses and organizations, and alumni. These efforts combined to both promote the community and to educate others on the positive attitudes, culture, and history of Glasco.

CITY OF GRINNELL

Grinnell PRIDE was awarded an Excellence in PRIDE award for their investment in Human Capital. An established priority from community planning in Grinnell is to increase the physical activity of community members. Grinnell PRIDE worked with the City to purchase and install these exercise fitness stations along a walking trail in the park. The group chose stations that would be accessible to all ages. PRIDE volunteers received a "Get It-Do it" grant which engaged youth and adults in designing and implementing healthy events and activities. In addition,

engaged youth and adults in designing and implementing healthy events and activities. In addition,





they sponsored fundraisers and received contributions from community members. PRIDE collaborated with Grinnell Middle School, Gove County Extension, and the Multi-County Specialists for foods, nutrition, health and safety, the Gove County Sheriff Department, Grinnell Fire Department, and Gove County Health Department to host health education events including a HealthFest Celebration and demonstrations of how to use the trail and fitness stations. The information and fun events associated with health and fitness have greatly enhanced the potential for better health in Grinnell!

CITY OF HIGHLAND

Highland PRIDE accepted an Excellence in PRIDE award for their investment in Cultural Capital. Highland celebrated its sesquicentennial with a four-day celebration in 2007. The collaborative event took the dedication of many people to research, find artifacts, confirm the accuracy of details, and organize for the celebration. As time passed, it became clear that the 150th celebration itself was a historic part of the

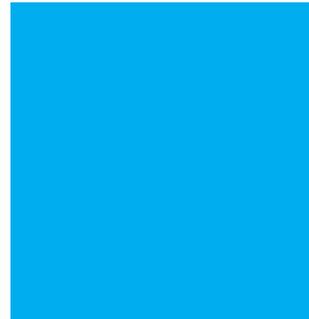
community's culture. The information that had been gathered and the breadth of involvement in this successful event also needed to be documented. Nancy Lucas, a former citizen of Highland, applied her scrapbooking talent to capture the celebration for perpetuity. She devoted 88 hours and delivered a labor of love to the PRIDE committee; the book is her gift to the community—a lasting legacy for generations to come.

CITY OF LENORA

The community of Lenora had established a goal to improve communication and establish methods for getting information out to all citizens. The City of Lenora, Lenora Rural Telephone, PRIDE, and the Lenora Family and Community Education organization all contributed to the purchase and installation of an electronic sign for the front of the community building. The sign announces all "official" meetings in the community as well as public information, events, and even birthday or anniversary announcements. Lenora notes that it is a big step forward from the small message board that was rolled out into

Top Photos: City of Grinnell PRIDE sign and one of the exercise fitness stations along the City of Grinnell's fitness trails. Bottom Photos: City of Highland City Hall, PRIDE sign, and attendees celebrating Highland's sesquicentennial event.





the street. Because of their investment in social networks, communications, and collaborative efforts, Lenora PRIDE received an Excellence in PRIDE award for Social Capital.

CITY OF LUCAS

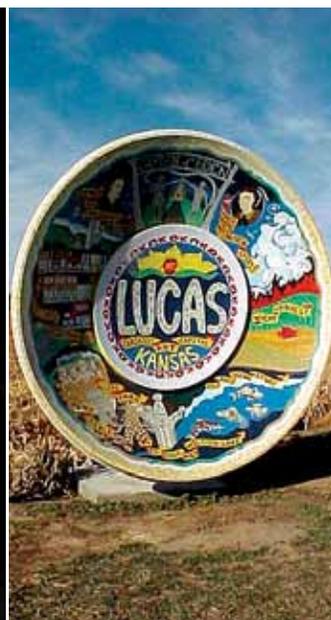
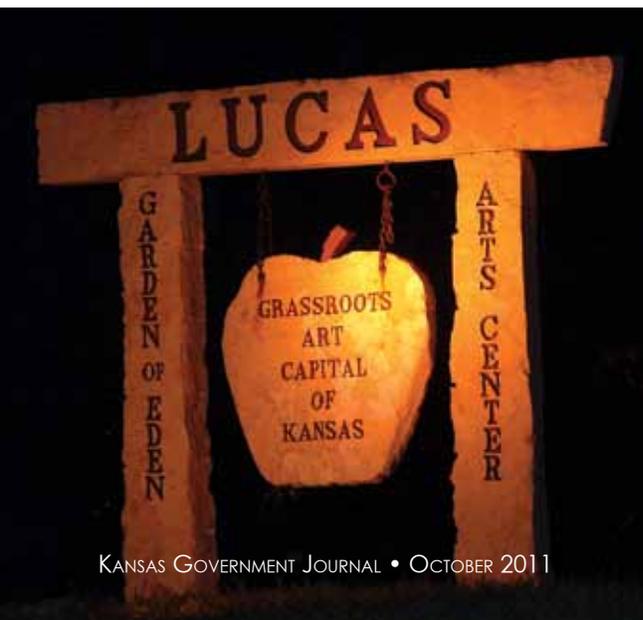
The changing face of the movie industry was felt in the community-owned theater in downtown Lucas. The theater, which had been drawing customers from a 45-mile radius, suddenly found itself losing patrons. As new movies such as *Avatar* brought to the forefront the need for 3-D and high definition formats, the Lucas Theater knew it needed equipment upgrades. By August of 2009, it was becoming difficult to obtain 35mm film movies until 3 to 4 weeks after the new film had opened. Lucas patrons started going elsewhere to attend the new-release movies. The Theater needed to raise \$86,000 to update equipment to digital and 3-D. Volunteers set to work to raise awareness and funds. Within 18 months the money was raised and a new system installed. As important as the equipment was to the theatre,

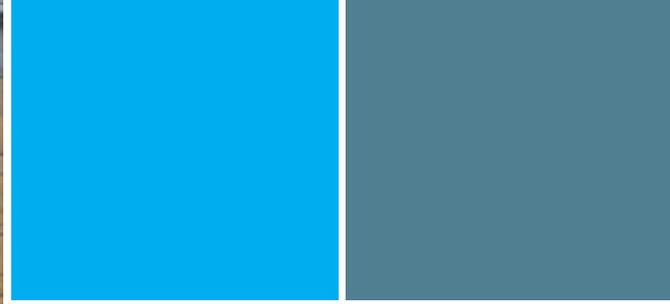
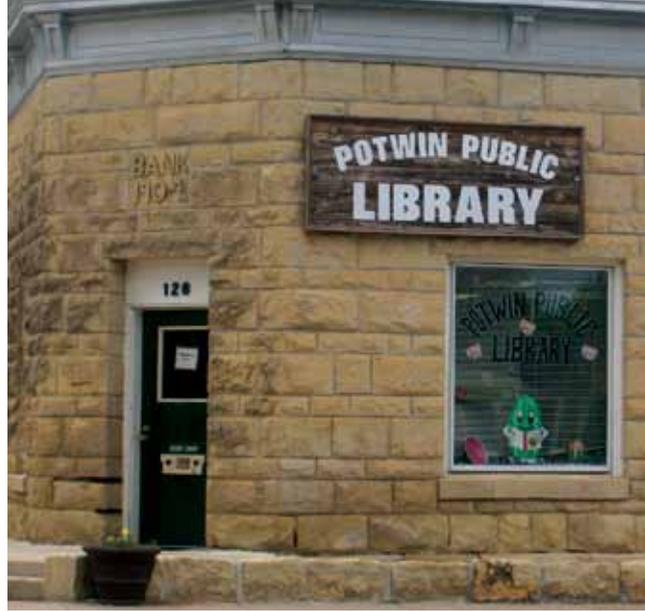
the theatre is to the community—the theatre is a destination business that brings customers to Lucas, not only to enjoy the entertainment, but also to patronize other local businesses. Improving the projection equipment in Lucas is a great example of investment in the financial capital of the community, and was a recipient for Excellence in PRIDE Financial Capital award!

CITY OF POTWIN

Following a planning session in June of 2009, Potwin PRIDE decided to improve their parks and recreation areas. The local school district had donated playground equipment to the City. With the approval of the City Council, volunteers agreed to install the equipment at the baseball field. The volunteers moved the equipment, replaced bolts, and welded or replaced broken and missing pieces. The group then cemented the equipment into place and power-washed and painted it to look new again. Over 50 hours of volunteerism and hundreds of dollars were donated. When photos were

Top Photos: Welcome to Lenora city sign, City of Lenora City Hall, and the city's community building with their new electronic sign. Bottom Photos: City of Lucas limestone sign and the world's largest travel plate; City of Potwin's donated playground equipment.





posted on Potwin PRIDE’S Facebook page the comments included “What a great thing to do!” Another woman posted, “Thank you to all the people who were involved in the project—makes you proud of our town.” And finally, “The kids will really enjoy this during the events this weekend at the park.” This investment in built capital earned Potwin the PRIDE Excellence in Built Capital Award.

Stafford earned a second award for “Excellence in PRIDE Natural Capital.” Stafford has long been known as the “Gateway to Quivira,” but the community has not always capitalized on its proximity to the Quivira National Wildlife Refuge. In an effort to improve health, enhance community visibility, and to educate citizens about the natural resource and wildlife of Quivira, Stafford PRIDE put together a biking event from Stafford to the refuge. The ride brings citizens and visitors together to enjoy either a 14 or 40 mile ride! The group has partnered with the Stafford Lions Club, local businesses, and staff from the refuge. They also use the event as a fundraising opportunity to support the Stafford County Hospital. This event has increased the knowledge base about Quivira to citizens and visitors. It also showcases the fun-loving, good people of Stafford. Stafford has made a unique connection to the “natural world” and found ways to use it to help sustain the community while increasing healthy activity of their citizens. “Hike and Bike to Quivira” is now an annual community event.

CITY OF STAFFORD

A goal to connect youth, school, business, and families secured Stafford PRIDEs’ Excellence in PRIDE award for Social Capital. Stafford utilized a “Get It Do It” grant and an AmeriCorps scholarship to provide healthy activities to children in the community. The effort supported the afterschool program and summer program for teaching young people to be more aware of healthy choices. Many of the children involved not only received fellowship, exercise, lessons on good food choices, games, fun, and healthy snacks, but also received a free lunch five days a week. Student work projects focused on developing leadership and networks with other young people. The focus of the project on shared leadership development and youth networking made this project a strong investment in community social capital.

☀️ *Dan Kahl is the Kansas PRIDE Program Coordinator. He can be reached at dankahl@ksu.edu or (785) 532-5840. All photos in this article were provided by Kansas PRIDE and the League of Kansas Municipalities photo database.*

Photos Top to Bottom: City of Potwin water tower, and the Potwin Public Library; City of Stafford’s Hike and Bike to Quivira event and the Stafford Public Library.





Westboro Baptist Church Decision

This year's U.S. Supreme Court term decisions included several cases affecting municipalities and municipal liability, but one in particular stands out. In the case of *Snyder v. Phelps*, ___ U.S. ___, Case No. 09-751 (March 2, 2011), the Court shielded the Westboro Baptist Church from Topeka, and its members, from tort liability for their speech under the First Amendment to the U. S. Constitution. The facts are familiar to many city officials, having played out in cities across Kansas over the past two decades.

The church and its members routinely picket military funerals spreading their message that God hates and punishes the United States for its tolerance of homosexuality. One of the *amicus* briefs in the case stated that the church has picketed approximately 600 funerals across the country. Under the facts of this case, Marine Lance Corporal Matthew Snyder died while on duty in Iraq. The church, after learning through media sources of this particular death, decided to picket Snyder's funeral in Maryland. They also picketed near the Naval Academy and the Maryland State House, while in the State of Maryland. They carried signs that are typical of their picketing activity, generally with derogatory messages of hate, which need not be repeated herein.

The picket was held about 30 minutes prior to the funeral and no less than 1,000 ft. from the church, which was separated from view by several buildings. The funeral procession passed 200 to 300 ft. away from the site of the picket. Snyder's father could see the tops of the signs, but did not know what the signs contained until he saw it on a news broadcast. Apparently, church members also posted messages on their website discussing the picketing and denouncing the Snyders in religious oriented missives. The messages were not at issue in the current appeal to the Supreme Court.

Snyder sued the church and many of its members for defamation, publicity given to private life, intentional infliction of emotional distress, intrusion upon seclusion, and civil conspiracy. The church asserted the defense of the First Amendment protecting their speech. The trial court granted summary judgment on the claims for defamation and publicity given to private life, saying the plaintiff could not prove those claims. Trial was held on the remaining claims and the jury found for Snyder, awarding \$2.9 million in compensatory damages and \$8 million in punitive damages. The trial court reduced the punitive damages to \$2.1 million. At the 4th Circuit Court of Appeals, the church again argued that their conduct was fully protected by the First Amendment. The 4th Circuit agreed that the church's speech

was fully protected because those statements encompassed in the picketing were on matters of public concern, reversing the trial court's verdict.

The U.S. Supreme Court granted *certiorari* and held that the First Amendment protects the church and its members from tort liability for its picketing on the facts of this case. The Court, in previous First Amendment cases, has held that speech that is of a public concern is entitled to special protection. That speech which relates to any matter of community, political, or social concern may be said to be of public concern. The Court, in its opinion, stated the following, "While these messages may fall short of refined social or political commentary, the issues they highlight—the political and moral conduct of the United States and its citizens, the fate of our Nation, homosexuality in the military, and scandals involving the Catholic clergy—are matters of public import." (Slip Opinion at page 8)

The Court noted that the inappropriateness or controversial character of the speech is irrelevant to the question of whether or not the speech is a matter of public concern. (Slip Opinion Summary at page 2) Thus, the Court stated that the church members may not be punished for their speech, even though a jury thought the speech was outrageous. It should be noted that each of these cases must be decided on their facts to determine if the speech is a matter of public or private concern.

The First Amendment protects speech that is a matter of public concern. As with most U. S. Supreme Court decisions, there was a dissent in this case by Justice Alito. He denounces the church and its publicity seeking tactics, and opined that the actions of the church and its members went well beyond matters of public concern.

The last paragraph of the opinion is very interesting and might put the decision in perspective for those cities that have struggled to know how to respond to this situation. "Speech is powerful. It can stir people to action, move them to tears of both joy and sorrow, and—as it did here—inflict great pain. On the facts before us, we cannot react to that pain by punishing the speaker. As a Nation we have chosen a different course—to protect even hurtful public debate. That choice requires that we shield Westboro from tort liability for its picketing in this case." (Slip Opinion at page 15)

☀️ *Sandy Jacquot is the Director of Law/General Counsel for the League of Kansas Municipalities. She can be reached at sjacquot@lkm.org or (785) 354-9565.*

photos by Cathy Graff

Scott City

by Brenda Davis

Scott City was announced as a 2011 All-America City at the National Civic League conference in Kansas City in June. The All-America City Award is given to 10 communities each year for outstanding civic accomplishments. To win, each community must demonstrate innovation, inclusiveness, civic engagement, and cross sector collaboration by describing successful efforts to address pressing local challenges.

The challenges Scott City focused on to earn this prestigious award were: cultural diversity, a youth community center, and public library activities.

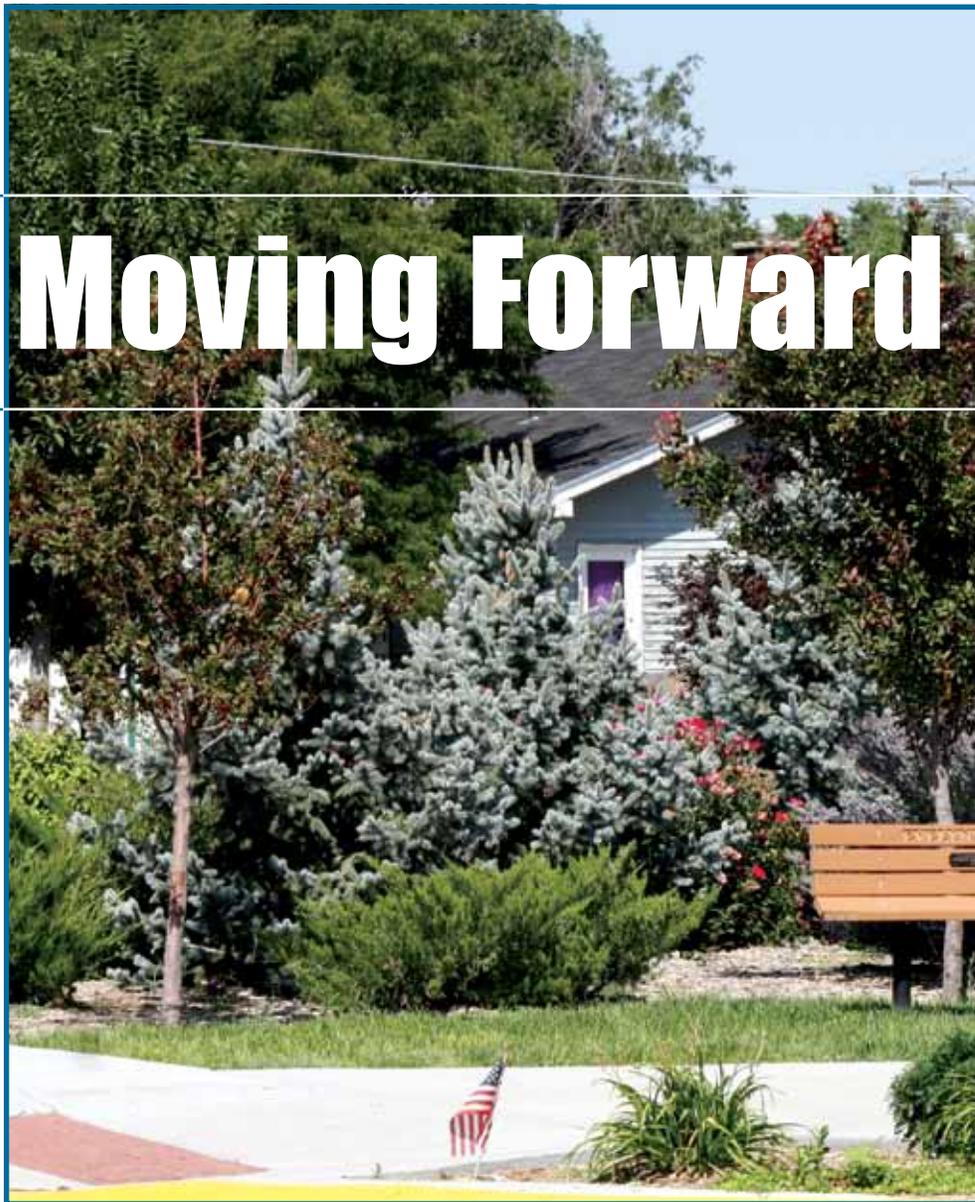
Citizens of Scott City bridged the gap across cultures by encouraging collaboration among diverse groups to share their respective cultures, traditions, and to offer friendship during potluck dinners. These events offered an atmosphere where residents could begin to develop an appreciation and understanding of the differences they share.

A community center evolved when community leaders identified the need for a community location for outreach and youth programs. Community sponsored activities, such as “Fifth Quarter” a hangout for high school youth following football games; Celebrate Recovery, a Christian-outreach program developed for individuals facing hurts, habits, and hang ups; open-door concerts; and housing for transient people who may not have resources for a hotel room, are held at this location, in addition to many other uses.

Scott County Library completed a renovation and expansion in the spring of 2009, more than doubling the existing space. The number of youth services increased substantially and the staff is addressing issues of literacy, community service, health, and recreation. Youth-driven programs, projects, and services have been expanded to develop skills and knowledge, while increasing social awareness and are geared to balance learning and fun. Following the expansion, the number of computers has tripled for public-information access.

One may wonder what makes Scott City thrive and prosper. Residents of Scott City will tell you it is the positive-minded, progressive people. With a population of 3,816, Scott City is moving forward! The business and civic leaders in Scott City place great emphasis on community involvement and a sense of community pride.

Moving Forward



The creation and success of the Scott Community Foundation has also had a large impact on the financial sustainability of the community. This foundation allows individuals to make donations that provide education scholarships and is a tool to provide funding to local organizations for needed projects.

Community Summits & Roundtables held in Scott City in recent years have included leaders and citizens that were put to the task of compiling a list of community goals. The collaboration of community decision-making between the public, private, and nonprofit sectors has proven to be extremely effective.

Community members were able to analyze and realize the importance of improving healthcare and facilities for the local hospital and long-term-care facility. The voters in the community passed two bond issues in 2009 to fund the building of a new hospital and to remodel and build an addition to the existing long-term-care facility (both are currently under construction).

Strengths of the community in recent years have been to recognize the growth and sustainability that is needed in our community to remain viable. Cooperation between Scott County, Scott City, Scott Community Schools, and Scott County Development Committee

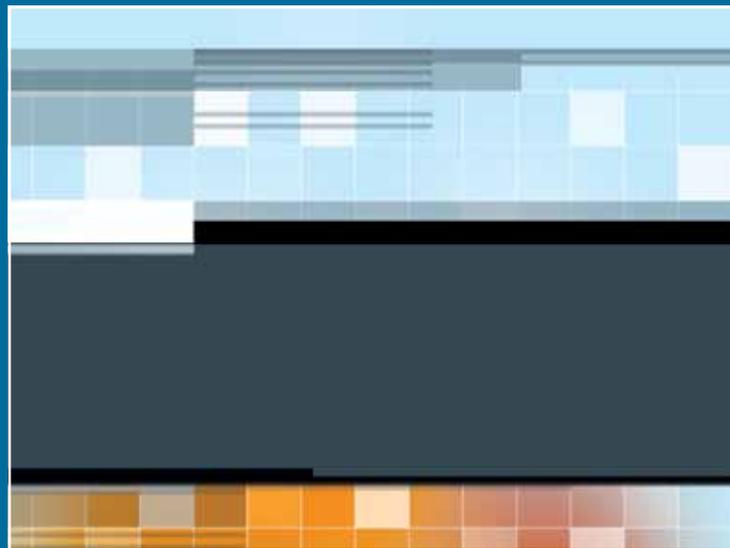


Left: In 2008, a streetscape project became reality in Scott City. The downtown area was lacking a look to unify the area, but was beautified with the addition of streetlights, pavers, bulb outs, two park areas, benches, and trash receptacles. This project was funded by a The \$1,607,000 project was paid by the City of Scott City. The City continues to buy banners that are changed throughout the seasons.

Below: The Scott City Municipal building, built in 1974 shows a unique architectural style in the City.

Jerry Thomas graduated from Scott City High School in 1977 and became a full-time artist in 1986. Jerry Thomas Art Gallery was built as an addition to the El Quartejeo Museum by private donations in 2010. Jerry's paintings include wildlife and trails and history of the West.

2008 brought the construction of a much anticipated hotel to Scott City. Best Western El Quartejeo Inn & Suites was totally funded by local investors that were confident that a new hotel would be successful in Scott City. the 50 room facility welcomes business individuals & visitors!



was demonstrated when the entities adopted a Neighborhood Revitalization Plan to provide tax-rebates as incentives for housing, commercial, and industrial development or improvements of these, to create new long-term tax revenue, without creating a fiscal burden for the county, city, and school district.

Several building and renovation projects within the community were then planned and organized through the collaboration efforts of committees, public meetings, and public forum in the local newspaper encouraging public comments.

Within the past 10 years, the community has accomplished the following projects: renovated the original courthouse of Scott County, passed bond issues to totally renovate the only high school in Scott County and to build a new Law Enforcement Center for county & city law enforcement, constructed a hotel funded by local investors, constructed an Art Gallery to be an addition to the local museum with private donations, completion of a community-built playground funded by donations and built in one week's time by local volunteers, completed a downtown streetscape project, reconstructed the airport runway, became a part of the first historic byway in Kansas—Western

(continued on pg. 310)





Photos Left:

The Scott City Municipal Airport runway was replaced with a cement runway in the summer of 2009. The City of Scott City received a \$2,455,000 grant, with 95% to be reimbursed by the Federal Aviation Administration (FAA). Some taxilanes were also replaced with a \$397,000 grant from the FAA. Air service is critical for health care and instrumental for local businesses.

In 2009 Scott County and the City of Scott City moved into the newly built Scott County Law Enforcement Center (LEC). The former LEC and jail were outdated and had safety issues. Voters passed a \$4,295,000 bond issue for the new facility.

The fall of 2010 a dream for a new field house for the Scott City High School (SCHS) Beavers Football Team was taken serious. At the opening 2011 SCHS Beaver Football season the football team had a new home, as well as a new visitor's field house. Community members came through again, with \$500,000 in private donations, \$300,000 zero interest loan, and \$248,000 from a USD #466 Capital Improvement Plan.

The Scott County Courthouse, originally built in 1924, was totally renovated in 2001 using Scott County tax dollars. This was the first major renovation project, possibly sparking other needed improvement for other buildings.

Scott Community High School was in much need of upgrades, but two attempts to pass a bond resolution to build a new high school at a new location failed. Local voters did approve a bond resolution to totally renovate the existing high school and add new band and vocal rooms, and an auditorium in 2005.

Photo Below:

Through the rain, cold weather, and long hours the construction of the Park of the Plains playground was built in a week in Scott City. Community effort was also evident when the \$300,000 playground project was funded by: \$66,000 Kansas Waste Tire Product Grant for the rubber surfacing, \$57,500 from local Transient Guest Tax Funds, and \$176,500 from private contributors.





In the fall of 2009 Scott County voters passed bond issues for Scott County Replacement Hospital (shown above) at \$24 million and a 1% sales tax; and Park Lane Nursing Home Remodel & Addition at \$5,750,000. Each project will be completed in the Spring of 2012.

Left: The Kansas Livestock Association (KLA) Environmental Services opened doors in Scott City in 2010. A private donation of \$500,000 secured the building project, with additional funding from the KLA. Ranking in the top 5 in the state for cattle production, KLA is at home in Scott County.

Vistas Byway, and most recently a new field house and visitor's field house for the football program at Scott Community High School was constructed, being paid for by the local school district and many generous donors.

The people of Scott City have a well-focused vision. Individuals and groups within the community have been relentless, unwilling to be complacent with the status quo or to not plan for the future. The needs and goals of the community have been diverse, differing from one another, but the vision has always been for the community to remain viable for the future.

Today, 126 years after its 1885 official founding, Scott City is considered one of the most progressive cities of its size in Western Kansas. The citizens have persevered through climate and geographic challenges; the community's populace has implemented innovative growth strategies that continue to drive its vision of a community where simply surviving is not enough!

Scott City—Building for the Future! Where History & Progress Meet!

☀ *Brenda Davis is the City Clerk for the City of Scott City. She can be reached at scottcyt@pld.com. Cathy Graff is the Water Clerk for the City of Scott City and assists with all city photos.*




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...To Ottawa

It was the last week of August, and my good friend and longtime associate, Ottawa City Manager Richard Nienstedt, had invited me up to co-host a regional city manager luncheon, so my two-trip to that part of the state was going to culminate with the lunch in Ottawa. My first stop of the first day was up US-75 from Beto Junction a few miles north, to the county seat of Osage County...Lyndon. As I stepped up to the door of the ex-bank City Hall (and a darn fine one, too), from the back parking lot, something strange was starting to fall out of the sky...it was wet and wonderful...suddenly it dawned on me...it was RAIN...it had been so long since I had seen it, it freaked me out just a bit. The desert that is south central Kansas these days has me all "corn-fused" (what corn there was).

I first met Kim Newman at a finance training which Jim Heinicke and I presented in Lansing last January (where it had snowed a foot the night before...ahhhhh...snow). Kim is a transplant from Connecticut, and an experienced local government manager. The relocation to Kansas, however, came about as a result of her husband's career move to Wolf Creek (due south of Lyndon 30 miles or so). She did not expect to end up working in Lyndon (as City Administrator), but is really glad she did. And, she brings a ton of smarts, "city knowledge," and energy to the position. While I was there, I got to meet Kim's four-year-old Halloween son, Aaron, and what a neat kid he is; you can see it already that he is on his way to an exciting life. Aaron is due to be joined by a new Baby Girl Newman sis in mid October. I also got a chance to see grandkid pictures of City Clerk Barb Schattak (we grandparents are a lot alike in that way), and chatted briefly with Treasurer Carolyn Wilson, too. Those Lyndon folks are a great group, who appear to really like working together.

My next stop that day was in Eudora, where I had an opportunity to have a long conversation with City Administrator John Harrenstein. Though I have known John several years (since just after he arrived in Eudora; also at an MLA), we had never had a chance to really converse, and there is a difference between small talk and real talk. I DO like real talk. Turns out that John is from Iowa, and took his undergrad degree at UNI, which is just right down the road (Rainbow Dr., in this case) from the house in which my wife Sue grew up (UNI is in Cedar Falls; Sue lived in Waterloo, but they are twin cities, along the Cedar River). John is also a history buff (that automatically makes him a winner with me, as you know), with a current goal of reading a biography of every U.S. president. He is somewhere around Millard Fillmore (or Franklin Pierce?) right now, so the reading is somewhat slow and boring, and will stay that way until he gets to Lincoln. A challenging project...one that everyone should take on at some point.

My last stop of the first day was just in time to help close City Hall in Edwardsville. In fact, City Clerk Michelle Bounds locked the front door as City Administrator Mike Webb and I talked in his office. Mike is a Texan (we will forgive him for that); he earned his MPA at North Texas State, and spent much of his career in city management in Texas. I first met him a number of years while he was doing Interim City Manager work in Kansas; he has been the Administrator in Edwardsville for the past three years. Mike is an idea guy, and is always very eager to lend assistance to other city managers looking for ways to do things new or new to them.

The very first thing the following morning (Day Two), I was in the office of Aaron Otto, who became the City Administrator in Roeland Park just a few months ago. This was our first meeting, and I liked Aaron immediately. I would guess that most people do. Aaron has already has a resume that is right out of Who's Who, though he is still rather early in this career. Aaron did his undergrad work at K-State; got his MPA at Georgetown and then graduated from the Naval War College. During his stint as Head Chief of Naval Operation, Shipbuilding, an assignment which took him to naval bases all over the country, he began his very cool Navy hat collection, which is too large to entirely fit into his office. He has served in state government in several capacities, including the Governor's Chief of Staff and as Assistant State Treasurer. Aaron will go as far as he wants in this or any other business of his choosing; that much is obvious. I know he will do great things in Roeland Park, and I am very much looking forward to working with him.

Heading back down I-35 toward lunch in Ottawa, I had it in my plans to make two more stops. I wanted to meet new Edgerton City Administrator Beth Linn, but, alas, she was at a meeting in Southeast Kansas that day. But, though I missed Beth, I did have a fun time talking with Interim City Clerk Janeice Rawles and Utility Billing Clerk Carla King, who were busy cleaning out cabinets and drawers as I came in. Talk about a lively team! They were having WAY too much fun. Edgerton City Hall is one of those very family/customer-friendly places, where they do things like run the local food pantry and conduct contests about how many gumballs are in the jar on the counter (Tanner Ewbank won with a guess of 603; the actual was 604, by the way). A flyer on the counter also reminded people of an upcoming bingo night at city hall, "Sloppy Joes will be served." Edgerton is what small town life is all about.

At Wellsville, I met longtime City Clerk Donna Layton and Utility Clerk Janice Sessions, both for the first time. The very nice City Hall (which still looks brand new to me) was built with donated funds (as was the library) in the late 90s. Donna and Janice plan to retire together in 3 years, at which point Donna will have served 30 years with the city, and Janice 27. The two have comprised the entire office staff for the past 24 years. Wow!

The luncheon in Ottawa was terrific, as was the fare and hospitality of our host, Richard. The conversation was casual, friendly, and rewarding. The guests included: Don Cawby (new Osawatomie city manager), Lisa Johnson (Franklin County Administrator), Alan Morris (former City Manager and KACM Range Rider, who lives in Topeka), my old buddy Jay Wieland (Paola City Administrator), and Mike Webb, who brought along his bright young KU intern Jackie Schwerm. Ottawa City Planner Wynndee Lee (who most of us know well from her time in Concordia) dropped by to say hi. Thanks, Richard, you do know how to throw out a good spread.

☀️ *Don Osenbaugh is the Director of Finance and Field Services for the League of Kansas Municipalities. He can be reached at dosenbaugh@lkm.org*



Classified Advertising

City Manager

The City of Belleville, a financially stable full-service rural community located in North Central Kansas, is seeking a qualified, highly energetic, personable individual to manage the operations of the City (pop. 1,991); ensure that the mission of the people of Belleville and the policies of the Mayor and Council are carried out. The City Manager will possess strong servant leadership skills in order to motivate the 28 FTE employees under a \$7.4 million annual budget, while working alongside the community's Chamber of Commerce, Main Street Program, Republic County Economic Development, and other community/civic organizations. Prior work skills should include demonstrable fiscal management, partnership-oriented attitude, outstanding organizational skills, interpersonal communication skills, and excellent public speaking skills. This position is also responsible for the complete oversight of the city owned utilities: water, sewer, gas, and electric. Appointed by Mayor and City Council. Residency required. Submit resume, cover letter with salary history and five references by December 31, 2011 to City of Belleville, City Manager Search, P.O. Box 280, Belleville, KS 66935. EOE

City Manager

Carbondale, IL (pop. 25,092). Dynamic, progressive, growing community seeks experienced, professional to lead its organization of 260 FTE employees with a \$40.9 million annual budget. Carbondale is located in southern Illinois, 96 miles southeast of St. Louis. Home to Southern Illinois University with 20,000 students, Carbondale is the center of commerce, entertainment, medicine, recreation, culture and education for region. The City of Carbondale has a strong emphasis on economic development and has established a 25-acre TIF District. The City Manager reports to the Mayor and a six-member City Council. The City seeks candidates with a record of accomplishment in a full-service, growing community, preferably a community with a large university. A bachelor's degree in public administration, urban management, public policy, business administration, or

related field is required plus seven to ten years increasingly responsible public management experience as chief executive or Asst. CAO in similar or larger community or combination of relevant experience and training. Master's degree in Public Administration or Business Administration is highly desired. Strong general management, economic development, fiscal management, motivating leadership skills and partnership-oriented attitude critical. Outstanding organizational skills, interpersonal communication skills and excellent writing skills required. Appointed by Mayor and City Council. Residency required. Starting salary \$120,000 +/- DOQ. Submit résumé, cover letter with salary history and five references by October 7, 2011 to Gregory F. Ford, Voorhees Associates LLC, 500 Lake Cook Road, Suite 350, Deerfield, IL 60015. TEL: 847/580-4246; FAX: 866/401-3100; Email: resume@varesume.com. An Equal Opportunity Employer.

City Manager

WARRENSBURG, MO. (pop. 18,840) City Manager. Salary: DOQ; currently \$98K. Stable, progressive, independent, full service city in Mid-Missouri. Strategically located on MO Hwys 50 and 13. Approximately 50 miles from Kansas City. \$18.9M Budget plus \$2M CIP Budget. 119 FT and 28 PT employees. A Masters degree in public/government administration preferred. Minimum 5 years of progressively responsible management experience with excellent financial and interpersonal skills required. County seat of Johnson County and home of the University of Central Missouri. Whiteman Air Force Base is in close proximity. Five member city council elected at large for overlapping terms. Mayor elected by council. Non partisan. Submit confidential resume with salary history to Robert J. Saunders, rjs ORGANIZATION CONSULTANTS, 1542 Merit Lane, Liberty, MO 64068 or electronically to bob@rjsorganizationconsultants.com by October 30, 2011.

City Superintendent

The City of Stafford is accepting applications for the position of City Superintendent. This position is for a working supervisor in the

field who must have knowledge of all aspects of city operations including the areas of electric distribution and generation systems, line work, power plant operation including equipment maintenance and repair, water and waste-water distribution systems, storm drain systems, road maintenance, heavy equipment operation and maintenance, purchasing, inventory, budgeting procedures, environmental issues, employee supervision, and computer knowledge. This employee enforces department safety policies and procedures. Must understand and interpret contracts, ordinances, rules and regulations, and possess strong public relation and communication skills. This position receives administrative direction from the mayor and five-member council. Must have high school education or equivalent, a technical degree in a related field, and four to six years of similar or related experience. This employee must possess Class I Water Certification, Class I Waste-water Certification, Back-flow Certification or the ability to obtain certifications within six months of hiring, and a Valid Kansas Class B CDL License. Residency required. Salary based on qualifications and experience. Excellent benefits. Send resume to City Clerk, City of Stafford, P.O. Box 280, Stafford, KS 67578. Full Job Description available upon request. Position is open until filled. Only qualified applicants need apply. EOE

Director of Parks & Recreation

Director of Parks & Recreation, salary DOQ/E; excellent benefits; reports to City Admin.; \$6.4M budget; 36 FTEs. Director retiring after 33 years. Progressive, growing community 20 miles east of KCMO seeks energetic, visionary person to lead organization. Ideal candidate is team player w/strong interpersonal skills, proven work ethic and project mgt. expertise. Residency, MA degree & CPRP preferred. BA degree and five+ years of executive parks & recreation exp. required. (EOE) Questions to Art Davis (816) 898-1962. Confidential resume, cover letter, salary history + 8 work related references by email (Word) to ArtDavis@ArtDavisGroupLLC.com



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Director of Budget and Financial Services

The City of Topeka is accepting applications for the position of Director of Budget and Financial Services. This position provides total management of the Financial Services Department, including the accounting and contracts & procurement divisions and has overall responsibility for the personnel management, departmental budgeting, long and short term planning and oversight of daily operations of the department and divisions. Additionally, the position develops and monitors city budgets and program performance standards. Work involves developing overall municipal budget, including capital budgets, conducting management and financial studies, reviewing performance standards, formulating budget development guidelines and coordinating budget preparation by departments.

Minimum qualifications include graduation from an accredited four year college or university with a degree in finance, accounting, public administration, or closely related field and five years of directly related experience in a significant, progressively responsible position.

Salary range is \$74,595 to \$113,092, DOQ

Must be a resident of Topeka or relocate upon completion of probationary period.

Qualified candidates please submit a cover letter, resume and City of Topeka employment application. Employment applications are available on the City's website at www.topeka.org/employment. Applications accepted until position is filled.

Graduates in Civil Engineering

The City of Dodge City (pop. 27,400) is recruiting to fill a full time position in our engineering department. This is an excellent opportunity to begin building a career. Although we do not offer the glamour of a large city or large engineering firm we do offer a learning environment where you can immediately utilize your education and develop and apply skills which will prepare you for the future challenges of management in municipal government engineering. Dodge City is a growing community located 2.5 hours west of Wichita in the Arkansas River Valley. As a growing community we are in the process of expanding our infrastructure.

Starting Salary \$54,500 DOQ, plus the City's benefit package which currently includes the following: Paid Medical and Dental Insurance; Kansas Public Employee Retirement System (a defined benefit pension plan, which includes disability plan, life insurance plan, and supplemental life insurance policies); Paid term life insurance; Flexible Spending Accounts/Health Savings Accounts; Deferred compensation programs; Paid Vacation; Paid Sick Leave; Paid Holidays; Employee Assistance Program; Year End Bonus; Paid membership to the City's Sheridan Activities Center; Payroll deductions available for employee paid memberships to Municipal Golf Course.

Position reports to the Director of Engineering and/or City Engineer and performs entry level professional engineering, design and construction inspection work. Duties include design and preparation of specifications, cost estimates, and standards for public works improvements; supervision of project inspection; reviews and processes subdivision proposals and maps for conformance to established standards; supervises and reviews work of retained consultants; coordinates with state and federal agencies; and assists in the preparation of grant applications.

We are seeking a graduate in Civil Engineering with the ability to obtain KDOT-CIT certification and Interim Engineer status within one year of appointment. Applications will be accepted until filled.

To apply: contact Human Resources, City of Dodge City, P.O. Box 880, Dodge City, KS 67801. TEL: (620) 225-8100; FAX: (620) 225-8144; e-mail barbs@dodgecity.org. If you need accommodations to obtain or complete an application call same number. Valid driver's license with good driving record is required. Substance Abuse screening and post-offer physicals performed. Must confirm USCIS employment eligibility (I-9) upon hire. EOE. www.dodgecity.org.

Information Technology Analyst

Information Technology Analyst, City of Eudora, KS (pop. 6,200). Starting salary range \$35-55K with room for advancement. Position reports to the City Administrator and will serve as Webmaster and GIS Coordinator. This employee is responsible for all information technology equipment operated by city

employees. Equipment includes but is not limited to all servers, desktop and laptop computers, related peripheral equipment, data storage, plotters, telephone system and cell phones, copiers, meter reading equipment, VPN accessibility, Wireless Access Points, and implementing records management program. Qualified candidates should possess a bachelor's degree in a related field or five years of experience in similar Information Technology capacity. SCADA systems knowledge preferred but not required.

Interested applicants should submit a cover letter and resume to City of Eudora, P.O. Box 650, 66025 Attn: Pam Schmeck or at pamcaa@sunflower.com by October 14th. Job description available upon request. Call (785) 542-2153 for more information.

Public Works Assistant Superintendent

Quinter (pop. 800) is a thriving, friendly, family-oriented community, located along I-70 between Hays and Colby, with strong community involvement, high quality schools, a hospital, 65 businesses, four churches, youth and adult recreation programs, pool, park, library, grocery, law enforcement, and nearby farms—a great place to work, live, and raise kids.

The Public Works Assistant Superintendent assists with maintenance of City water, sewer, pool, street, and park facilities, vehicles, and equipment. Duties include assisting with daily inspections and written reports for water wells and sewer lift stations, routine and emergency repairs, snow removal, mowing, reading water meters, mosquito spraying, and tree trimming. Successful Candidate will learn to operate backhoe, street sweeper, front-end loader, dump truck, sewer machine, tractor, packer, and mowing equipment. He/ She will participate in developing department budget, inventory, and operational guidelines. This full-time, non-exempt employee reports to the Public Works Superintendent and generally receives assistance from summer hires. Quinter residency required. Immediate opening. Position open until filled. Resumes may be faxed to (785) 754-3831. For more information or application form, contact Ericka Gillespie, (785) 754-3821. ericka.jean.gillespie@gmail.com.



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Taking the Time



I just finished reading a column I wrote for last month's *Kansas Government Journal* which was entitled *The Plan*. In that column, in case you missed it, I discussed how I approached cleaning my garage and at some point in the discussion I alluded to the fact that I thought it would probably take me between 12 and 18 hours of sweating out in the heat to complete this project. It occurred to me after rereading those words, that some of you may

be wondering what in the world Moler could be doing that would take 18 hours to clean out a conventional 24X24 garage. Well, let me give you my thoughts on that question.

What it really comes down to, at least as far as I am concerned, is not simply that the job gets done, but what is actually accomplished, and the satisfaction with the final product when you are finished. There seem to be two lines of thought on this sort of thing, and I will tell you where I fall in these camps. As an example, I will use a discussion I had with a League conference planner many, many years ago in which we discussed the recently completed annual League conference. Every year, for as long as I can remember, after a League conference has been completed, the conference planner, typically along with the Executive Director and one or two of the department heads, will sit down and discuss the recently completed conference. We discuss what was a raging success, those things which were really good, and those things which could have been improved upon. At some point someone suggested that each of the participants in this discussion should assign a letter grade to the recently completed conference. Well this particular year, when we did this exercise, it was felt by the Executive Director, and the other directors in the room that the conference had been about a C+ but the conference planner believed that the conference had in fact been an A- or at very least a B+. So what accounted for this discrepancy?

In a nutshell, the divergence came in the belief by the then-conference planner, who I might add never planned another conference for this organization, that the fact that we had a conference, and that all of the events had taken place, justified the A- grade. My perspective, however, was that having a conference wasn't good enough. That rather than just having a conference, we needed to have a conference which was special and memorable, and where details were not only accounted for, but were dealt with for the betterment not only of the conference but for the many attendees who came and spent the time with the League.

I think that's a classic difference in how one approaches jobs. Whether the jobs are large, like the League conference, or small, like my garage, the point is the same. One line of reasoning simply goes that if the job is completed, you get an A. But, I think the better approach is one in which there is attention to detail. Simply completing a task does not in and of itself mean that it was a job well done.

My garage is a perfect example of this. If I were doing a slap dash job of cleaning up my garage, which I would always attempt to avoid, you would simply move things that were in the way and hide them somewhere else. This does not solve any problems other than the immediate aesthetic one of how the garage looks. It does not allow you to do anything but merely move the clutter from one place to another. Instead, what I do whenever I undertake a job of this type, is to reduce the job not just to component pieces, as I discussed in last month's column, but also to look at all objects that I am dealing with to decide if they should be kept, given away/recycled, or thrown in the trash. This, my friends, is what takes the time. If you are looking through a drawer that has 100 objects in it you can "clean" it in 30 seconds if all you do is merely dump them all in a bag and hide it away somewhere else. The problem, of course, is that while you have extensively cleaned the drawer, you haven't really addressed the underlying problem. On the other hand, if you spend time with each of the 100 objects you are addressing the problem, but you will take much, much more time. This represents the difference between A work and C work. In both instances the drawer was cleaned, but in one the underlying problem was addressed and in the other it was merely pushed down the road and out of the way.

I believe we in government must always strive to do A work. The challenge is simple. Oftentimes the resources allocated limit the amount of time and staff that can be used in the public sector. There is a constant tension between the resources allocated to do a particular task and the fact that to do it as quickly (and cheaply) as it needs to be done often requires less than A work. As you know, the old song in government is that the low cost bidder gets the bid. Well, it may be that the low cost bidder just does the work much more efficiently than the high cost bidder, and that we are, therefore, getting more bang for our buck. The other alternative, is, of course, that you are not getting more bang for your buck, but rather that corners are being cut and the work being done, rather than being A work is now C work.

The challenge in government is to do A work for the public, when the funding afforded a particular project is more geared to C work. Regardless of this, I believe public employees work their hardest to provide A level of services, even when the funding for those services is something less than an A. The League staff in Kansas, which remains one of the leanest staffs in the country, does an amazing amount of work on your behalf and the attention to detail is typically outstanding. We strive to make the League the best it can be, and to provide the best services we possibly can to our membership. I certainly hope you will enjoy the 2011 Annual Conference of the League of Kansas Municipalities, and that when you go home you can say with great conviction that we put on an A conference. I am looking forward to seeing all of you in Wichita, and I hope you have a great learning experience at this event.

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