The League Awards Committee is in charge with reviewing applicants who seek the endorsement of the League with regard to a position on the National League of Cities Board of Directors. If you are interested in being considered for endorsement, please send a cover letter and resume to Anna DeBusk at adebusk@lkm.org or 300 SW 8th Ave., Topeka, KS 66603, (785) 354-9565 by 5:00 p.m. on Friday, August 21, 2015. The Awards Committee will review all requests for endorsement and make a recommendation to the League Governing Body for final action.
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About the Cover:
A combination of two photos taken in Topeka by League staff. Topeka is the site of the 2015 League Annual Conference.
Obituaries

Nancy S. Hambleton, 90, died June 7, 2015. From 1971 to 1975 she had the distinction of serving as the first female city commissioner in Lawrence, and as the city’s first female mayor from April 1973 to April 1974. During her tenure on the city commission, Nancy and the other commissioners undertook several major projects in Lawrence. These included the renovation of Massachusetts Street and the conversion of Carnegie Library into the Lawrence Arts Center. She was also influential in the adding of sidewalks to residential areas, passing an Equal Opportunity ordinance, promoting neighborhood organizations, working with the county to build a new bridge over the Kansas River, and completing land acquisition for Mud Creek flood control in North Lawrence. Once she finished serving on the city commission, she worked as director of business development for Design Build Architect, served on the board of directors for the Lawrence Chamber of Commerce, and was a member of the Chamber’s Governmental Affairs Committee and Senior Council.

Thomas R. Myers, 64, died June 23, 2015. Thomas R. Myers was born July 17, 1950, in Emporia, the son of Robert Edward and Dorothy Grace (Bush) Myers. He attended school in Osage City through junior high. He graduated from Emporia High School in 1968. He later graduated from Pittsburgh State University with a masters degree in Psychology. He worked at the Mental Center of East Central Kansas since 1986. Tom was very active in the Emporia community serving on the city commission, he worked as director of business development for Design Build Architect, served on the board of directors for the Lawrence Chamber of Commerce, and was a member of the Chamber’s Governmental Affairs Committee and Senior Council.

Tanya Jean Williams Wilson, 59, died June 13, 2015. Mrs. Williams was born June 17, 1955, to James Kenneth Williams and Kathryn Lorene Carter Williams in Caldwell. Tanya met her future husband, Steve, the summer of her sophomore year, and they were married on July 2, 1972. Tanya completed high school after they were married, graduating with the CHS class of 1973. In 1999, Tanya went to work for the City of Harper as the city clerk. She retired in 2010.
I initially began writing this column with a great feeling of disappointment. I found myself still writing about the 2015 legislative session – the longest legislative session in Kansas history. More than that, however, I was disappointed with choices made by the legislature late in the veto session, and the ramifications their choices will likely have for cities across the state.

As you know, a tax lid for city and county property taxes was proposed late in the veto session. No hearings were held, no testimony taken. True, the legislative process allows for ideas to be brought forward at most anytime, even during the veto session. However, having legislative ideas go through the normal legislative process allows them to be thoroughly vetted, and provides an opportunity for affected parties to offer their viewpoints.

The politics of the session prevented removal of the tax lid legislation. Daily, cities contacted the League with new scenarios that the late-arriving tax lid had not contemplated. House and Senate negotiators pushed the effective date of the lid out to 2018, because they knew the legislation was flawed and was raising so many unanswered questions.

Compounding the impact of the tax lid legislation was a drafting error created in the rush to pass the legislation. This would have made the effective of the lid July 1, 2015. With great help from municipal officials and legislative leaders, we were able to help get the law changed back to its original intent on the final – and usually ceremonial – day of the legislative year.

A disturbing phenomenon that appears to be growing in frequency in the legislature is the refrain, “We’ll fix it later.” Rather crafting legislation right the first time, we experienced multiple instances this year where there were known shortcomings in legislation. Instead of addressing problematic sections, legislation was being sent to the governor. This leaves affected parties and administrators of the laws confused, and hopeful that laws can be straightened out before they take effect in future years.

My outlook has improved as I consider the “green shoots” I saw in this past legislative session. For one, local elected and appointed city officials took on with gusto their roles as communicators with legislators. Several legislators related to League staff that they frequently heard from their local officials. This communication continues to hold sway as legislators consider issues before them. Your sharing takeaways from those conversations assist League staff in better representing you.

With your engagement, we were able to defeat a far-reaching annexation bill. This legislation effectively would have ended cities’ ability to annex without county approval. (Proponents have promised renewed efforts in 2016.) Your voices also carried significant sway as the legislature considered moving municipal elections from the spring to fall. Though that move was made, two elements of the League Statement of Municipal Policy were upheld: these elections remain nonpartisan, and they will be held separate from state and federal elections, in the fall of odd years.

Another sign of progress, in my eyes, is that the League is more often being brought into meetings and our counsel sought by legislators. While we have never been shy about “leaning in” to be heard on an issue, legislators reaching out to us is welcomed. The outreach by legislators shows me that League staff are making progress in being seen as the subject matter experts on municipal issues who need to be consulted.

I could not ask more of our League staff during the session. We take seriously our charge to be your voice, eyes, and ears in Topeka when the legislature is here. At times, as many as six of us cover the legislature. We testify, visit with legislators, and work with other organizations to promote our legislative agenda and protect Constitutional Home Rule. Staff’s positive relationships with legislators have created inroads for us to share your priorities.

As much as I began this column with disappointment, my spirits are equally buoyed with the knowledge that cities overcome the obstacles thrown at them - whether natural disasters or those made by humans. A perfect way for you to hone the skills necessary to meet the demands placed on cities is to attend the League’s annual conference. “City Essentials” will be our theme.

Please see the insert included with this issue of the Journal, and make plans now to join your fellow municipal officials Oct. 10-12 in Topeka. In order to operate a successful city, it is important to understand the basics of good governance. Concurrent breakout sessions will take aim at the challenges faced throughout the municipal world, and we will welcome back longtime conference favorite Dr. Lowell Catlett as a keynote speaker.

I close with two requests of you. First, if you are aware of issues you believe will need to be before the legislature in 2016, please share those with us so that they may be considered by policy committees during our August meetings. Second, consider joining one of these policy committees. Details for doing so can be found on page 185. The meetings are short, the guest speakers are full of knowledge, and the committees’ work is an integral part of building the member-driven policy statement.

Please let me know if you have any questions or comments – I’d love to hear from you: esartorius@lkm.org or (785)354-9565.
In 2010, the Pew Research Center released a report stating that only 26 percent know one neighbor by name, while nearly one-third of Americans do not know a single neighbor by name.

Nextdoor, a free and private social network for neighborhoods, connects people to one of the most important places in their lives: the neighborhoods and communities they call home. Launched in October 2011, Nextdoor gives neighbors the ability to create private social networks for their neighborhood where they can communicate with each other to build stronger and safer communities. Topics of discussion on Nextdoor are as varied as local events, school activities, plumber and babysitter recommendations, recent crime activity, upcoming garage sales, or even lost pets.

In Kansas, the City of Topeka has partnered with Nextdoor since March 2014, and membership on the platform has grown 260 percent, with 90 percent of neighborhoods now using Nextdoor.

Like many other cities across the nation, Topeka has multiple local agencies using Nextdoor. Topeka was one of the earliest cities to have its Water Department use the social network to communicate information about water main breaks and service updates, among other messages. By using Nextdoor, the Topeka Water Department is rapidly closing a communication gap that previously existed between residents and the department.

According to the department, their repair workers are thankful for the new, simple way to engage with residents, which they believe is ultimately enhancing their customer service. The department has seen a significant decrease in resident complaints and fewer inquiries about certain projects, largely because they have already received the information on Nextdoor. The ability to send targeted messages to areas of Topeka that are affected by water issues has helped alleviate costly door-to-door notifications.

The Topeka Police Department also uses Nextdoor. The entire Community Policing Unit routinely engages with residents of their assigned areas to alert them of crime trends and prevention tips, as well as upcoming meetings.

Sergeant Bryan Wheeles is in charge of the department’s investigative postings on Nextdoor as part of the Topeka Police Department’s Social Media Initiative. He says they have seen success in Nextdoor postings that have helped officers in various criminal investigations. The posts often include video and images from thefts, robberies, and hit and run accidents, and ask for the communities support in suspect identification. For example, in March 2015, the Topeka Police Department posted two felony theft suspects on Nextdoor and shortly thereafter received responses from Nextdoor members who identified the suspects.

All told, the Topeka Police Department reported that in the first quarter of 2015, their Social Media Initiative included 45 cases that were posted to the various social media platforms, resulting in the identification of 32 suspects who were responsible for six felonies and 26 misdemeanors.

Topeka Police Chief James Brown says, “Nextdoor has been a valuable tool to the Topeka Police Department in regards to development of community and police relations, as well as further assisting our agency by directly solving crimes that have occurred in our area.”

The Olathe Police Department partnered with Nextdoor in June 2014. According to Sergeant Bryan Hill, the Olathe Police Department is using Nextdoor to post crime prevention tips and work with residents to identify crimes that are occurring in specific neighborhoods. For example, a large trailer had been parked in a local church parking lot and the church had been trying to locate the owner on and off for several years. Within two hours of a post on Nextdoor that included a photo, the owner had claimed the trailer.

In addition, the department has used Nextdoor to celebrate good news with their residents. They have found that posts about success
stories of officers and residents working together receive the most positive feedback. For example, the Olathe Police Department recently highlighted an officer-assisted birth of a baby boy at a local residence. The community responded with an outpouring of gratitude on Nextdoor.

According to Sergeant Hill, Nextdoor has also allowed residents to show their support and enable police officers to connect with residents like never before. “Recently, there was an unfortunate incident where an officer had a heart attack while preparing his department motorcycle for the presidential motorcade in Lawrence in January 2015,” said Sergeant Hill. “The outpouring of support for his family and the Police Department by residents on Nextdoor was overwhelming. The community came together and grieved collectively. Nextdoor provided an outlet for citizens to express their sympathies and offer their support to our Police Department.”

In their first ten months on Nextdoor, Olathe Police Department’s reach grew from 26 to over 140 neighborhoods, representing more than 85 percent of the neighborhoods in Olathe.

“Nextdoor has increased engagement in our community and has aligned perfectly with the Olathe Police Department’s mission statement to ‘work with the community in a professional manner to prevent, reduce, and solve crime,’” said Sergeant Hill.

More than 750 public agencies in more than 580 cities across the country are seeing Nextdoor quickly becoming their go-to engagement platform, simply because they are seeing incredible results. Whether they are solving crimes, increasing community engagement, soliciting feedback, or receiving support and appreciation from local residents, local agencies are turning to Nextdoor to connect with the communities they serve.

Nextdoor for Public Agencies 2.0 is free for both public agencies and residents. To learn more about Nextdoor and Nextdoor for Public Agencies, please visit nextdoor.com/agency or email us at agencysupport@nextdoor.com.

Jeremie Beebe is the Director of Partnerships at Nextdoor. He can be reached at jeremie@nextdoor.com.
The Supreme Court of the United States (SCOTUS), in a unanimous opinion released June 18, 2015, Reed v. Town of Gilbert, issued what many contend is a landmark case addressing how government regulates signs. Two issues were before the Court. One was whether the Court's First Amendment jurisprudence extended to directions signs. The second issue was whether the Court's First Amendment jurisprudence extended to political signs. These issues were before the Court in two cases. The first case was Reed v. Town of Gilbert, Arizona (Gilbert) had a sign code (code) that regulated exterior display signs and, subject to 20 some exemptions, prohibited them without permit. The case examined three of the exemptions, in particular: “Ideological Signs,” defined as signs “communicating a message or ideas;” “Political Signs,” defined as signs “designed to influence the outcome of a political campaign;” and, “Temporary Directional Signs,” defined as signs “directing the public to a church or other ‘qualifying event.’” Gilbert treated each of the three categories of signs significantly different in terms of size, time of display, and location.

The petitioner, Rev. Reed and the Good News Church, used the temporary directional signs to direct church goers to the location then being used for church services. The church did not pay particular attention to the sign code restrictions on the use of temporary signs and was cited for failure to timely remove the signs and not including an event date on the signs. Petitioner tried to work a deal with Gilbert. When that failed, they sued Gilbert in U.S. District Court alleging the code abridged their right of free speech. Both the District Court and the Ninth Circuit Court of Appeals found for Gilbert, concluding that the code’s sign categories were content neutral and that the code satisfied the intermediate scrutiny accorded to content neutral regulations of speech.

SCOTUS reversed the Ninth Circuit, holding that the code’s provisions were content based speech and did not survive strict scrutiny. In reaching this conclusion, the Court relies upon the tenet that a court must evaluate each question - whether a law is content based and whether the purpose and justification for the law are content based - before concluding that a law is content neutral. The Ninth Circuit failed to follow this when it concluded that the code was content neutral. Because the Court found that the code provisions in question were content based, the second question did not need to be considered.

The Court concludes that the type of signs and the regulations in question - directional, political and ideological - are based upon communicative content. As such, they are content based and may be regulated only if Gilbert had proven that they were narrowly tailored to serve a compelling state interest. The only state interest put forward by Gilbert was the preservation of aesthetic and traffic safety. SCOTUS concludes that there is no difference between a directional sign and any other type of sign when the other signs create the same issue.

**Impact On Kansas Cities.**

Reed may have little or no impact upon Kansas sign laws, at least as it deals with political signs, because of the results of a 1999 Lenexa case. The Lenexa case (Outdoor Systems) held that durational limitations on political signs were an unconstitutional content based regulation of speech. This conclusion was based upon a similar content based - content neutral analysis that the SCOTUS did in Reed. The Outdoor Systems Court analyzed the restriction on political campaign signs in much the same way that SCOTUS did in Reed. Thus, it appears that the view espoused by SCOTUS in Reed is followed by Kansas case law when regulating non-commercial speech and “temporary signs.”

This having been said, it is still incumbent upon Kansas cities to review their current sign codes to be certain that they are consistent with Reed and Outdoor Systems. The review should look at content based signs together with regulations that establish differing size, posting, durational, or other requirements based specifically on the message being delivered. Content neutral methods of dealing with safety and aesthetics may include regulation of the type of materials permitted, size, lighting requirements, moving parts, portability, and location so long as they have nothing to do with the message being delivered.

**What About 2015 HB 2183?**

The 2015 Legislature adopted HB 2183, section 15, which prohibits cities and counties from regulating political signs on public rights-of-way during a specified time before and after an election. It is the League’s opinion that this provision does not meet the tests set forward in Reed or Outdoor Systems and, as such, is unconstitutional because it regulates placement and duration of a content based sign purely upon the nature of the message being delivered. Until such time as HB 2183, Sec. 15, is repealed by the legislature or found to be unconstitutional, it does remain law in Kansas.

Please refer all matters discussed in this article with your city attorney. Always confer with your city attorney before taking action on any legal matters.

Sources can be found on page 189.

Larry R. Baer is the General Counsel for the League of Kansas Municipalities. He can be reached at lbaer@lkm.org or (785) 354-9565.
Managing Conflict in the Public Hearing

The Basics

If you are mentally prepared for conflict in a meeting, you have the battle half won. Make sure you do your basic homework, so when the meeting is underway you can concentrate on the dynamics of the meeting rather than learning about the subject at hand. If in doubt, meet with staff beforehand so that you are prepared for any meeting surprises that might develop. A rule you might consider: “Never ask the staff a sensitive question at the public hearing to which you do not know the answer.”

Most participants in the public hearing are highly motivated and often very nervous. When potential adversaries gather in one room, the possibility of uncontrolled conflict is very high. Your role is not to eliminate the conflict, but rather to guide the conflict to positive results. Make sure that you treat all sides of the issue fairly. Set out the rules of the hearing early and make sure everyone, without exception, obeys them. Your insistence on “playing by the rules” is your best management tool for conflict management in the public hearing.

Rules for the Public Hearing

The public hearing should begin with your clear recitation of the rules you intend to follow. You should explain carefully the purpose of the public hearing and what action is requested and possible at the conclusion of the hearing. All persons speaking must identify themselves, not only for the record, but also so you can speak to them by name. They must be recognized by you before speaking and an acceptable time limit must be set by you.

Whenever possible, place the most controversial agenda item on early in the evening. Be fresh and at your sharpest. Don’t let the participants in the public hearing wait until the wee hours of the morning. Don’t let weariness complicate the basic conflict. You control the meeting, using your power to make sure everyone is treated fairly. Make decisions as promptly as possible. Many governing bodies get so bogged down in procedural distractions, petty details, and endless searches for more information that matters brought before them never seem to get resolved. Set time limits on the public hearing; don’t let it ramble on, causing many to leave before a decision is made.

Maintaining Control

Many inflammatory comments are made in public hearing. Be careful not to overreact. Try to understand the role of the speaker is playing. He or she may be angry at government, and you may be the manifestation of that government. You can expect such comments as, “Who thinks up these ideas anyway;” “You must be in the developer’s pocket;” and “What you are doing is illegal.”

Try not to overreact to these types of comments. They do not require answers. Most are expressions of frustration. Try to turn speakers’ frustration to constructive avenues. Ask them questions about their view of the item before the body. Be specific if you can. Refer to them by their names. Reinforce areas where you agree. If you feel that some comments must be responded to, be calm and informational. Do not return insult for insult. You insults will have a devastating effect on the public hearing. Be a pillar of understanding, forgiveness and strength. Many times members of the audience will come to the defense of the governing body and will apologize for a past speaker’s loss of control.

Listening to the Speakers

At most public hearings, you are trying to understand the citizen’s view of the proposal. Be careful not to prejudge the action of the governing body. Use the hearing to gather necessary information about community, neighborhood and individual desires concerning the proposal. Do not get trapped in a dialogue with the speaker over trivial matters. Try to encourage the speakers. Help them overcome anxiousness and nervousness. You may want to repeat to the speakers what you believe their positions are. Don’t look off into space while someone is speaking. Try to avoid speaker-to-audience conversation. The purpose of the hearing is to help your governing body to act, not engage in debate with every individual’s differing view in the room. Each speaker should be given only one chance to speak. If many want to speak, everyone should have a turn. If other governing body members have questions of the speaker, only permit these questions during the speaker’s time at the podium. By opening up conversation with one side or the other after the hearing is closed, you open yourself to the accusation of unfairness. Finally, your governing body members should not express their views on the proposal until after the public hearing is closed. After the public hearing is closed, then they should be invited to discuss their views on the proposal.

View the public hearing as an art form – basic democracy in action at the city level. The building blocks of American democracy start with home rule and local government. By following the advice in this article, you can help make sure no citizen leaves the meeting feeling disenfranchised.

EDITOR’S NOTE: This article is a slightly modified version of one published in the March 1988 issue of Kansas Government Journal, and was reprinted with permission from the October 1987 issue of MIS Report, published by the International City Management Association.
Managing vehicle fleet costs is a constant challenge for local governments, especially during lean budget years. Fuel prices swing up and down while the costs for parts, equipment, and vehicle acquisition continue to rise. Historically, the public sector has tended to buy and keep vehicles in service as long as possible to reduce capital expenditures rather than lease vehicles like the private sector.

But today, more government entities are exploring leasing as a funding option to replace fleet assets. In 2014, the City of Lenexa became the first municipality in Kansas to implement fleet leasing. Attracted by the prospect of saving maintenance costs on a younger, more fuel-efficient fleet of vehicles, the city is now leasing 60 light-duty vehicles through a five-year contract with Enterprise Fleet Management, a division of Enterprise Rent-A-Car.

The leasing option

Like most jurisdictions, the City of Lenexa has a finite amount of money available for capital expenditures. Each year, staff members review the entire vehicle fleet based on an equipment replacement schedule, which takes into account how old a vehicle is, its condition, and maintenance records. This ranking list helps prioritize which vehicles need to be replaced first.

“It was really a case of maximizing the dollars available, but that meant deferred replacement,” said Lenexa Municipal Services Director Chuck Williams about the City’s method. “And when you defer replacement, you increase the likelihood of higher maintenance costs on units.”

Fleet-management vendors had approached the City of Lenexa in the past about vehicle leasing, but Enterprise was the first to offer a toolbox of options the city could pick from and customize to best fit its needs. In January 2014, Enterprise representatives met with the city’s finance and municipal services directors to discuss examples of what the company could provide. Enterprise offered to present a proposal based on 15 vehicles Lenexa might be interested in leasing. Impressed by the sizeable cost savings outlined in the initial proposal, the city asked for an expanded proposal to lease all of Lenexa’s light-duty vehicles (3/4-ton pickups and below) — 60 units in total.

The second proposal showed that the city could save an estimated $700,000 over 10 years by leasing light-duty vehicles instead of buying and owning them. That figure definitely caught the city’s attention. Lenexa’s finance director analyzed the numbers and determined the proposal to be sound. The city also contacted government client references and a local vendor who provides

A row of Lenexa’s fleet vehicles. Photos provided by Julie Wittman.
8 Tips for Local Governments Considering a Fleet-Lease Program

1. Find out whether you can piggyback on an existing fleet-lease contract through a government purchasing cooperative, whether in state or elsewhere in the country. This can speed up the process, increase purchasing power and decrease administrative costs.

2. Take time to check a fleet-leasing vendor’s client references and talk with jurisdictions that have implemented vehicle leasing.

3. Meet early in the process with agency departments that would be impacted to discuss vehicle operational needs and expectations. Is it possible to right-size your fleet?

4. Go in person to look at the vehicle makes and models being considered to make sure you know what features you’re getting.

5. Determine whether your agency has the capacity to sell old vehicles and perform maintenance in house or would prefer to roll that into a fleet-lease contract.

6. Decide on the data you will track to assess performance during the length of a contract.

7. Schedule the switch from old vehicles to new vehicles to happen during a less busy time of year.

8. Know what your options are if you decide to cancel a fleet-lease contract rather than renew it.

maintenance services for vehicle-leasing companies, and all offered very positive reviews. That’s when the City of Lenexa decided to embark on its fleet-leasing experiment.

Lenexa negotiated a five-year contract with Enterprise that took into account the reality that a city can’t obligate future expenditures. Though the City developed a five-year plan to replace all the leased vehicles, the actual obligation of funds will happen on a year-to-year basis.

The City and fleet-management company also had to reach an agreement on the expected resale value of the leased vehicles at the end of five years based on estimated mileage and normal wear and tear. This way, Lenexa would know what the vehicles would be worth if it had to cancel the contract for some reason. After five years, Enterprise will sell the vehicles the City is now leasing. Lenexa will receive any profit above the agreed-on value and owe Enterprise the difference if the sale price falls below the agreed-on value.

Benefits of leasing

The City expects to reap a number of benefits from implementing fleet leasing.

First of all, leasing newer vehicles that are still under warranty reduces maintenance costs, especially during the first three years and 36,000 miles of use. Enterprise’s program offers the City the ability to flip the fleet before vehicles get in bad shape and cost more to keep running. “We won’t be keeping a vehicle 10, 12, 15 years,” explained Williams. “In five years, we’ll wind up turning over 60 vehicles.”

Second, switching from larger, older vehicles — some from the late 1990s and early 2000s — to smaller, more efficient models will save an estimated 20 percent in fuel costs. (For example, a Toyota Prius can easily get twice the miles per gallon as a full-sized sedan.)
Third, newer vehicles are less susceptible to breakage commonly seen in an older fleet. Greater reliability will decrease periods of downtime for repairs, which slow employees’ work.

A fourth advantage to the lease arrangement is that Lenexa can budget a defined annual cost for its light-duty vehicle fleet. The city knows what that vendor contract amount will be each year.

Finally, the leased fleet includes more of the same vehicle types than it did before. This consistency between the units means that the city no longer needs to stock parts for a huge variety of makes and models.

Hurdling major decision points

Lenexa staff identified several key decision points during the implementation process. One was whether or not to contract with Enterprise Fleet Management for maintenance on the leased vehicles. The City did a cost comparison and ultimately concluded it could save money by doing routine maintenance in house.

Another important step was determining how to sell the City’s old fleet vehicles that were being replaced with leased units. Enterprise was willing to undertake this effort, but Lenexa chose to tackle this job internally too. Though time consuming, the City found that it was able to get good resale prices for the vehicles, generating $100,000 more than early estimates suggested.

Aside from the 60 light-duty vehicles Lenexa is now leasing, fleet staff on the City’s payroll remain busy maintaining approximately 250 other vehicles and pieces of equipment the City owns. Down the road, the City could opt to lease additional units, like the 1-ton trucks it uses to plow snow.

Program rollout

From Lenexa’s first meeting with Enterprise in early 2014 to the last vehicle delivery in November of the same year, the City fast-tracked implementing the leasing program. “We actually took Enterprise by surprise because we moved far faster than they thought we would,” said Williams.

One reason the City could roll out the program quickly is that it was able to piggyback on an existing fleet-lease contract with Enterprise Fleet Management through a government purchasing cooperative called TIPS (Texas Interlocal Purchasing System). Government agencies can join other cooperative purchasing groups to gain savings from larger bid packages than might be achieved for a single bid item. That approach saved Lenexa time and minimized administrative costs involved in competitively bidding out the contract.

The lease program impacted all city departments that had vehicles. Early on, Lenexa’s Municipal Services staff met with each department to discuss operational needs. Did their work require a Ford F-150 4x4 SuperCab pickup, or would a more economical Ford Escape serve them just as well in most cases? This crucial communications step helped ensure that fleet staff and department staff were on the same page about needs and which vehicles could accommodate them.

Enterprise allowed Lenexa to select the vehicles from a pool of options. Ultimately, the City was able to downsize many vehicles without compromising operational needs. Not only did the City end up with more of the same vehicles — like Ford Escapes and Toyota Priuses — but the program also enabled Lenexa to offer variety to a department if that was desired. For example, police detectives...
prefer to be nondescript in unmarked vehicles, so the Lenexa Police Department chose an assortment of makes and models to better blend in.

“Go look at the vehicle you’re going to be leasing to see what you’re getting because a lot of the models change over the years,” advises Assistant Director of Municipal Services Nick Arena. “That way when you’re talking with departments, you can give them a first-hand, in-depth account of what they can expect.”

For operational purposes, Lenexa needed to have the new leased vehicles in hand before it could sell the old ones. Enterprise worked with the city to deliver 60 new vehicles incrementally over a three-month period rather than all at once. Fleet staff had to do a considerable amount of work to strip the old vehicles of decals and equipment. It also took time to get the new leased vehicles ready for use, affixing decals and installing new lights and radios in each unit.

The timing plan worked out very well. “We weren’t dealing with new vehicles during our busy winter months where we might have been interrupted by snow operations,” said Williams. The last leased vehicles were delivered in time to get them ready before winter set in.

**Looking ahead**

As the first municipal test case for fleet leasing in Kansas, the City of Lenexa aims to cut fleet-management costs through newer, right-sized and more fuel-efficient vehicles. The staff will track mileage, miles per gallon, and all maintenance costs on the leased vehicles in order to compare that data to historical information on the units they replaced. In anticipation of generating savings, Lenexa intends to reduce the amount of money set aside for fuel costs and light-duty vehicle maintenance in its 2016 budget.

Over the next few years, Lenexa will carefully monitor how the fleet-leasing program is working so it is well prepared to make a decision when the contract is up. Staff will need to weigh a number of factors. Have the projected savings materialized? Is the maintenance approach running smoothly? Should the program be expanded to include other vehicles? If the City cancels the contract, it would need to plan on budgeting funds to buy replacement units, increasing capital expenditures.

Six months in, this local government fleet-lease expedition has been a fairly smooth ride. But the City of Lenexa is staying alert to potential rough patches and unexpected curves in the road ahead.

Chuck Williams is the Lenexa Municipal Services Director. He can be reached at cwilliams@lenexa.com, or (913)477-7880.
Moundridge: Where community is a way of life, caring is commonplace, excellence is standard, and healthy growth leads to prosperity; in the heart of Kansas lies a community who has set this as their vision statement. This town of approximately 1700, well positioned along the I-35 corridor, welcomes the same number of commuting employees each day as stake residences there. With booming industry and hometown startups making their mark around the world, Moundridge truly is the “All American City.”

The Planning Process

In early 2013, the Moundridge City Council sensed that Moundridge was at an important crossroads. Not sure of what exactly was next for the community, the council knew that if they intentionally engaged the community, a strategic plan could be charted to lead the community successfully into the next several years. To assist in the design and facilitation of this planning process and creation of the final plan, the council engaged Wichita State University’s Public Policy and Management Center at the Hugo Wall School of Public Affairs. A nine-month comprehensive strategic planning process commenced.

To serve as the guiding body for the strategic planning process, a steering committee was appointed to represent a diverse cross section of the Moundridge community; representatives from the school district, key business and industry leaders, a representative from the elected body, leaders from the religious community, representatives from the community hospital, and parents representing the young adult/family perspective comprised this committee. Steering committee members assisted in the design of a broader community engagement effort, and worked diligently to ensure this feedback was successfully represented in the final strategic planning document.

Once the steering committee was confirmed, WSU’s Public Policy and Management Center provided research and analysis to draft an influencing factors report. This report provided trend information, as well as projections for demographics, housing, labor and employment, and the local government’s financials. Summarized information from the influencing factors report served as a foundation for the conversations amongst steering committee members and also community members regarding the story of Moundridge and what the next chapters of Moundridge could potentially look like; this foundation allowed community members to successfully brainstorm about community issues, ideas for addressing those issues, and broader community vision for the community’s future.

To seek feedback from a wide cross section of the Moundridge community, staff from WSU’s Public Policy and Management Center coordinated with a number of community organizations to present information relevant to the planning process and seek feedback from a number of community groups, including: the school board, the high school student council, Chamber of Commerce, Lions Club, lunch gathering at the Senior Center, members of community religious organizations, and Moundridge city staff. Feedback was sought in a consistent manner to allow feedback to easily be aggregated and summarized to guide the drafting of plan goals, strategies and action steps.

Information from the influencing factors report as well as the feedback received from hundreds of community members engaged throughout the community engagement process, allowed WSU-PPMC staff members to facilitate discussions with the steering committee on key community issues. The steering committee determined four key community issues needed to be addressed through the strategic planning document: housing, business and jobs, parks and recreation, and community marketing. Through analysis of all information available to them, steering committee members were able to identify key sub-issues for each of these areas which were then addressed in the drafting of plan goals, strategies, and action steps. The four goal statements were finalized as:

**Goal Area 1 – Housing:** Expand housing options to ensure availability for all current and potential residents.

**Goal Area 2 – Business and Jobs:** Create an environment to foster new businesses and attract additional quality jobs.
Goal Area 3 – Parks and Recreation: Support a high quality parks and recreation system to improve wellness and the quality of life for all residents and visitors.

Goal Area 4 – Community Marketing: Promote the very best of Moundridge to ensure community values are shared with future generations.

Each goal area included a number of strategies and action steps for implementation during the next three years after plan adoption, including specific action steps, a timeline, and a responsible party identified to lead implementation.

Additional feedback was sought from the community through a community open house and a non-scientific community survey distributed as a water bill insert; the community was given the opportunity to provide feedback on the draft goals and strategies. Allowing for community feedback during multiple steps of the planning process ensured the production of an organic document, responsive to the needs and desires of the community, that could be owned by all once adopted in its final form.

Plan Implementation

Once the plan was adopted by the city council in December 2013, the hard work of implementation began. The city administrator has led this implementation effort, with the support and direction of the city council. Much progress has been made.

Housing: Additional affordable housing was identified as a need in the strategic planning process. To further define this need and to determine Moundridge’s eligibility to apply for and receive certain state housing assistance program dollars, the completion of the Housing Assessment Tool (HAT) through the Kansas Housing Resources Corporation was identified as a necessary strategy. With the assistance of a graduate student from WSU’s Hugo Wall School of Public Affairs, the HAT was completed and submitted to the state for review, analysis and feedback. A review of the completed HAT for Moundridge was conducted by the state’s Housing Interagency Committee and feedback was provided, identifying several specific areas of housing needs in Moundridge and also determining that Moundridge might be a good candidate to apply for Low Income Housing Tax Credits (LIHTC) through the Kansas Housing Resources Corporation. The information received through the completion of the HAT and the feedback given by the Housing Interagency Committee spurred private residential development and also the development of partnerships between the City and private developers to apply successfully for state housing assistance.

The Moundridge zoning commission recently approved a plat for Kaneridge Estates which will bring an additional 30 lots to develop single family housing. The City also pursued conversations with two developers that have a history of successful LIHTC projects. Both developers felt Moundridge had a need and a good chance of being selected for these tax credits. Moundridge decided to partner with one of these developers who had completed several projects in the Moundridge vicinity. A Rural Housing Incentive District (RHID) was created to further assist the funding of the proposed development and the developer put together a development plan. Working together, the developer and the City submitted an application for the LIHTC and were notified in May 2015, that the application was successful.

Business and Jobs: Internet speed and connectivity issues were identified throughout the strategic planning process. In response to this issue identification, a strategy was developed to assist in addressing the business and jobs goal area: “Improve access and connection speed to internet and wireless services to support business and industry growth.” During the plan implementation process, the City of Moundridge has engaged the community in several discussions regarding the issue, and the local media has proactively covered the issues progress. In response to media coverage, Ideatek approached the City about building a gigabit fiber optic internet system in Moundridge. Ideatek then brought in their engineering staff to survey the city to determine project feasibility. Upon the determination that it was a feasible project, Ideatek worked with City staff to identify where infrastructure would be placed, while at the same time Moundridge City staff, representatives from Ideatek and attorneys representing both parties worked out the details of a franchise and pole attachment agreement to allow use of the City’s rights of way and easements. The Moundridge City
Council approved these agreements at the May 2015 meeting, and Ideatek plans to begin construction in June 2015.

Another strategy identified in the business and jobs goal area directed the City to “evaluate need and potential partnerships for a community development professional to serve the City of Moundridge.” Through recent attrition of a community development and marketing professional in a partner organization, conversations are being pursued to develop a community development director position that would successfully serve, in partnership, with the two organizations.

Efforts made by City staff, the elected body, and community members in Moundridge to make progress on the desires and collective vision of the community identified through the strategic planning process has been great. In addition to the specific efforts mentioned above, the Moundridge community has also seen the construction of a Dollar General, a Casey’s General Store, new businesses opening at the Municipal Airport, and much work completed to update utility infrastructure to accommodate growth and maintain reliable delivery of service; all developments occurring since the adoption of the strategic plan in late 2013. Moundridge is a great example of what can happen when community members are intentionally engaged in an effort to advance the best of the community, the process is championed by the elected body, and City staff working diligently to implement the strategic plan which represents the hard work of the collective voice and process.

To view the completed strategic planning document in its entirety, please visit: http://webs.wichita.edu/?u=ppmc&p=/projects/; the document can be found under “Technical Assistance and Consultation.”

For additional information or questions regarding the strategic planning process and goal/strategy implementation please use the contact information below.

Corinne Bannon is the Community Research Manager at Wichita State University’s Public Policy and Management Center. She can be reached at corinne.bannon@wichita.edu or (316)258-1906. Randy Frazer is the City Administrator for the City of Moundridge. He can be reached at rfrazer@moundridge.com or (620)345-2661.
The 2015 legislative session was the longest in Kansas history. The session lasted 113 days, 23 days beyond the scheduled 90-day session. Several major legislative changes were made in the final days of the session and, due to this, League staff’s review of some legislation is not yet complete. In particular, legislation moving municipal elections from the spring to the fall, as well as a law imposing a tax lid on local governments, are very complex bills and will take additional time to understand the full impact they have on cities. While these are discussed briefly in the following legislative wrap-up, please watch for additional analysis in next month’s Journal and in League News.

### Bills That Did Not Become Law

**KORA Fees and Charges.** SB 98, as amended, would have required cities to charge not more than $.25 per page for standard black and white copies. All other public records, such as color copies, etc., would have continued to be charged at the rate it costs a city to produce them. The amended bill also would have required cities to charge for staff time at the lowest hourly rate of the person who is qualified to produce the public records. Finally, the amended version would have required cities to take minutes at every meeting in a format determined by the presiding officer of the meeting.

**Mandatory Body Cameras.** SB 18 and HB 2137 would have mandated that most police officers use body cameras. The bills also created mandatory data storage and liability issues for failure to meet the requirements.

**Conceal Carry By Public Employee.** SB 65 would have prevented a municipality from having personnel regulations that prohibit an employee with a conceal carry license from carrying a concealed handgun while working outside or in a city vehicle.

**Motor Vehicle Property Tax.** SB 259 and HB 2431 would have made significant changes in the assessment and taxation of motor vehicles. The changes would have resulted in local governments losing an estimated $39 million in tax revenue in the first year.

**Sales Tax Exemption.** HB 2435 would have removed the sales tax exemption for all direct and indirect purchases of tangible personal property used in public construction projects. This would have resulted in cities paying state sales tax and any applicable local sales tax on all tangible personal property going into the project.

**KPERS.** HB 2426 would have made several changes to the accrual of leave time and the KPERS final average salary calculation for pre-1993 employees.

**Alcohol in Grocery Stores.** House Sub for HB 2200 would have allowed grocery stores to sell alcohol. The League did not take a position on whether the state should allow grocery stores to sell alcohol, however, the League was concerned about losing sales tax from the decline in the sale of cereal malt beverages.

**Municipal Audits.** SB 247 addressed, among other things, municipal audits. Specifically, it would have increased the threshold for a mandatory municipal audit from $275,000 to $500,000 of annual gross receipts or general obligation or revenue bonds outstanding in excess of $500,000. The bill also contained a provision that would...
require all municipalities, except school districts, with annual gross receipts or general obligation or revenue bonds outstanding between $275,000 and $500,000 to have its accounts examined at least once a year by a CPA using “agreed upon procedures” as determined by the director of accounts and reports at the Department of Administration (in essence an “audit lite”).

Massage Therapy. SB 40 would have established a state licensure process for massage therapists. The League testified in opposition to one section of the bill because it would have preempted a city’s ability to maintain professional licensing requirements for massage therapists.

Abandoned Property. SB 84 would have expanded the definition of abandoned property to include residential property that has been vacant for at least 180 days and has a “blighting influence” upon the surrounding property. The bill would have amended existing law to permit the rehabilitation of abandoned property to be used for community development purposes.

Bills That Did Become Law

General Government

Election Change. HB 2104 moves municipal and school district elections from the spring to the fall of odd years, keeping them separate from state and national elections. The bill keeps local elections non-partisan, with cities retaining the option to make them partisan. Beginning in 2017, city primary elections will be held on the first Tuesday in August and general elections will be held on the Tuesday following the first Monday in November of each odd-numbered year. The bill extends the term of officials whose term is currently set to end in April of 2017 to the second Monday in January 2018, when newly elected officials take office. It is not clear how terms of officials who are not set to currently end in April of 2017 will be transitioned into the new election cycle. The League anticipates drafting model ordinances to assist cities in complying with some of the changes caused by this new legislation.

Property Tax Lid. Senate Sub for HB 2109 and House Sub for SB 270 both contain property tax lids for local governments. Senate Sub for HB 2109 contains a property tax lid with an effective date of January 1, 2018. House Sub for SB 270 amended the tax lid and included several items that would be excluded from the calculation of the tax limit but the bill failed to include the January 1, 2018, effective date. The failure to include the January 1, 2018, date resulted in the tax lid having an effective date of July 1, 2015. A reconciliation bill was then passed on June 26, clarifying that the tax lid does not go into effect until January 1, 2018.

After January 1, 2018, a city will be required to hold an election if they intend to increase their budget above the consumer price index (CPI) for all urban consumers. The election may be held at the next regularly scheduled election in August or November, by mail ballot, or by a special election. Cities will not have to conduct an election if:

• The amount of ad valorem tax to be levied is greater than the change in the CPI due to:
  o Costs for new infrastructure or improvements to existing infrastructure to support new improvements to property exempt from property taxation (such as schools, hospitals, churches);
  o Bond and interest payments;
  o An increase in property tax subject to taxation as the result of the expiration of any abatement of property from property tax;
  o Increases in road construction costs when such construction has been once approved by a resolution of the governing body;
  o Special assessments;
  o Judgments levied against the city or expenses for legal counsel and for defense of legal actions against the city or officers of the city;
  o New expenditures that are specifically mandated by federal or state law; or
  o An increase in property subject to taxation as the result of new construction;
• The assessed valuation has declined in one or more of the
previous three calendar years and the increase in the amount of funding for the budget or appropriation from revenue produced from property tax does not exceed the average amount of funding from such revenue of the next preceding three calendar years, adjusted to reflect changes in the CPI; or

- The increase in the amount of ad valorem tax to be levied is less than the change in the consumer price index plus the loss of assessed property valuation that has occurred as the result of legislative action, judicial action or a ruling by the board of tax appeals.

There are many issues that these two tax bills will create for cities and it will take some time for League staff to complete a full analysis and provide guidance for working with this new law. As that information becomes available it will be shared with our members.

**KOMA & KORA Enforcement.** HB 2256 gives the attorney general (AG) the authority to police KOMA and KORA. The new law provides administrative procedures for the investigation and enforcement of alleged KOMA and KORA violations. If the AG finds that a public agency has violated either act, they can enter into a consent order. One part of the consent order will be a civil fine of up to $250. The AG can also issue a finding that a public agency has violated either act instead of entering into a consent order. The finding will contain a cease and desist order and a civil fine not to exceed $500. Either procedure will include an order for all members of the public agency to complete training approved by the AG concerning the requirements of the act violated.

**KORA Exemption.** Section 10 of HB 2256, amends K.S.A. 2014 Supp. 45-221(a)(52), by expanding the list of officials whose home address or home ownership information can be exempted from public website searches. The bill adds municipal judge, special assistant United States attorney, special assistant attorney general, special assistant county attorney, district attorney, assistant district attorney, special assistant district attorney, city attorney, assistant city attorney and special assistant city attorney.

**Annexation.** HB 2003 began as a bill that would have made the island annexation of any property nearly impossible. The original bill would have required unanimous county commission approval of any island annexation even if the other party consented to the annexation. The bill also required a city to prove that the annexation would not cause manifest injury to the owners of any property surrounding the land to be annexed.

The House amended the original bill to remove the unanimous approval requirement as well as the manifest injury proof requirement. The Senate added language, however, that would have removed the independent annexation rights of cities. The House refused to accept the Senate amendments and the final version of the bill simply changes the requirements for island annexation of city-owned property. Before HB 2003, a city could annex city-owned property that did not adjoin the city, independently without any county approval. After HB 2003, the annexation of city-owned property that does not adjoin the city must now be approved by a 2/3 majority of the county commission, similar to that of any annexation of non-adjoining land.

**Tort Claims.** HB 2246 was introduced by the League in response to a Kansas Supreme Court case that reversed 20 years of rulings concerning the Kansas Tort Claims Act. The Whaley v. Sharp case resulted in a ruling that a municipal employee could be sued for action taken related to their public employment without the plaintiff having to meet the notice requirements of K.S.A. 12-105b. The bill amends K.S.A. 12-105a by defining employee of a municipality and K.S.A. 12-105b by adding employee of a municipality to those who must be given notice of a claim prior to the filing of an action.

**Retail Liquor in Commercial Districts.** The League testified in support of one section of HB 2223 because it provides local governments flexibility concerning retail liquor business locations. Section 27, subparagraph d of the bill, creates a procedure for cities to allow alcohol-related small businesses in commercial districts when they are within 200 feet of a church or school. After July 1, 2015, a city will be able to pass an ordinance exempting a retail liquor business, microbrewery, microdistillery, or farm winery from the 200-foot distance requirement in state law.

In addition, this bill amends several alcohol related statutes including a prohibition against powdered alcohol, the legalization of automatic wine dispensing devices in certain establishments and it creates a process for allowing the distribution and consumption of
alcohol in the capitol. The bill also establishes the rules that must be followed for a business that does not have an alcohol license to allow customers to bring in their own alcohol for consumption on the business premises (BYOB).

Political Sign Restrictions. HB 2183 prohibits a city or county from regulating or prohibiting the placement of or the number of political signs on private property and on the unpaved right-of-way for city streets or county roads. A city or county can regulate the size and establish a set-back distance for the placement of the political signs based on public safety to assure sight lines are not impeded. The prohibition against regulation is for a period of 45 days prior to, and 2 days following, an election. Please see this month’s legal forum for more information.

Firearms Dealer Regulation. HB 2331 amends K.S.A. 2014 Supp. 12-16,124 and prohibits cities and counties from regulating the sale of firearms and ammunition. The bill prevents requiring any fees, licenses, permits or taxation of these businesses. There is some ambiguity as to whether this bill preempts local zoning laws and we believe there is a potential that this amendment prevents a city from applying zoning regulations to a firearms dealer. It will be important for a city to work closely with their attorney before taking any zoning action involving firearms dealers. The bill does not prohibit the collections of local retail sales tax or the ability to enforce personnel polices regulating employee use or carrying of firearms. Any city ordinances, rules or regulations requiring firearms dealers to pay a fee, permit or tax enacted prior to July 1, 2015, are null and void.

Charitable Gaming Act. Senate Sub for HB 2155 creates the Kansas Charitable Gaming Act, which regulates charitable raffles. The bill also makes changes to the Bingo Act and adds participation in a fantasy sports league to the list of exemptions from the definition of what constitutes an illegal bet.

Kansas Transportation Network Company Services (TNC) Act. The “UBER bill” consists of House Sub for SB 117 and SB 101. These bills provide a definition of a transportation network company as “a corporation, partnership, sole proprietorship or other entity operating in Kansas that uses a digital network to connect TNC riders to TNC drivers who provide prearranged rides….” The bills also establish driver requirements as well as protection for lienholders’ interest in vehicles used for this service. The bills prohibit cities from applying their taxicab ordinances to these newly defined TNCs or their drivers, but they are allowed to create their own TNC-specific regulations as long as they do not conflict with the new law.

Kansas Open Records Act. HB 2023 continues several exemptions to the Kansas Open Records Act.

Unemployment Benefit Changes. SB 154 reduces the contribution rate of many employers to the unemployment trust fund. The bill also makes changes to the calculation of maximum weekly benefits. The bill contains several technical changes and personnel regulation changes for the Department of Labor.

Disaster Utility Response. SB 109 exempts out-of-state businesses working within the state for utility related disaster or emergency work from the requirements of state and local registration, licensing, or filing or remitting state or local taxes. The businesses would still have to pay transaction taxes and fees on purchases for use or consumption in the state during the disaster response period. The bill does not affect the provisions of the Roofers Registration Act.

Roofers Registration. HB 2254 amends the Roofers Registration Act by providing the Attorney General authority to issue an exemption letter to a general contractor if they meet certain requirements.

Animal Euthanasia. Section 9 of SB189 amends K.S.A. 47-1718, by requiring the animal health commissioner of the Kansas Department of Agriculture to promulgate rules and regulations by December 31, 2015, regarding the acceptable methods of animal euthanasia.

Reimbursement of Expenses. HB 2009 provides that local law enforcement agencies may charge a fee to reimburse the expense of taking and processing fingerprints of employees and contractors for the state division of post audit.

Lobbyist Report. HB 2183 requires a lobbyist who provides services for a governmental entity or an association of governmental entities to report the amount of public funds he/she receives. The report must be filed with the secretary of state and must list the amount of public funds paid for the lobbying services and all governmental agencies and associations represented by the lobbyist. The new report will be available on a searchable public website.

Scrap Metal Act. HB 2048 amends the scrap metal theft reduction act (Act) by placing the jurisdiction and authority over
administration of the Act with the attorney general. Cities are no longer mandated to enforce the provisions of the Act and should repeal any ordinances related to the administration of the Act.

Public Safety

Constitutional Conceal Carry. SB 45 allows anyone over the age of 21 to carry a concealed firearm without a conceal carry license. The only limitation is that the individual must not be prohibited from possessing a firearm under either federal or state law. The bill allows a public employer to continue to prohibit firearm possession by employees and clarifies that conceal carry without a license is treated the same as conceal carry with a license in personnel matters. The last statement assumes that a city has met all the requirements of a written personnel policy and the prohibition does not apply to a public building unless adequate security measures are in place as well as signage. The bill also allows the carrying of concealed handguns in the state capitol.

Election Crimes. SB 34 creates the separate crime of voting or attempting to vote more than once and amends two current voting related crimes, increasing the severity level from misdemeanor to felony level crimes. The bill gives independent authority to prosecute any election crime to the district or county attorney of the county where the violation occurs, the attorney general, and the secretary of state.

Disabled Veteran Parking. HB 2006 grants free parking to disabled veterans who have disabled veteran license plates in public parking facilities and public parking lots that employ parking attendants to collect payment.

Toxic Vapors. SB 252 amends K.S.A. 2014 Supp. 21-5712, by including “other halogenated hydrocarbons” in the definition of toxic vapors. The purpose is to clarify that substances similar to Freon that do not bear the Freon brand name are included in the definition of toxic vapors.

Specialty Vehicles. SB 73 amends the definitions for all-terrain vehicles, recreational off-highway vehicles, and work-site utility vehicles.

Autocycles. HB 2044 establishes the definition for “autocycle” as a three-wheel motorcycle that has a steering wheel and seating that does not require the operator to straddle or sit astride it. The bill provides that an operator of an autocycle is not required to have a motorcycle license to operate in Kansas. The bill contains other rules and regulations associated with the operation of autocycles.

Controlled Substances. HB 2275 adds several additional drugs or drug classes to the schedules of controlled substances. The bill also contains changes that correct or standardize spellings or descriptions of several substances.

Ignition Interlock. Sub for HB 2159 expands the driving privileges of first time DUI offenders to drive to and from an ignition interlock provider for the purpose of maintenance and downloading of data. Current law allows DUI offenders with more than one conviction to drive for this purpose but first time offenders would be violating their restricted driving privileges.

Finance and Taxation

Indebtedness Reporting. HB 2259 amends the reporting deadlines for municipal and county clerks to report indebtedness figures for the Kansas Indebtedness Report. The bill changes the deadline for municipalities to report to the county clerk from July 5 to July 31 of each year. The deadline for county clerks to report to the state treasurer is changed from July 15 to August 15 of each year.

Land Bank Changes. Section 17 of Senate Sub for HB 2109, amends K.S.A. 2014 Supp. 12-5909, to allow the governing body of any municipality that has levied special assessments, on property acquired by a land bank, to enter into an agreement with the land bank to defer or reamortize all or part of the special assessments.

Personnel

KPERS Working After Retirement. Senate Sub for HB 2095 contains, among other things, new working after retirement provisions. Under the bill, retired employees returning to work for a KPERS employer will not receive KPERS benefits once they earn more than $25,000 in a calendar year. A city may apply for a hardship exemption to this rule if an unexpected emergency occurs or the city is not able to fill the position. The exemption would apply for one year. This bill does not apply to KP&F members, elected officials, or employees who retired and returned to work or accepted a job for a KPERS employer before May 1, 2015. The changes do not go into effect until July 1, 2016.

KP&F Eligibility. Senate Sub for HB 2101 expands the definition of who qualifies for benefits under the Kansas Police and Firemen’s Retirement System (KP&F). The expansion was needed to assure coverage for police officers who are assigned to jails, adult detention centers, or other correctional facilities. The bill is retroactive to July 1, 1999.

Eric Smith is the Legal Counsel for the League of Kansas Municipalities. He can be reached at esmith@lkm.org or (785)354-9565.
Greg DuMars Receives the American Public Power Association Award

Greg DuMars, City Administrator of the City of Lindsborg, received an American Public Power Association Larry Hobart Seven Hats Award at the Association’s national conference in Minneapolis, Minnesota. This award recognizes managers of small utilities serving fewer than 2,500 meters. These managers wear seven hats: planning, design, administration, public relations, field supervision, accounting, human resources, and community leadership. DuMars is one of eight winners in 2015.

DuMars has served as city administrator since 1998, where he oversees city employees, develops the city’s annual budget, and serves as spokesman for the public power community. He has been deeply involved in the planning and design not only of the electric distribution system, but also for the city’s water and wastewater systems and for numerous other streets and community betterment projects.

As the first-ever Chairman of the Kansas Municipal Utilities (KMU) Advisory Committee, he has also been instrumental in the planning and design of the proposed KMU Training Center. He was the 2011-2012 KMU President and has also served as the President of the Kansas Municipal Energy Agency (KMEA), one of the state’s two joint action agencies.

USDA Rural Development Financing Assists Six Kansas Communities

USDA Rural Development State Director Patty Clark recently announced six communities in Kansas are receiving funding to improve water and wastewater systems for approximately 6,500 rural Kansans.

“USDA Rural Development provides critical financing to rural communities for water and sewer infrastructure projects,” said Clark. “The investment made by the federal government in rural infrastructure, will help to provide rural Kansans with safe, affordable drinking water for many years to come.”

Financing for the projects is provided through USDA’s Water and Environmental Program, which provides financing for drinking water, sanitary sewer, solid waste, and storm drainage facilities in rural areas. USDA’s Water and Environmental Program help very small, financially distressed rural communities extend and improve water and waste treatment facilities that serve local households and businesses. Good practices can save tax dollars, improve the natural environment, and help manufacturers and businesses to locate or expand operations.

For more information visit http://tinyurl.com/ojy69y2
KDHE Launches Online Environmental Interest Finder

The Kansas Department of Health and Environment (KDHE) has launched the Kansas Environmental Interest Finder (KEIF) that can be found at http://tinyurl.com/prlnytw. The KEIF is a web-based mapping application designed to identify sites in Kansas where there are potential environmental impacts. These sites include facilities that are permitted or registered to use or store chemicals. Links within the KEIF provide users with detailed information on contaminated sites, spills, solid waste facilities, and aboveground/underground storage tanks. The KEIF can also be used to find program site identification numbers that are helpful when filing a Kansas Open Records Act (KORA) request. For more about the KEIF, see the KEIF Users Guide (http://tinyurl.com/ov23p9x).

Manhattan

Hundreds Turn Out For NBAF Groundbreaking

A governor, a senator, and two cabinet members were all on hand to celebrate the groundbreaking of what will be the United States’ most secure plant and animal research building.

The National Bio and Agro-Defense Facility (NBAF) is expected to create up to 500 high-paying, scientific, federal jobs for the Manhattan region. Construction around the 500,000 sq. foot building will create up to 1,500 jobs for construction workers.

“NBAF is for Kansas,” said Sen. Pat Roberts (R-KS). “We fought for it and earned it on the merits. NBAF is the realization of all that hope for Kansas: opportunity and preservation of our beloved rural way of life for our children and our grandchildren.

For more information visit http://tinyurl.com/ngf9u9o

Topeka

KDHE Launches Online Environmental Interest Finder

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McPherson

2015 Natural Gas Boot Camp Workshop Scheduled

The Gas Training Committee and JT&S staff are pleased to announce the (new) 2015 Natural Gas Boot Camp Workshop scheduled for July 28-30, 2015. The workshop will be held at the KMU Training Center in McPherson. Much of the funding for this workshop is provided through a grant from the U.S. Department of Transportation, Pipeline and Hazardous Materials Safety Administration.

For more information visit http://tinyurl.com/qg5exdk
What do you think is the primary role of municipal government?
Municipal government’s primary role is to make sure our residents’ service needs (as they uniquely set them forth) and community visions are brought to reality. The fact that those needs and community visions can vary significantly from community to community and region to region makes our role that much more important. Local government is, in essence, the people’s will for their community being applied and implemented. Though municipal government cannot and should not undertake every function to meet those needs, it can be a community convener to help ensure the community and community partners are engaged in working toward a shared vision.

What is your position and what are your typical duties?
City Manager, City of Olathe. I run the day-to-day operations of the city.

What is your favorite thing about Kansas?
I love the four seasons. Growing up in the south, we didn’t really have four distinct seasons like we do here in Kansas.

Please share a little personal information about yourself.
I’m blessed to have been married for almost 30 years to my wonderful wife, Holly. We have two girls; Rachel, who is 17 and a senior in high school, and Hannah who is 11 and a 6th grader. I love hanging out with my family and creating memories that will last a lifetime. I love to ride my motorcycle, play golf and I’m a huge Alabama Crimson Tide fan.

What is your favorite thing about your community?
My favorite thing about Olathe is that its residents care deeply about their neighbors. As an example, the Mayor’s Christmas Tree Fund raised over $150,000 for Olathe children’s charities in 2014 more than any other local government in the metro area.

What made you want to join city government?
I became involved in local government to serve those in my community and to leave that community better off than when I got there.

What is your position and what are your typical duties?
My official title is Mayor/CEO of the Unified Government of Wyandotte County/Kansas City, Kansas. The position of Mayor in KCK is full time. It includes three focus areas, economic development, innovation, and healthy communities. I work with the commissioners, city staff, and community leaders to improve our city and county.

What is your favorite thing about Kansas?
Jayhawk basketball and the Flint Hills.

Please share a little personal information about yourself.
My wife, Julie Solomon, and I have been married for 18 years. We have four children; Daniel (16), Gabriel (13), Luke (10), Esther (9). I have served as the pastor at Trinity Community Church, a United Methodist Congregation for 16 years. I like to run, ride my bike, and travel with my family.

What is your favorite thing about your community?
The great diversity of people. Kansas City, Kansas has no ethnic majority and it is an honor to serve one of the most culturally diverse cities in the country.

What made you want to join city government?
As a fourth generation Wyandotte Countian, I am always seeking ways to serve my community. I served for six years on the commission before being elected mayor in 2013.

Is this your first time on a statewide board?
In the secular world, yes. I have served on countless statewide boards through the United Methodist Church.
What is your position and what do you do?

My official title is Conference/Marketing Coordinator. I oversee all things conference and event related (venue selection; contract negotiation; layout and design of the conference registration brochure, program, and vendor sponsor booklet; A/V and technical support; room set-up; menu selection; trade show coordination; and solicitation of sponsorships – the list goes on and on). I also coordinate planning and logistics for the KACM Annual Conference, MLAs, Regional Suppers, City Hall Day, National League of Cities events, and Governing Body Institute/Leadership Summit, and any other League events. Marketing duties include selling advertising for the Kansas Government Journal and Directory of Kansas Public Officials, and coordinating of the Municipal Business Alliance packages for companies who provide products and services to cities.

A little bit of information about you.

I am married to my high school sweetheart, Dennis, and we have two girls: Teagan, 4, and Sloane, almost 7 months. I bleed Crimson & Blue; I graduated from The University of Kansas in 2005 and during my time there I donned the mascot uniform (baby jay) from 2001-2005. In my spare time, I also bake and decorate custom cut-out sugar cookies and although I’ve never stopped to officially count, I easily have well over 200 cookie cutters in my collection.

Have you always lived in Kansas?

Yes. I was born in Fort Scott, and we also lived in Coffeyville and Pittsburg before moving to Topeka in 1990. My mom’s side of the family is from Chanute.

What is your favorite scenic part of Kansas?

Watching storm clouds roll in over an open prairie.

How long have you been with the League?

It will be 7 years this September; I started six weeks before the Annual Conference in 2008.
Assistant to the City Administrator/Community Development Director

The City of Baldwin City, KS is currently accepting applications/resumes for the position of Assistant to the City Administrator/Community Development Director.

Under supervision of the City Administrator, this position is responsible for planning, directing, managing and overseeing the functions of the Community Development Department, including Land Development, Comprehensive Planning, Zoning, Building and Code Enforcement, and Economic Development. Coordinates assigned activities with other City departments and outside agencies, and provides highly responsible and complex administrative support to the City Administrator, including conducting special projects directly assigned by the City Administrator. The employee will be responsible for the direct supervision of the City’s Building and Code Enforcement Officer. The employee must have a Bachelor’s Degree with major course work in Urban Planning, Public Administration, or a related field. Master’s Degree preferred. One to three years of increasingly responsible experience in local government and city planning. Other combinations of experience and education that meet minimum requirements may be considered.

Pay range is $50,932 to $79,581 DOQ with an excellent benefits package. The City of Baldwin City does not have a City residency requirement. Offers of employment are conditional upon passing all appropriate screenings. A detailed job description can be requested by contacting bsmith@baldwincity.org. Please send cover letter and resume to City of Baldwin City, Attn: Finance Director, PO Box 86, Baldwin City, KS 66006. First review July 29, 2015. EOE

Assistant to the City Manager

The City of Edwardsville, KS is accepting resumes for Assistant to the City Manager. The duties include but are not limited to providing highly responsible and complex support to the City Manager; serving as the City Clerk and supervise all activities associated with the City Clerk’s office; managing City’s communications including social media and website, directing the annual budget; and implementing goals and objectives developed for the department and the City as a whole. Must have a minimum of 3 years of experience in municipal administration and finance. Bachelor’s degree in Business Administration, Public Administration or related field. A Master’s degree in Public Administration is highly preferred. Starting salary $57,366+ DOQ, plus benefits.

A detailed job description is posted at www.edwardsvilleks.org To apply for this position submit a cover letter & resume no later than July 22, 2015 to Michael Webb, City Manager, P.O. Box 13738, Edwardsville, KS 66113 or email to mwebb@edwardsvilleks.org. Position is open until filled. The City of Edwardsville is an Equal Opportunity Employer.

City Clerk

The City of Baldwin City, KS is currently accepting applications/resumes for the position of City Clerk.

Under supervision of the Finance Director, this position is responsible for maintaining all municipal, personnel, and legal records, responding to citizen concerns and complaints, and preparing minutes, ordinances, and resolutions. The employee will serve as the personnel officer for the City, administer and oversee all employee benefit and insurance programs, manage the City’s risk management programs, and perform other duties as assigned. A bachelor’s degree or equivalent training and experience is required. The employee should possess excellent organizational, public relations, and communications skills. The employee must be able to be designated, or already recognized, as a Certified Municipal Clerk.

Pay range is $42,092-$65,769, DOQ with an excellent benefits package. The City of Baldwin City does not have a City residency requirement. Offers of employment are conditional upon passing all appropriate screenings. A detailed job description can be requested by contacting bsmith@baldwincity.org. Please send cover letter and resume to City of Baldwin City, Attn: Finance Director, PO Box 86, Baldwin City, KS 66006. First review August 12, 2015. EOE

City Manager

The City of Bonner Springs, KS is seeking a highly skilled, experienced and creative public servant and leader to become its next City Manager. Full job announcement, recruitment brochure and Community profile available at www.bonnersprings.org . Application Deadline: July 24, 2015.

Chief of Police

The City of Clearwater, Kansas, is seeking applications for the position of Chief of Police. The successful candidate will have a proven record of integrity, strong leadership, and the management, community outreach, and interpersonal skills to drive the Clearwater Police Department forward along the path of progressive police service delivery.

Clearwater Police Department

The Clearwater Police Department is a full-service police organization with 6 full time officers, including a School Resource Officer, and 8 part-time or reserve officers, Animal Control Officer as well as a Police/Court Clerk. The annual budget for the department is in excess of $445,000. In 2014, the department responded to 1,640 calls for service.

The City of Clearwater

The City of Clearwater is located in south-central Kansas, south and west of Wichita. The city boasts a strong sense of community pride and is progressive in action and thought. With a population of 2,500 residents and an overall budget of $3,789,000, the City is governed by the Mayor-Council-Administrator form of government. The chief is appointed by the Mayor and confirmed by the Council and work is directed and reviewed by the City Administrator.

Requirements

Candidates must possess a bachelor’s degree from an accredited college or university and ten years of progressively responsible law enforcement experience, including five years at a command level, or any equivalent combination of training and experience. Evidence of continuing professional development, such as completion of the FBI National Academy, is highly desirable.

Salary

Salary will be commensurate with experience, within the range of $49,000 - $60,000 annually, with a comprehensive
benefits package.

Application Process

Resumes will be accepted until July 20, 2015. A full job description and information of the City of Clearwater can be found at www.clearwaterks.org. Please submit resumes or questions via mail or e-mail to:

Clearwater Police Chief Search
e/o Justin S. Givens, City Administrator
P.O. Box 453
Clearwater, KS 67026
jgivens@clearwaterks.org

Chief of Police

City of Burlington, KS accepting apps until position filled. Must use our PD. application form: available at City of Burlington, P.O. Box 207, 301 Neosho, Burlington, KS; www.burlingtonkansas.gov; email sstroh@burlingtonkansas.gov; Ph: 620-364-5334. Required: 10 yrs. law enforcement with 3 yrs supervisory; KLETC Grad.; valid KDL. Preferred: College Degree in Police Science or Criminal Justice. EOE

Division Director - Facilities Division

Reports to the Superintendent of the district. Responsible for the overall operation and management of the Facilities Division, which includes all Maintenance & Operations, Design & Construction, Bond Plan Management Implementation, Facilities Services, Energy Management, Environmental and Custodial Operations.

Qualification Profile: • Bachelor’s Degree in an appropriate discipline required. Advanced degree preferred
• This position requires a minimum of 5 years of management experience
• This positions requires a minimum of 5 years of experience in Operations or Facilities Management.
• Knowledge of facility management is required

FLSA Status: Exempt

FOR A COMPLETE JOB POSTING/DESCRIPTION AND TO APPLY: Please visit our website at www.usd259.org

Finance Director

Salary: $83,633– $104,541 DOQ + excellent benefits. Minimum Qualifications: Bachelor’s Degree in finance, accounting, or a closely related field; and 5 years of continuous and progressively responsible experience in local government finance, accounting, or budgeting; and valid driver’s license at time of application. This position reports directly to the City Manager and directs and coordinates the varied functions of the Finance Department. This position performs a variety of complex supervisory, professional, and technical accounting and finance functions in maintaining the financial records and systems of the City; is responsible for the planning, developing, and maintaining the accounting and budgetary processes for the City to include the City’s operating and capital budgets; and is responsible for the oversight of all financial operations, including accounts payable, payroll purchasing, cash and investment management, and financial reporting. Interested applicants may apply in confidence by sending a cover letter, resume, 3 references and completed City employment application to Lana Lanter, HR Director, 100 N. 5th Street, Leavenworth KS 66048. Deadline for submission of applications is July 31, 2015. For a detailed position description and City application, please visit the City’s website at www.lvks.org and click on employment opportunities. EOE/AA

Finance Director / Treasurer

The City of Kechi (KEE-chai), Kansas is a quaint, rural-suburban city that is experiencing robust growth in multiple areas: industry, retail and arts. The 2000-plus residents enjoy Kechi’s home-town feel and convenient, off-highway location just a few minutes from Wichita.

The Finance Director / Treasurer is responsible for budget development, revenue and expense tracking, and financial management of City funds. The position reports directly to the City Administrator. The City of Kechi offers a competitive benefit package for employees. Hourly compensation for this position ranges from $20.62 to $30.93 depending on qualifications.

Requirements: Bachelor’s degree (Master’s degree preferred) plus 3 years of experience in financial management, preferably in a government organization. Experience with Data Technologies Summit Accounting System Software is desirable.

A full job description can be found at: http://www.kechiks.com/departments/administration/employment.

Applications may be submitted through Hre-Partners at: https://www.hrepartners.com/jobdetails.aspx?id=25358

Vacancy shall remain posted until filled.

Journeyman Lineman

City Of Larned Kansas is accepting applications for a lineman with three years’ experience of construction and maintenance with an electric distribution system. Salary range is $16.93/$22.90 an hour DOQ plus an excellent benefit package. For more information e-mail ELECTDIST@CITYOFLARNED.COM, or call Austin, Line Supt. at 620-285-8766.

Lineman

The City of Osawatomie is accepting applications for a Journeyman Lineman. Requires electrical lineman experience. Job descriptions are available and applications will be accepted at City Hall, 439 Main Street, Osawatomie, KS 66064 or by email akobe@osawatomieks.org. Applications will be accepted until position is filled. The City of Osawatomie is an EOE. Full job description can be viewed in the career tab of our website www.osawatomieks.org.

Wichita Area Metropolitan Planning Organization (WAMPO) Director

The Wichita Area Metropolitan Planning Organization is a regional government focused on planning for all modes of transportation and funding for transportation projects. Member jurisdictions include 25 units of government in Sedgwick County, and portions of Sumner and Butler counties in South Central Kansas.

The board seeks Director with vision, leadership and transportation expertise to grow the agency for benefit of its communities and the region. Position has responsibilities for hiring/termination of eight employees, $1.2 million operating budget, staff support to board, and oversight of planning programs, including allocating $12 million annually for regional projects. Low range of salary is $95,000. Cover letter with resume, salary history in one e-file, to recruitment advisor: mflentje@ austinpeters.com. Preference to resumes received by July 27. Qualifications and other information can be found at the following web link: WAMPO Director Recruitment Profile
LEAPS

The League Executive/Administrative Position Search (LEAPS) assists cities in filling vacant executive positions and creating new ones.

Model Personnel Policies

Comprehensive personnel policies and guidelines are not only necessary for setting expectations and encouraging employee productivity, but they also help protect organizations from potential lawsuits.

Employment Descriptions

The League maintains a model-job-descriptions database that is available to all member cities. The League also offers individualized descriptions as part of a fee-based service.

Compensation Analysis

Fair and competitive compensation attracts and retains top talent, while helping you assess your organization’s financial commitments.

Salary Survey

The League’s salary survey is a tool that may be used to determine a variety of statistical data including median and average compensation paid to city employees.

(785) 354-9565 www.lkm.org/services/personnel

Advertise in the Kansas Government Journal. Contact Kate Cooley at kcooley@lkm.org or (785) 354-9565.
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51-100 words • $65
101-150 words • $90
151-200 words • $115
201-250 words • $140

Sources from Legal Forum, page 168


4 2015 HB 2183, Sec. 15: “No city or county shall regulate or prohibit the placement of or the number of political signs on private property or the unpaved right of way for city streets or county roads on private property during the 45-day period prior to any election and the two-day period following such election. Cities and counties may regulate the size and setback distance for the placement of signs so as not to impede sight lines or sight distance for safety reasons.”
Russell Community Theater
Dinner Play
July 7-11
The Farndale Avenue Housing Estate Townswomen’s Guild Dramatic Society Murder Mystery Starting at 8pm at the Russell Elka’s Lodge. Reservation Required for ALL SEATS!! For Dinner Theater information, please call or visit Encore Antiques at 590 S Fossil, Russell.
(785) 483-4057 | https://www.facebook.com/russelltheater/timeline

Erie 142nd Old Soldiers and Sailors Reunion
July 13-18
The longest continuous running event of its kind in the US. The week long event includes barrel racing (Monday), rodeo (Tues. & Wed.), kid’s night games (Thurs.), entertainment & free bean feed (Friday), arts & crafts vendors, and parade (Saturday).
(620) 244-3461

Wilson Czech Festival
July 23-25
Czech Queen Pageant, Parade, Concerts/dances, Carnival rides, Vendors, Social Garden, Czech Dancers, City Band, Toilet Bowl Races, Czech Egg painting, Teen dance, Run/Walk
(785) 658-2272 | http://www.wilsonkansas.com

Tonganoxie National Day of the American Cowboy Celebration
July 25
Downtown Tonganoxie will celebrate the National Day of the American Cowboy. Talented performers from all over the U.S. will demonstrate skills and tricks in the tradition of the cowboy. Among performers will be Nashville recording artist Stephanie Layne, buffalo soldiers regimen from Nicodemus, Kansas, Mexican Cavalry, Old Fort Days Dandies flag troop, Three Trails West country show, rodeo exhibitions, many regional musicians, vendors, and more!
(913) 219-3942 x9133337274 | www.cowboy-day.com

Russell Hell Creek on Heels Trail
Run 5k and 25k
July 26
Registration opens at 7am at Switchgrass Mountain Bike Trail at Wilson State Park. Cost is $25 for all distances. Pre-run meeting at 7:45am and Race begins at 8am. Register by mail (form can be found at www.wildwithinyou.com) or Register online at www.active.com (search Hell Creek on Heels).
www.wildwithinyou.com

Smith Center Meet in the Middle Bicycle Festival
July 30-August 2
A Festival to promote and connect the cyclist community while exploring the historic and scenic destinations of Smith County, KS. Participants can choose highway rides, gravel routes and rugged off road trails. Pedal to the Home on the Range Cabin, birthplace of the Kansas State song on Friday. On Saturday Meet in the Middle at the Geographical center of the 48 states. Sunday enjoy the view of Little Miss Liberty’s overlook of the Solomon Valley. Camping at the Smith County Fairgrounds along with local entertainment including food, beer garden, tours, small town shopping and simply the relaxation of rural Kansas. Register online.
(785)282-3895 | www.MIMbicycelfestival.com

Phillipsburg Kansas Biggest Rodeo
July 30-August 1
Come join us for one of the premier PRCA rodeos in the nation. World champion cowboys and cowgirls will be participating nightly. Pre-rodeo entertainment includes Mutton Bustin’ for the young cowboys and cowgirls each evening, a free barbeque on Thursday evening, Coors night on Friday evening, and the Phillipsburg Chamber and Main Street downtown parade on Saturday afternoon. Dance the night away at the rodeo grounds each night following the event. Enjoy a great event with fun filled family entertainment.
(785)543-2448 | http://www.kansasbiggestrodeo.com/

Rossville Tall Corn BBQ Competition
July 31-August 1
This contest is a KCBS State Championship with prize money totaling $8000.00.
(785) 215-2346 | www.rossvillekansas.us

Gorham Gorham Street Dance and 5k
August 1
Gorham Community Park 5k Walk/Run.
Registration starts at 6:45am to 7:45am at the Gorham City Park. Run/Walk begins at 8am. $20 pre-registration through July 13th. $25 registration July 14th through race day. Must be registered by July 13th to receive a free shirt. Register online by visiting the Gorham Community Development Association Facebook page or mail the completed registration and payment to Gorham Park Project, PO Box 65, Gorham, KS 67640. 6th Annual Gorham Street Dance Barbecue: Served at 6pm- $6.00 and Children 5 & under FREE for meal. Dance: 6pm to 12am - Featuring Bands: Buckner Creek Band, Flat Spin, and Hellcreek Bridge. Entry Fee: $5.00 and Children under 10 years old FREE at the Gate. Small Train Ride, Bounce House, & Other Events for the Kids!! All proceeds will benefit the Gorham City Park!
Get Control. Get KMIT.
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Providing workers’ compensation coverage to Kansas cities

Enhances a safe workplace
Provides claims management
Delivers cost-effective loss prevention

- **Risk Management** — A team of loss-control specialities conducts free, annual, on-site safety inspections and provides a variety of risk-management services.

- **Claims Management** — “Dedicated” claims adjustment, with one individual handling all claims, resulting in efficient and effective claims processing.

- **Safety Publications** — *City Safe*, a quarterly publication, helps train employees in workplace safety. *CompControl*, a quarterly newsletter, is filled with up-to-date workers’ comp information, safety tips, pool news, and more.

- **Annual Contribution Discounts** — Members earn discounts based on safety records and participation in KMIT safety programs.

KMIT is a workers’ compensation program endorsed by the League of Kansas Municipalities

For more information, contact:

(785) 272-2608 • dosesbaugh@cox.net
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